

January 7, 2014

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, January 7, 2014 with President Carl Pierson presiding and Bonita Crawford and Mary Trammel present being a quorum. Other school board members present were Steve Riall, Jasmine Green, Charlotte Crawley, Curtis Hooks, Lillian Priest, Barry Rachal, Larry Ramsey, Ginger Armstrong and Dottie Bell. Also present were Superintendent Lamar Goree, Legal Counsel Reginald Abrams, staff and other visitors. Mrs. Crawley led the invocation and Pledge of Allegiance.

PRESENTATIONS

Ken Epperson, Caddo Parish Commissioner, District 12, thanked the CPSB for its participation in the Veterans Week Celebration, Col. Durr for the JROTC's participation in the activities, as well as the Caddo school bands. He highlighted the various events of this celebration that all four governmental entities entered into a cooperative agreement to make November 4-11, 2014 as this year's Veterans Celebration Week in Caddo and Bossier. Commissioner Epperson also presented a copy of the Joint Proclamation signed by all governmental entities to the Caddo Parish School Board. Mr. Epperson also announced that the Commission has signed the agreement for the purchase of the former General Motors facility, and \$7.5 million was given to the Caddo Industrial Development Board for this purchase and will lease the facility to Stuart Lichter with Industrial Realty Group with Elio Motors occupying 1/3 of the facility leaving 2/3 of the space to be developed by Stuart Lichter. He also announced that on Thursday, January 30th, 6:00 p.m. at the American Rose Center, he will hold his annual district informational meeting with special guests Paul Elio of Elio Motors and Stuart Lichter representatives.

President Carl Pierson presented to 2013 President Larry Ramsey an engraved clock in appreciation for his service as the Board President during 2013.

ESTABLISH THE AGENDA AND PROPOSED CONSENT AGENDA FOR THE JANUARY 28, 2014 CPSB MEETING

Superintendent Goree presented items for the Board's consideration at the January 28, 2014 CPSB meeting and the following discussion ensued.

ADDITIONS

Reginald Abrams requested that an item be added to "Approve Addition of Keen Miller to Provide Legal Services". Mr. Abrams announced that Brian Carnie, Michael Lowe, and Price Barker currently provide services for employee-related matters, and they are leaving Cook, Yancy and Galloway to start the Shreveport Office of Keen Miller. They will continue to provide legal services at the same rate previously approved by the Board.

Mrs. Armstrong asked Mr. Abrams, relative to legal services, if Caddo will continue to use the services of Cook, Yancey, Galloway if the Board adds Keen Miller as a provider. Mr. Abrams apprised Mrs. Armstrong that other lawyers in the Cook, Yancey firm assist in Caddo Parish School Board legal matters.

Mrs. Bell asked if Board members will have an opportunity to present her requests later in the month. Mr. Hooks said he does not want to start off 2014 as he did 2013, but announced he will be bringing a motion to suspend the conversion of HR and the Payroll functions to the SunGard system and return to the Legacy System.

Mr. Riall announced that this item (SunGard) is currently in committee. Mr. Hooks asked did the Board not get something from the Audit, and Mr. Riall stated that this is currently in committee and the next meeting will be planned in the near future. Mr. Pierson stated that his preference is since this is in Committee, that the Board allow the committee to make a recommendation. Mr. Hooks agreed.

Mrs. Bell asked if she can ask questions to determine if she needs to bring an item for the Board's consideration, and Mr. Pierson said she can ask questions.

Rahmberg Stover and Associates. Ms. Trammel asked how is it determined that there is a need to change the job grade of an employee? Dr. Robinson explained that the process is if an employee is assigned additional duties by his/her supervisor, and the duties amount to some reconsideration, then a request is made by the employee and must be sanctioned by the immediate supervisor and the head of the division. When everyone has signed off on the request, it is submitted to Rahmberg Stover and Associates; and she shares the response with the superintendent who signs off on it before submitting it to the Board for consideration. Ms. Trammel clarified that her question addresses those sessions, some duties are considered to be "other related duties" and others are considered additional work. Dr. Robinson further explained that this decision was made by the Immediate Supervisor of the Division who advises the next level for consideration.

Dr. Goree added that when reviewing these requests, he will first determine if it is beyond the scope of "all other duties" as assigned. Mr. Trammel reminded the Board of the incident with an employee.

Mr. Hooks concurred with Ms. Trammel, because the employee the Board attempted to help was an occupational therapist; and she was denied consideration more than once. Dr. Robinson stated staff has not made a decision to upgrade or downgrade any position, because that is a decision made by Rahmberg Stover. She further explained that the recommendation does not have to be approved by the administration, but this recommendation was. Dr. Goree reminded everyone this is not about a person, but a position. Mr. Hooks said it was focused on a motion, and he doesn't believe it is fair to do someone one way and the other person is done differently.

Mr. Riall asked about the length of the contract with Rahmberg? Mr. Abrams explained that the Board approved them to conduct the reviews when doing the complete salary surveys. He also noted that every position was reviewed when comprising the salary schedule; and within the salary recommendation was a recommendation on how increases are to be considered and the process one must follow. This did away with the PEC Committee, and the Board approved going to a third party reviewer. Mr. Riall inquired how Rahmberg is paid? Mr. Lee stated that each time a review is done, they provide services, and send the CPSB an invoice, which varies, beginning with \$250, depending on how much time is spent conducting the review. Dr. Goree announced that staff will provide the requested information.

National Board Certified Teacher Stipend. Ms. Priest asked about the average number of teachers and counselors annually that go through the certification process? Dr. Robinson responded there are seven this year and it ranges from 7 to 10 annually. Upon completion, Ms. Priest asked if these teachers and counselors are looked at in terms of strategically placing them in academically struggling schools? Dr. Robinson explained that while she understands, Human Resources does not directly place teachers, but they do encourage them to look at those areas where there are challenges and align these teachers with those situations. Ms. Priest asked how does Caddo Parish benefit from this certification? Dr. Goree explained that staff discussed this in its meeting and believes the certification is a fringe benefit for attracting and keeping the best teachers in the district. Staff also believes the stipend attracts and keeps teachers in our District. In addressing the questions relative to placement in schools that are academically unsuccessful,

Dr. Goree stated that while the District does not currently have anything in place to direct them that way, there are currently some National Board Certified teachers in these schools. Ms. Priest requested, and the superintendent agreed to provide, a list of these placements by school.

Mr. Riall asked about the options in the backup information on BoardDocs and the option staff is recommending; and if the way Option 1 is worded also includes the existing teachers because if Option 2 or 3 are chosen, it will deal with the existing teachers, but he does not believe Option 1 does so. Mr. Lee explained that teachers hired prior to 2013 will be grandfathered in, and Mr. Abrams clarified that is correct.

Mrs. Crawford asked where will the money come from in a budget being crunched to the max? Dr. Goree explained that was a part of staff's discussion and it is very clear that this is approximately \$1 million, but the discussion went back to quality and the fact that staff does not believe this to be an area the district can afford to cut because of the quality of teachers through this incentive. However, he agreed it is important to find areas to cut, but staff did not believe this was the area in which to cut. Mrs. Crawford indicated she will be requesting from staff a list of projected areas that will be cut. Superintendent Goree added that this is an area that staff is addressing, and he reminded Mrs. Crawford that the money for National Board Certified Teachers is already budgeted, so we are not looking for additional money to fund it. Mrs. Crawford stated that she understands, but asked about funding from this point forward.

Mrs. Bell asked is it possible to offer the National Board Certified teachers an incentive (repay their cost) and ask them to commit to teach in one of the low-performing schools for two years?

Mr. Hooks asked if it is right to make a promise and turn around and break that promise, because the State was paying this \$5,000 and then the State put this cost off on the districts. He noted how difficult it is and the amount of hard work teachers must put into this program, and now their lifestyles have been built around this amount. He encouraged the Board to seriously think about this before taking this stipend away from the teachers.

Mr. Rachal asked staff to explain how these teachers receive this stipend? Mr. Lee explained they receive \$6,000 (\$5,000 from the State and \$1,000 from Caddo) and it is divided by 12 paychecks. While it is considered a supplement, not a part of the base salary, it is put into their paycheck. Mr. Rachal asked how the situation is handled if someone is receiving the supplement and they leave during the year? Mr. Lee said if they leave the district, they would no longer receive the supplement from Caddo; but if they go to another district, that district would be responsible for paying the supplement. Dr. Goree added that is another reason we do not pay it all up front. Mr. Rachal asked if anyone knows how many were receiving this stipend (statewide) when the State decided it would no longer pay this?

Mrs. Crawley asked how many years has this been in place? Walter Brown, supervisor and National Board Certified teacher, stated that he received his certification in 2002 and he was in Caddo's second group of teachers to receive this certification. He also added that Caddo once had a program where the Board paid the cost for teachers to go through the process with the agreement that they would remain at their school for three years; but, today, teachers are paying the cost (\$2,500) out of their pockets. Mrs. Crawley noted that it appears then that less than 10 a year complete the process, and staff confirmed that is correct. She also stated her agreement with the Superintendent's comment relative to retention of our teachers, because this is one way a teacher gets a raise since a Master's and Doctorate's Degrees do not afford them much of a raise. Being about education, she believes it makes sense that this is what we pursue, but she believes it to be a negative assumption that teachers will go through the certification process and then commit to teach at a low-performing school. She also liked the idea if Caddo pays the cost (\$2,500), then the teacher agrees to teach there for a specific amount of time.

Approval of Service Providers. Mr. Rachal asked staff about the names of the companies. Mr. Woolfolk explained the timeline and the deadline for receiving the RFPs is Wednesday, January 8. At that time, an internal committee will be established to review and prepare a recommendation by January 23rd. Mr. Rachal asked that the justification of the recommendation also be included in what is presented to the Board as well as why, if applicable, a company (bid) might be disqualified. He also asked that these be shared in ample time before the Board meets to take action. Dr. Goree explained that is how the timeline is set and small groups of Board members will have the opportunity, if they desire, to visit with staff and ask any questions prior to the Board meeting.

Miss Green asked if this is the trip the Board took to New Orleans to see service providers? Mr. Pierson explained they did not go to New Orleans to visit service providers, but the service providers came to Caddo at Linear. Miss Green said she is aware of that, but is asking if the service providers were at the schools visited in New Orleans, and Mr. Pierson responded they did not know that because that is not why they visited the schools. Miss Green asked how many service providers originally came to the meeting, and staff responded approximately six or seven, but the requests for proposals went out to more than those six or seven. Miss Green asked if the Board will only approve two or three? Mr. Woolfolk explained it could be more than three, dependent upon whether or not one is providing a service at more than one site and how the proposals are submitted, and we determine what is needed to best provide what we wish to accomplish. Dr. Goree also further explained that when looking at a provider for system change, that is one provider; however, that same provider can also support the schools, and multiple providers can be identified to work at different schools.

Mr. Hooks said he asked at the November meeting who the service providers were, but no one could give him an answer. Leisa Edwards responded that several providers flew in for the meeting at Linear (MatchBook, Mass Insight, University of Virginia via conference call, Harvard, and Teach for America). Dr. Goree explained that as part of the RSD plan approved by the Board in December, it set out a timeline we must follow for selecting service providers. Those at the Linear meeting were interested in being a part of this plan, and now we know what the RSD wants and we are currently going through the RFP process for providers to apply if they are interested in being considered as a provider. After the deadline on January 8th to receive RFP responses, the process will begin to evaluate the proposals, and no provider will be selected until the Board does so on January 28th. Mr. Hooks asked if there is a Memorandum of Understanding from the RSD, and Dr. Goree said there is and he will provide a signed copy. Ms. Edwards also noted the Echol Ekridge shared with the Board his interest in this process to be considered as one of the providers.

Mrs. Crawley stated she understands they will be evaluated according to their educational plan, but asked that financials and Dun and Bradstreet reports be included in the information as well. Dr. Goree said financial information will be reviewed, but he is unsure about the Dun and Bradstreet reports. Mrs. Crawley said she believes this information is readily available and would like to see this.

Ms. Trammel stated her interest in knowing if the State will provide any money to help the District in meeting its financial obligations. Dr. Goree explained the State provides opportunities for the District to apply for grants, and Caddo has applied and has reason to believe it will be awarded some grant money. Also, staff will take advantage of any other opportunities available to help the District to financially meet its obligations in providing the best quality product for the students. Ms. Trammel stated her agreement with Mr. Rachal's comments and asked if these grants will be State or Federal grants? Dr. Goree said he is aware of State-supported grants.

Mrs. Bell asked staff to look at the providers' comments that they want to be a part of staffing the schools, and encouraged the staff to look closely at what we bring in to assist in staffing these

schools; because the Board has said it wants the Superintendent to be the one selecting the principals in these schools.

Ms. Priest referenced the service providers that strictly want to provide management services and if this is inclusive in this item? Dr. Goree reminded the Board that in the MOU with the RSD, there were two options – (1) a management company or (2) a company that provides support; and Caddo opted for No. 2, and not a company that comes in and manages our schools.

Mr. Pierson stated that he feels very good that a number of the staff members were present and will bring the Board a recommendation that is best for the students.

Update on ID Badges. Mrs. Bell reported that she has talked with Mr. Murry and received an update on the delay in implementing ID badges; and she is encouraged that everything will be in place and training completed to implement in August for the 2014-15 school year. As a result, she is asking that this item be pulled from the agenda.

Reconfiguration of Schools for 2014-15. Mrs. Armstrong stated she would like more information on the specific schools that will be included in the reconfiguration. Dr. Goree stated staff will provide this information; and Mr. Burton, following his meeting with the principals of the affected schools, will be available to meet with individual Board members to discuss it with them. He also added this supports the RSD plan which the Board approved in December, and staff wanted to make the principals in the affected school aware before it was released.

Mr. Riall stated his concern about taking an existing K-8 school and making a magnet program and if this will eliminate the neighborhood program in 5th-8th grade? Dr. Goree said it will not, and the neighborhood school will remain in place, and this a school within a school concept with a 5th-8th grade testing magnet component. He added staff believes this will relieve the list of approximately 800 students that did not get into Middle Magnet, giving those families another option. Mr. Riall asked if he could receive (1) the LEAP test scores of the 8th grade students from Middle Magnet and Herndon in all categories, and (2) the estimated enrollment for the new program. He shared his concern that there are 8th graders in magnet schools that have failed the LEAP; and if the requirements are low enough to enter a magnet, yet they cannot pass the LEAP, he believes we need to look at raising the requirements. While he supports magnets, he also believes if we continue to create more magnet schools/components, it will not be long before there will no longer be neighborhood schools; and magnets need to serve a purpose for the upper echelon of students that need to be challenged.

Mr. Burton explained the enrollment the first year will come from the existing waiting list, those students not placed at Herndon or Caddo Middle Magnet; and an open house will be held for the parents of these students. The following year, staff estimates between 250 and 300 students. Mr. Riall asked if the Board will be made aware of the schools involved when meeting with staff and Mr. Burton responded that was correct.

Miss Green asked Dr. Goree if any District 2 schools are included in the proposed transformation plan? Dr. Goree said they are not, and he will be glad to share additional information with her. Miss Green stated her confusion that we can come up with something for schools other than her two. Dr. Goree stated Miss Green is assuming staff has not come up with something for her schools, but he will be glad to meet with her individually.

Mrs. Bell asked for information on what will be done with Fair Park and Woodlawn 7th and 8th grade students. Dr. Goree responded the goal is to have all school configurations set in January and to share staff's recommendation with the Board in the small group meetings prior to the meeting on January 28th.

Ms. Trammel asked if we go with a K-8 magnet in the reconfiguration, will the entire K-8 be a magnet or will only a part of the K-8 be magnet? Dr. Goree explained that the entire school will be a neighborhood K-8 program, but housed in that school will be a 5-8th grade magnet program, similar to Donnie Bickham. Ms. Trammel asked about the number of students in her area in those grades and where they will be housed; because she is concerned when talking magnet that we are not eliminating the problem in that area, but increasing the population at a school which she doesn't believe helps the low-performing schools. Ms. Trammel encouraged the same across the table when working to make a better situation for an area where there is not a problem and there is a problem in her area. Dr. Goree assured Ms. Trammel that staff is giving a lot of attention to what will be done for the 7th and 8th graders.

Mrs. Crawford asked Mr. Burton about the Broadmoor testing magnet that has a 25 per year student cap on students coming to Broadmoor from outside the Broadmoor district, because she has no problem with a magnet component within a school; but because she believes that both (new and Broadmoor) are needed, she also believes both should be advertised and filled equally and appropriately so they can draw the same as Middle Magnet. She also asked if the new proposed magnet component will have a 25 student cap for out of district students. Mr. Burton responded there will not be any change to the Broadmoor or Youree Drive cap, but as far as the new magnet school, it will be enrolled based on capacity, thus there will not be a 25 student cap. Mrs. Crawford clarified that it is not a 25 student cap, but a 25 out of the neighborhood district cap so that students are not pulled from other areas, i.e. what Ms. Trammel was referencing in her comments. Because Broadmoor is a testing magnet, Mrs. Crawford shared she has never been able to get a complete understanding on how they offer Broadmoor to those students on the waiting list, and the number of times she has tried, but was told no. Mr. Burton explained the goal is to keep the families on the waiting list for middle school magnet in Caddo Parish, and staff also looked at areas in the district that are not being served by a magnet component, nor are they leaving their neighborhood to attend a magnet, thus staff wanted to bring the magnet to them. Mrs. Crawford stated that Youree Drive is not a testing magnet, and Mr. Burton said they do accept students who are tested into the program. Mrs. Crawford said all the times she has asked this, no one has ever told her that to be the case with Youree Drive. Mr. Burton stated that he would be glad to meet with her regarding this issue. Mr. Pierson encouraged Board members to discuss these things in the small meetings with staff.

Mrs. Crawley said it appears that intent and implementation went awry with this. She asked if preK-3, preK-4 and preK-6 is counterintuitive to what research indicates when stating that K-8 offers the best because children stay and have a bond with the school without too many transitions? Mr. Burton stated that it is his and staff's opinion that in the inner city area, that K-8 may not be successful; and the best interest will be served when we provide a very strong literacy and numeracy program in ECE through 3rd grade by providing large, uninterrupted blocks of time for ELA and Math. He further stated that there is a concern when you have over-age 8th graders walking on the same campus with ECE students. Mr. Burton also explained that many of the K-5th grade schools are struggling, so if a 6th grade is added, there is still the question of how is the problem going to be solved. Mrs. Crawley asked if staff is saying a building can dictate the success, and Mr. Burton stated that he believes Best Practice and capacity will dictate what schools are configured which way. He said staff looked at capacity, but also feeders, teaming the schools and partnering schools, but not have the wide breadth of students on one campus and focus on literacy. Mrs. Crawley noted her experience and the disconnect that can occur. Dr. Goree explained that one of the biggest focuses will be to produce 3rd graders reading at or above grade level; and this will allow a school to totally focus and devote their blocks of time on the literacy component. Mrs. Crawley noted that previously we had eight reading specialist positions for the reading focus and last year it was discovered that these were never hired. She wants to make sure the program is a real program and not just a building. Mr. Burton explained that in the meetings with the principals, staff is emphasizing that for this to be successful, it must be based on simplicity, structure and large uninterrupted blocks

of time. She also asked about the 800 students not getting in Middle Magnet who apply. Mr. Burton responded he will have to confirm the exact number, but he is aware that it is a large number. Mrs. Crawley asked the zip codes of where the students on the list live which would indicate where (area) there is a need. Dr. Goree stated that staff has a plan, and staff does plan to share that plan with the Board members sooner rather than later; and the only reason staff has not provided specifics tonight is because staff is still meeting with the principals that will be affected in order to share the plan with them. The proximity to the school and the needs of those in the community were taken into consideration when devising a plan. Mrs. Crawley stated that she believes Board members should be in front of the principals and not after the principals; because Board members hire the Superintendent to implement the District's philosophy which the Board represents. Dr. Goree stated that everything staff is recommending does support the Board's philosophy for the District. Mrs. Crawley said she knows we need more magnets because we do not want to lose students to charter and private schools. Mrs. Crawley also asked if the Board will receive a budget before it votes on the reconfiguration of the schools. Mr. Pierson said he believes the Superintendent has indicated staff will meet with the Board members in small groups and he encouraged Board members to write down their questions so they can get answers when meeting with the staff. He stated he believes in the staff and believes that staff will share with them prior to the Board voting and implementing. Mrs. Crawley said she believes the Board has an extreme fiduciary responsibility and asked for these numbers. Dr. Goree said staff will provide the requested information.

Mr. Hooks asked if this reconfiguration is a part of the MOU agreement with the RSD? Mr. Burton responded that it was an extension of the discussion with Dr. Goree's staff and through the RSD process to make sure the end result will be the very best for the targeted schools, as well as any schools in the future that may be faced with the same issues. Mr. Hooks said he has another concern relative to the proposed reconfiguration and the fact that testing is coming up and how teachers and administrators will respond and how it will affect the students in the testing. Dr. Goree said there are some difficult decisions that will need to be made at the schools as early as February, because you cannot wait until the end of May to make these decisions and expect to be ready for the start of school the first of August. He further stated that staff continues to look at ways it can implement the aspects of this plan, because it will be necessary to release all staffs in the proposed reconstitution schools and begin hiring again at each of the schools; and he knows some of these decisions may affect morale, but it is something that must be done.

Mr. Rachal stated that what intrigues him about the magnet program is he feels we have a successful magnet program, but he also believes we have bottle necked the program. With what is being presented and being able to provide the needed education for those who have been unable to get into the magnet, he agrees with Mrs. Crawford about possibly expanding the magnet program at Broadmoor.

Ms. Trammel said regardless of what is done, she said the location will still not mean parents will send their students to that magnet program. She encouraged everyone to think clearly about where the program will be, why it is being done and the motives behind doing so.

Regarding the discussion, Mrs. Armstrong asked if there are that many qualified students for the magnet program, because she believes that one school is not going to alleviate the problem. She reminded the Board of the action to take one of Caddo's elementary schools and make it a pure magnet (Fairfield), which alleviated some of the problems at the elementary level. If perceived there is a problem at the middle school, she asked would it be a problem to take Broadmoor and turn it into a complete magnet school, which she believes will alleviate part of the problems of not being able to serve all the students. She asked that staff look at the numbers for this possibility, and noted Keithville's similar experience.

President Pierson reminded Board members that the work session is designed to ask questions and encouraged them to stick with asking questions and not presenting arguments or comments.

Ms. Priest asked that staff hold these proposed meetings with Board members ASAP.

Approval of Keen Miller for Legal Services. Miss Green asked Mr. Abrams if he is asking the Board to approve using both firms (Keen Miller and Cook Yancey). Mr. Abrams responded that is correct, because Cook Yancey is already approved but three attorneys from Cook Yancey, who do a lot of work and are presently handling approximately 10 cases, have left that firm to join Keen Miller. Mr. Abrams explained they will continue through January 15th, at which time work would be through Keen Miller. Further, if the Board does not allow them to complete the work on present cases, the cases would have to be reassigned which would cost the District more. Miss Green asked if the legal fees will be the same and Mr. Abrams responded that is correct.

Mrs. Crawley asked Mr. Abrams if he doesn't see a correlation between the number of firms we hire and the amount of money it is costing the District, because total attorney fees when she came on the Board were under \$200,000, and that has increased to \$600,000. Mr. Abrams said yes, because when you have a lot more lawyers, you are paying for a lot more work and they are doing a lot more work than 12 years ago. He also stated the attorneys at Cook Yancey will not be the ones handling the employment cases, and it is because of the work done by the present defending attorneys that the District is being sued less.

Mr. Rachal stated he assumes we are doing this to keep continuity with these attorneys; and Mr. Abrams responded absolutely and that these attorneys are some of the best in the State, with Keen Miller being a top rated firm with offices in numerous south Louisiana cities and now in Shreveport. Mr. Rachal asked if the Board will vote on this tonight? Mr. Abrams indicated no but he has talked with the managing partner of Cook Yancey and he is recommending this to the Board with the recommendation that if the Board approves it on January 28th, it will be made retroactive to January 16th thus the current attorneys can continue their work on the cases. Mr. Rachal asked Mr. Abrams to confirm who will receive the billing for services between January 15 and 28, and Mr. Abrams responded that the school board (client) makes the decision who the attorneys will be, and technically, Mr. Abrams said he could have responded on the Board's behalf to continue with the current attorneys, because an attorney can be fired at anytime. Mr. Abrams assured everyone he has spoken with both sides and neither side has a problem with how it is proposed to work out.

Participation in LSBA Class Action Lawsuit. Mr. Abrams reminded the Board that this item was on last month's agenda and was pulled for further review. Board members received information from Bob Hammonds, LSBA, advising of a law suit filed by St. John's Parish regarding a class action law suit relative to the State not funding the 2.75% increase in the MFP formula this past year; and when what was submitted to the Supreme Court was declared invalid, because they missed the deadline, they used the 2011 formula and submitted a 2.75% supplement to the districts for employees. The law suit filed indicated it should have been given in the MFP and initially there was some concern and after LSBA came out against it, the position changed to support the law suit and districts were requested to support it also. Mr. Abrams further stated that correspondence was received from Scott Richard stating that the Governor and a BESE member were upset about Jefferson Parish's participation in the law suit at which time other supporters came forth. He added that last month this item was pulled to allow time to evaluate the proposal. Mr. Abrams also explained that even if the District gets a large sum of money as a result of this class action lawsuit, the Caddo School Board will still have to go to the Legislature for funding. At this time, it is important for the Board to make a decision as to whether or not they wish to be included.

Mr. Rachal asked if there is a deadline as to whether or not the Caddo School Board wishes to participate? Mr. Abrams explained that as he understands what is happening, they would meet on January 16th or 17th and the judge would determine how many school districts agreed to participate which would determine if it would move forward as a class action law suit. Due to the pressure from the State to withhold tax dollars, Mr. Abrams responded that he does not know that for certain; and while it did not help, the article comments that according to BESE, its Board members were urged to not move forward. He also clarified that it is on the 16th or 17th of January that they will go back to the judge to present the information on the number of school boards that agree to participate in the class action law suit; and at that point, he is unsure if the judge will determine at that time whether or not there are ample number of districts interested to move forward with a class action law suit. Mr. Rachal suggested that a letter of resolution be drafted from the Board to provide the attorneys what Caddo's feelings are and why we may not be participating. While he believes there is evidence in an article and through BESE, where interfering with Jefferson Parish and possibly others, he believes we can handle this matter in this way without hurting ourselves.

Ms. Priest stated there are several applications at the state that we know we need and noted that a decision today should be whether or not to place on the agenda whether or not the Board wishes to continue with joining in a class action suit (since it was pulled last month). Mr. Abrams explained that it was pulled last month because there was not ample time to discuss this matter before the Holidays, and therefore, it is being presented to the Executive Committee to determine whether or not it wishes to put it back on the agenda for January 28th. Ms. Priest said she believes it is a moot point, because we are not required to do anything; and if there are ample number of school boards indicating an interest in pursuing, it will become a class action law suit; and if not, it will mean that a school board cannot bring suit at a later date. Mr. Pierson said if it pleases the Board, the Board will accept Mr. Abrams report and not place it on the agenda.

PROPOSED CONSENT AGENDA

President Pierson stated the following items will be the Consent Agenda: 6.02, 8.02, and 8.05. *Mrs. Crawford moved, seconded by Ms. Trammel, to approve the proposed agenda and consent agenda for the January 28, 2014 CPSB meeting as presented. Vote on the motion carried.*

POLL AUDIENCE

Jackie Lansdale, president of Red River United, asked for clarification on the Rahmberg Stover report and the process being followed, because to her it appears this is someone in the Personnel Department and a possible clear path for that person to get a document review which she would like for this to be open for everyone. She stated she believes there may need to be a better screening device and maybe the Board making the recommendation for jobs to be reviewed. She also reminded the Board that with the National Board Certification and her past opportunities to work on bond renewals, she has bragged on the number of National Board Certified teachers in Caddo. She also noted that data indicates a better product in terms of academic achievement when a District has National Board Certified teachers in the classroom. She also stated she looks forward to the employee meeting with the superintendent, hopefully soon

Jon Glover, constituent, stated revealing true information with regard to Item 8.04 to Board members only is not sufficient, because constituents need to know specifics when placing students on a waiting list. Recognizing that if the Board continues to implement programs such as magnets, the Board will continue to bring about divisiveness in the District, which will not address those students that are in dire need of services and they had no place to go. She noted caps placed on things and that the cap does not have to be released just to accommodate; however, she is asking that the Board provide the constituents sufficient information so they know exactly what the Board is being proposed.

Mrs. Bell asked for clarification in bringing requests before the Board because early in the agenda she wanted to bring something forth to determine if she needed to add an agenda item, but she was told to wait and now she is being told she can't. Mr. Abrams clarified requests are made at the regular Board meeting, and Mr. Pierson asked Mrs. Bell to make her request on the 28th.

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

January 28, 2014

The Caddo Parish School Board (CPSB) met in regular session on Tuesday, January 28, 2014, in its offices at 1961 Midway, Shreveport, Louisiana with President Pierson presiding and the following Board members present constituting a quorum: Steve Riall, Jasmine Green, Charlotte Crawley, Curtis Hooks, Mary Trammel, Lillian Priest, Bonita Crawford (arrived at approximately 4:41 p.m.), Barry Rachal, Larry Ramsey and Dottie Bell. Board member Charlotte Crawley led the prayer and Pledge of Allegiance. Mr. Pierson announced that Mrs. Armstrong is absent because of her husband's illness.

APPROVAL OF MINUTES

Mr. Riall moved, seconded by Mr. Hooks, that the minutes of the December 16, 2013, December 17, 2013 and January 7, 2014 CPSB meetings be approved as submitted. Vote on the motion carried.

RECOGNITIONS AND PRESENTATIONS

Victor Mainiero, director of communications and marketing, on behalf of the board, recognized the following staff members and students for recent achievements. President Pierson and Superintendent Goree presented each with a certificate in recognition of their accomplishment. Administrators, family and friends present were also recognized.

2013 C. E. Byrd Yellow Jackets Football Team. C. E. Byrd High School Students-players, coaches and other staff were recognized for an outstanding year and for making it to the Division I State Finals in New Orleans, as well as for being the first public school team from Shreveport to play in the Superdome since the state football championships started there in 1981.

Cass Acosta Scholarship Award. The following students were recognized for receiving the First Annual Cass Acosta Scholarship Awards presented annually to high school seniors for outstanding accomplishment in the field of music and for furthering his/her education in music: Caddo Magnet High Students Eliot Haas, Cello, and Gregory Walton, Piano; and Huntington High students Jasmine James, Viola, and Jacqutavian Demery, Voice. Each will receive a \$500 cash scholarship.

Foster Grandparents Program. Mr. Mainiero recognized Mary Alice Rountree, executive director of the Caddo Council on Aging, and Neva Jones, director of the Foster Grandparent Program, and all the foster grandparents who volunteer to help young people with special and exceptional needs. The program has been in existence since 1981 and the volunteers serve as mentors, tutors and caregivers for children and youth with special needs. Mr. Mainiero also read a resolution adopted by the Board at its November 19, 2013 meeting.

Newly Appointed Administrators. Charles Lowder, director of certified personnel, introduced and welcomed the following newly appointed administrators: Melinda Kay, supervisor of Instruction Guidance & Counseling Specialist/Magnet Test Coordinator; and Robin DeBusk, principal, Caddo Middle Magnet.

Reconfiguration of Schools for 2014-2015 School Year. Keith Burton, chief academic officer, shared with the Board a powerpoint presentation highlighting the details of the proposed plan for reconfiguration of schools being presented for the Board's consideration. Mr. Burton stated that this plan will restructure the schools to meet the needs of the students, all principals will be given autonomy to fill any vacancies created within the reconfiguration, leadership teams will receive extensive data driven professional development to hone their skills, and the district support team will provide ongoing support and weekly walk-throughs to insure that the high quality

curriculum instruction and assessments are implemented. He reported that Woodlawn and Fair Park will be converted back to a traditional high school with the 7th and 8th graders at Fair Park transferring to the new Lakeshore Middle School, and the students at Lakeshore Elementary will be rezoned to the appropriate elementary schools in that region. The 7th and 8th graders at Woodlawn will transfer to Caddo Middle Career and Technology which will create a solid feeder pattern. He noted this plan will create four preK-3 schools (Mooretown and Atkins will have a shared relationship and feed into Sunset Acres (a 4th-6th grade school), who will feed into CMCT for 7th and 8th grade and Woodlawn for high school). He further explained that Caddo Heights and Midway will become a preK-3 and have a shared relationship, with students moving from 3rd grade to Werner Park for 4th-6th, Lakeshore Middle School for 7th and 8th grade and Fair Park for 9th-12th. Mr. Burton noted that one of the main goals in creating a solid feeder pattern is to not only have the feeder pattern for the 4th-6th grade schools, but also the 7th and 8th grade, as well as the high schools. Elementary strategies implemented will attack literacy and numeracy and staff believes that the students in these schools will be best served by high quality intensive instruction in these areas. The leadership team will be provided extensive professional development focused on literacy and numeracy driven by Best Practice with large blocks of uninterrupted literacy and numeracy instruction. It is believed these larger blocks of instruction time will allow teachers the needed time for teaching math and reading. He also reported that a consistent intervention model will be provided the schools, because at this time there are more than 50 models available for teachers to choose so Academic Affairs will reduce the number to 4-6 and the needs of the students will drive what interventions will be used in the schools. It is also believed that having a smaller number of interventions will allow for more staff support. Mr. Burton also reported that a daily intervention block will be imbedded into each school's daily schedule and there will be pull-in times where small groups of students can meet with adults within the classroom for the needed intervention. Another new component will be to offer an enriched course such as foreign language or robotics to 4th-6th graders. He explained staff believes splitting and implementing these configurations will narrow the focus for the curriculum for each school, provide professional development opportunities and parental involvement activities concentrated on the needs of the age of the students being served at the school. He also said that the District will be able to concentrate services and interventions to these schools because they are serving a smaller number of classes, and school activities can be more grade and age-focused. Additionally, Mr. Burton reported staff proposes preK-6th grade schools at many of the other K-5 elementary schools, which came after meeting with the principals for their input and possible interest in a reconfiguration. As a result, next year preK-6 grade configurations will be at Cherokee Park, J. S. Clark, Northside, Pine Grove, Queensborough and Westwood. As the final component of the proposed reconfiguration, Mr. Burton explained staff proposes expanding the middle school magnet opportunities at Oak Park Elementary and Middle School where a 5th-8th grade academic magnet component will be added with the traditional neighborhood K-8 school remaining intact. He further stated that any student attending Oak Park Elementary and Middle will remain on that campus; however, if there are students outside the neighborhood zone interested in attending an accelerated and enriched program, they will be offered this in the 5th, 6th, 7th and 8th grades. Mr. Burton reported that staff also proposes to expand the magnet program at Broadmoor Lab School by 25 seats per grade level because we do have many families that apply to the middle magnet schools that are not placed and hopefully offering these additional seats will meet the needs of the public.

VISITORS

Glenn A. Davenport, employee, shared with the Board on-going issues that he faces as an employee of the Caddo Parish School System. He stated he, as an employee, has endured harassment that has caused him to be displaced from his previous job while he has only attempted to find out why this action was imposed; and to this date, he has not received any documentation of the events that caused this but has continued to be harassed.

Jon Glover, employee, asked if anyone was familiar with the term redacting, a process in the legal realm utilized in an effort to distort information, preferably not allowing the recipient of knowledge of a document in its entirety. She further stated that dispensing information that clearly is not supported by evidence to conclude that our schools are achieving is an act of redacting. When reviewing information not only shared by the administrative staff but the Louisiana Department of Education, she noted her concern that it is apparent not every child who attends schools with a D or F rating is meeting the potential required to bring about educational success of every child in Caddo Parish. Ms. Glover stated that if practices that promote failure are allowed to continue then the chipping away of the public school system is at stake. The RSD, charter schools, and any other entity that aspires success they are able to give versus what the public school system is giving is also at stake; and she asked are Caddo's children not worthy of equal access to resources that promote success. She questioned what has been done differently to promote success, other than instituting magnet programs in schools to address the 700-800 students not accepted in the traditional magnet schools. Ms. Glover stated she believes magnet schools support a level of excellence that is apparently not accessible to every child in Caddo Parish and every child in Caddo Parish should be exposed to a level of excellence in education. She said she also believes it is important to recognize that instituting new programs into environments already disadvantaged offer nothing; and if a child cannot adequately function in a setting, then he or she is doomed to continue a pattern of failure. She asked that the Board, when bringing forth solutions, make sure they are attainable solutions and not solutions with disguises to support a position that renders no success. Because the Board said it would provide a quality education for every child in Caddo Parish, she asked that the Board do just that and show her that the Board's interest includes and does not exclude based on whatever the political agenda might be. Mediocrity is no longer acceptable and asked that the Board bring forth practices that are equal across the board.

Ms. Glover also addressed the National Board Certified Teachers stipend and stated that in attempting to assess the information presented, she noted the State did not mandate that the Board take on these stipends, but this is something the Board opted to do. When the State decided they would no longer fund these stipends, they gave the local Districts an option, and she asked if Caddo can truly afford to continue paying these and say the budget is not in jeopardy. She asked that the Board look closely at this and provide her, a constituent, a response, because it is important to her that the budget is in place for the betterment for the children and their needed educational resources.

Jackie Lansdale, president of the Red River United, stated that with No Child Left Behind, Race to the Top, COMPASS, Common Core, et.al, a decade of top down, test based schooling is behind us. Assessing how this has worked for us, she said PISA (Program for International Student Assessments) results state not so good; and the latest results released in December show the U.S. is below average in Math and close to average in Science and Reading. Mrs. Lansdale said more important is there has not been any significant growth in the United States rankings since 2003 (another decade). She asked if testing ad nauseam, vilifying and sanctioning educators, underfunding and starving schools, closing neighborhood schools, selling them for pennies on the dollar, and creating private for-profit charters is the answer; and if not, what is? She compared the top tier nations and their priorities; because in contrast to our policies, the top tier countries do not have a fixation on testing, but actually respect public education, work to insure their teachers are well prepared and supported, the students have curriculum and standards, as well as the tools needed to meet them. Equity issues are considered, and insure that students that need the extras to be successful get the extras. In looking at how the local district aligns with top tier countries, she noted the items on the agenda for the Board's consideration, i.e. service providers, and it appears to be more of the same...more failed policies and making money on the backs of children. However, she said she believes the stipend for National Board Certified teachers and the proposed reconfiguration of schools reflects a commitment on behalf of the new superintendent and administrative team that says it is all about the students and our

schools all the time, which she believes is top tier thinking. She encouraged the Board to continue to elevate the approach while working together to insure that every student in Caddo has a school that is safe and is a welcoming place for teaching and learning, and that all of Caddo's policies mirror the commitment that all teachers will be well-prepared, supported and have the time needed to plan and collaborate. She also asked that the Board continue to insist on the arts and music in the curriculum and to find the resources for all children to have access to preK education and extended day/year and services for those that need them, because it is what will mirror the top tier nation approach to reclaim the promise of public education. She encouraged the Board to have the courage to say no to failed policies and embrace a steadfast and earnest approach to insure that Caddo's priorities are Caddo's priorities.

ESTABLISH THE AGENDA AND PROPOSED CONSENT AGENDA

Superintendent Goree highlighted the items for the Board's consideration and the following discussion ensued. President Pierson announced that Item 8.01 Salary Reconfiguration Recommendation/Rahmberg, Stover and Associates is pulled and Items 6.02-6.03, 8.05-8.07 and 13.01 are the consent agenda items. *Ms. Priest moved, seconded by Miss Green, to approve the proposed agenda and consent agenda as presented. Vote on the motion carried unanimously.*

CONFIRM THE CONSENT AGENDA

Mr. Riall moved, seconded by Ms. Priest, to confirm the Consent Agenda (Items 6.02-6.03, 8.05-8.07 and 13.01). Vote on the motion carried unanimously. The following is a summary of the items approved on the consent agenda.

Item No. 6

6.02 Personnel Transactions Report. The board approved the personnel transactions report for the period of December 1, 2013 through December 20, 2013 as submitted in the mailout.

6.03 Administrative Contract Renewals. The board approved renewal of administrative contracts as recommended by the superintendent and submitted in the mailout.

Item No. 8

8.05 Approval of Keen Miller, LLP as Provider of Legal Services. The board approved the law firm of Keen Miller as a provider of legal services for the Caddo Parish School System as recommended by legal counsel and submitted in the mailout.

8.06 Long-term Use of JS Clark Gymnasium. The board approved the long-term use of J S Clark Gymnasium as recommended by staff and submitted in the mailout.

8.07 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. 13

13.01 Student Readmission Appeal Hearings. The board approved staff's recommendation for students BL, FD, JM, RW and TC whose parents are in agreement.

PERSONNEL RECOMMENDATIONS

Mr. Ramsey moved, seconded by Mr. Hooks, to approve the personnel recommendation as submitted in the mailout. Vote on the motion carried unanimously.

FUTURE NATIONAL BOARD STIPENDS

Mr. Ramsey moved, seconded by Mr. Hooks, that the Caddo Parish School Board continue to pay any future National Board Certified Teacher or Counselor the \$5,000 stipend as recommended by staff and submitted in the mailout. Mrs. Crawford asked how many teachers have National Board Certification but are no longer in the classroom? Dr. Goree responded that there are some statutes staff is researching at this time. Dr. Robinson stated there is one person at Central Office that is National Board Certified and no longer in the classroom, and there are four persons currently working at Building 6 with National Board Certification. She also announced there is a complete roster and noted there are National Board Certifications in a number of job categories, but she believes the information presented answers the Board's questions.

Mrs. Bell stated that she does not want the Board to discourage teachers and counselors from furthering their education, nor keep them from mentoring young new teachers in the system.

Mr. Hooks moved, seconded by Ms. Priest, to call for the question. Vote on the motion to end debate carried with Board members Crawley and Rachal opposed.

Vote on the main motion carried unanimously.

APPROVAL OF SERVICE PROVIDERS

Mr. Ramsey moved, seconded by Mr. Hooks, to approve the selections of (1) UVA/Darden School Foundation-Darden/Curry Partnership for Leaders in Education totaling \$813,000 for the provider of services for developing system-wide change and authorize staff to negotiate with provider for services up to 10 schools; and (2) Public Consulting Group, totaling \$618,130 for developing school level reforms and that staff is authorized to negotiate agreement for signature by the board president.

Mrs. Crawley moved, seconded by Mr. Rachal, to postpone until the next Board meeting so the Board can vet these themselves. Mrs. Crawley stated that 24 hours is not enough notice for her and the public on spending \$1.6 million. She did what she could do and noted that the Public Consulting Group had charges of fraud brought against them in New Mexico with the Attorney General releasing a report on January 17th that they could not charge them with fraud but they did need to pay back \$36 million in over charges to the state. Knowing that staff has done its work and probably picked the best two, and knowing that all of them will have problems, she believes the buck stops with the board when it votes to give the money to these providers, and it's the board who the public will hold accountable. She also noted she learned from Mr. Ford that the State has not vetted these companies and it is up to Caddo. Mr. Rachal stated he has discussed this with Superintendent Goree and feels staff has done a good job in the process; and we are in a position to select these providers as a result of a mandate from the State. He asked if there is a timeline to meet and have these providers in place.

Dr. Goree responded that he has been incredibly pleased with how smooth the process has been and a timeline was established and followed. He further stated that rubrics were established and staff followed those which are also available to the Board. He expressed his apologies that the Board did not have a longer period of time to review these; however, staff has made the information available. One of the problems in postponing is the District is in the process of making changes in the schools; and delaying this action a month will put everything a month further behind in making the necessary changes. He said staff speaks with confidence in the selection of the two providers and the RSD, who has been with the District step by step in the process, has blessed these selections. Mr. Rachal asked Mrs. Crawley about the company she

noted with an issue, and Mrs. Crawley confirmed it is Public Consulting Group. Dr. Goree explained that PCG is the provider selected to do the campus-based support and in contacting other districts that have used them, they received nothing but glowing reviews on the quality of work done in their school districts. Mr. Rachal stated that because postponing would mean having a better understanding, he asked what UVA is looking at in their model having a shepherd or zone leader. Mr. Pierson ruled that the questions should be about the motion to postpone and reminded the Board that the contract states the District must have a provider by January 31st. Mr. Rachal restated he would still like an answer to his question (relative to zone leaders and details on this) to help him determine how he will vote on the motion to postpone. Dr. Goree responded that the District has worked with UVA/Darden before and saw measurable success and staff provided positive feedback on that relationship. Regarding the zone system, and the shepherd position, this person would be utilized to manage the entire process (all the schools), and the relationship with the two service providers. *Mrs. Crawley withdrew her motion to postpone*, but asked that in the future, recommendations are more timely. *Mr. Rachal withdrew his second*.

Miss Green asked if staff was aware of the information provided by Mrs. Crawley. Dr. Goree reminded the Board that this contract with the RSD became official the first week in December and with the Christmas Holidays and the RFP process, staff has been up against the clock to get everything done by the due date. He also reminded the Board that while in Baton Rouge, he and Mr. Abrams were pulled away on more than one occasion to address this matter because of the very tight window of time. He also reported that staff has worked very hard to establish some pre-meetings in order to provide Board members additional information; but based on the limited amount of time, it was not possible to schedule small group meetings. Miss Green said she did not vote to move forward with this and will probably not vote for this.

Ms. Trammel asked about the shepherd and if this person will be added later; and Dr. Goree explained that we will have to add this position to the plan and the cost will be wrapped into the entire cost for the RSD process. Currently, staff is also working to identify alternative ways to pay for this entire project.

Mrs. Bell stated that she attended the UVA sessions with the group from Caddo and noted what Sabrina Brown, one of the principals who attended, has done at Oak Park with what she learned from the program. Mrs. Bell asked Delano Ford, RSD, how much control will the Caddo Parish Schools have when these providers are implemented? Mr. Ford explained the superintendent and the Board are completely held responsible and accountable for the oversight of the service providers and the RSD only approves the plan, which has already happened. The two providers have come to the RSD as recommendations; and it is the Board's responsibility to create a contract between itself and the entity stating what the expectations are for success. Mrs. Bell said she believes the providers selected by the District would go in and the Superintendent will have the responsibility of hiring the principal. Mr. Ford confirmed that is correct and the RSD will not be involved in the hiring or any aspect once the service providers are on board. The RSD will only hold the District accountable for getting schools out of AUS and not the implementation. The Board will be responsible for metrics between the Board/Superintendent and the service providers; and the RSD will be back on the scene if it is determined that the schools are not being turned around. Mrs. Bell asked if it is possible that the RSD could still take the schools after two years, and Mr. Ford confirmed that is what the MOU states. Mrs. Bell said she understands that the CPSB is the managing team, and Mr. Ford clarified that the superintendent is the manager. Dr. Goree clarified that the discussion with the providers included what we believe success will look like; and if the Board approves the providers, staff will go into negotiations and specifically state what success will look like as well as include clauses that will allow us to get out of the contract if we are not seeing the success we expect to see. Mrs. Bell asked that the Board receive periodic reports (every six months) on the progress being made.

Mr. Riall moved, seconded by Mr. Ramsey, to call for the question. Vote on the motion to end debate carried with Board members Crawley and Rachal opposed.

Vote on the main motion carried with Board members Green and Crawley opposed.

RECONFIGURATION OF SCHOOLS FOR 2014-15

Mr. Ramsey moved, seconded by Mr. Hooks, to approve the school reconfiguration plan for 2014-2015 as recommended by staff and submitted in the mailout.

Mr. Ramsey stated he believes there has been ample time for the Board to get questions answered and the presentation tonight was very thorough, so he believes it is time to move forward. Mr. Hooks echoed Mr. Ramsey's comments. Mr. Rachal stated he thinks this program has been very well thought out and the realignment of these schools and the attendance lines has been needed for a long time. He also commended Mr. Burton and staff on the proposed consolidation of programs used in the schools and he believes this will have a positive impact on everyone working in the classroom, as well as a positive impact on the budget. Mr. Rachal also commended the staff for what they have done in a short period of time.

Ms. Priest stated she believes it is a very good plan and is something that has been talked about (preK levels) in order to catch our students at a very young age and focus on them through the 3rd grade level.

Mr. Hooks moved, seconded by Mr. Ramsey, to call for the question. Vote on the motion carried with Board members Green, Rachal and Bell opposed.

Vote on the main motion carried unanimously.

ANNOUNCEMENTS AND REQUESTS

Dr. Goree announced that Toneka Burnes, bus driver, passed away and asked that everyone remember this family in their thoughts and prayers.

Mrs. Bell asked why staff ceased to notify employees when an employee, or an employee's immediate family member, passed away.

Mrs. Bell also asked about the status of her request on the number of absentees.

Miss Green asked about the reconfigurations and the adding of a grade at Pine Grove and Northside, because she wants to make sure that Tbuildings are added so the schools have ample space for the students. Dr. Goree assured Miss Green that there will be adequate facilities for all the students and he will be happy to walk the facilities with her.

Mrs. Crawley stated she received a complaint from a veteran about the condition of the flag at Arthur Circle and the need for it to be replaced.

Mrs. Crawley also asked about the Board policies addressing the death of employees and death of students and resolutions being sent to the family.

Ms. Priest asked the Superintendent to take a close look at the transportation policies since there will now be a number of schools for preK-3 grade. These children are babies and some are walking to school; and if there is a half-full bus passing these students on the way to school, she believes we need to look at this. President Pierson referred this request to the Transportation

Committee (Ms. Trammel will continue as the chair of this group) to review and bring recommendations to the Board.

Ms. Priest also asked that staff look immediately for dates for the Legislative luncheon. President Pierson announced that Ms. Priest will chair this meeting and encouraged board members to share relevant information with her for developing a packet for the Legislators. She also invited everyone to a fundraiser by Praise Temple for Oak Park Relief Fund.

Mr. Rachal asked if staff could provide the board with a breakdown of the benefits line item to reflect healthcare costs and retirement costs. As a member of the Caddo Technical Career Foundation, Mr. Rachal referenced their discussion with the principal on how the seven-period day will affect this program. Because the state has placed mandates on the districts, and is pushing districts to address the career oriented students who will not attend college, Mr. Rachal asked if it might be possible to look at this when holding the Legislators Luncheon.

Mrs. Bell also asked for staff to respond on the policies addressing a Board resolution when one of Caddo's students passes away.

Mrs. Crawley announced that in her discussion of the Public Consulting Group, there may have been a contradiction in what she said and she would like to review it; and in her vetting them quickly, she may have said something wrong and needed further time to review it.

Mr. Riall reinforced Mr. Rachal's concerns relative to Caddo Career & Technical Center as he has spoken with the principal on the many issues he is facing. Mr. Pierson encouraged getting this information to the Legislators prior to the meeting so they will have time to review it and be able to address these issues/questions at the luncheon.

Adjournment. *Ms. Trammel moved, seconded by Mr. Hooks, to adjourn. Vote on the motion carried and the meeting adjourned at approximately 6:10 p.m.*

T. Lamar Goree, Ph.D., Secretary

Carl A. Pierson, Sr., President

February 4, 2014

The Caddo Parish School Board (**CPSB**) met in special session on Tuesday, February 4, 2014, in its offices at 1961 Midway, Shreveport, Louisiana with President Pierson presiding and the following Board members present constituting a quorum: Steve Riall, Charlotte Crawley, Curtis Hooks, Mary Trammel, Lillian Priest, Bonita Crawford, Barry Rachal, Larry Ramsey and Dottie Bell. Board member Curtis Hooks led the prayer and Pledge of Allegiance. Miss Green was absent.

PERSONNEL RECOMMENDATION

Mr. Ramsey moved, seconded by Mrs. Bell, to approve the personnel recommendation as recommended by the superintendent and submitted in the mailout. Vote on the motion carried unanimously.

Adjournment. *Ms. Priest moved, seconded by Mr. Hooks, to adjourn. Vote on the motion carried unanimously and the special meeting adjourned at approximately 4:40 p.m.*

T. Lamar Goree, Ph.D., Secretary

Carl A. Pierson, Sr., President

February 4, 2014

The Caddo Parish School Board (CPSB) **Executive Committee** met in regular session on Tuesday, February 4, 2014, at approximately 4:40 p.m. (immediately following the CPSB Special Session) in its offices at 1961 Midway, Shreveport, Louisiana with President Pierson, Bonita Crawford and Mary Trammel present being a quorum. Also present were Steve Riall, Jasmine Green (arrived at approximately 4:50 p.m.), Charlotte Crawley, Curtis Hooks, Lillian Priest, Barry Rachal, Larry Ramsey, Ginger Armstrong and Dottie Bell. The prayer and Pledge of Allegiance were omitted.

PRESENTATIONS

Victor Mainiero, director of communications and marketing, introduced Africa Price, executive director of Step Forward. Ms. Price highlighted the Step Forward Cradle to Career Initiative focusing on Caddo, Bossier and DeSoto Parishes. She explained the idea is to create a civic infrastructure for promoting education excellence. Ms. Price explained they desire to have a regional partnership committed to driving student success, productive citizenship, global competitiveness and shared accountability, and they are not attempting to change anyone's agenda, but to support the mission of the State's schools districts and to help them meet the measures districts are trying to meet. Their goals are to be prepared for school (early childhood piece to have 4 year olds ready for Kindergarten), to be supported in and out of school, to succeed academically, to be equipped with the tools to become effective and productive citizens, to enroll in postsecondary education or career training, and to graduate and enter into a career of their choice. Ms. Price noted the many opportunities in the community, and the importance of determining what industry(ies) we need to attract and bring back to this region. She further stated that postsecondary education is crucial for those coming out and getting a job and shared that State Superintendent John White recently stated that high school diplomas will no longer cut it, but that people will need a postsecondary education. Ms. Price explained they see Step Forward as a system that brings all the stakeholders to the table to address gaps in education as a result of the poverty level (only half of Caddo's 4-year olds are ready for Kindergarten). Also, the 3rd grade reading proficiency reflects a 28% gap between White and Black and it is important to determine how this can be closed. Having worked on this for approximately 10 years, she believes if they can bring everyone together on the same page, the schools will be successful, which means the students will be successful. Ms. Price explained that many different groups come together weekly to work on network groups and the feedback from those participating has been positive. She believes coming together will bring student success, and a productive citizenship that is globally prepared. She further explained the structure of Step Forward with Ollie Tyler as chairwoman and Paula Hickman, executive director of the Community Foundation, and how the various teams are working together in the partnership with STRIVE. Being connected to STRIVE, she explained it gives them access to National resources that they would not have been able to take advantage. At the present time, Ms. Price reported they are working in Early Childhood, K-8 and in between Post Secondary and economics, i.e. Workforce Development, JUMP Start, etc. In their efforts to build the support groups, she explained that Dr. Bochinni at University Health has agreed to lead the health group and has put together some objectives that will support the three networks.

Ms. Price highlighted the three areas of focus, including (1) early childhood education, (2) early literacy focus on 3rd grade, and (3) workforce development. She further explained the importance of one message throughout the community and that is the shared vision of coming together to make sure the children are globally prepared by aligning the resources. Ms. Price also reported they are currently working on a baseline report in looking at the initiatives and how to move the needle forward in the different areas of focus. She also stressed the importance of communicating and being transparent so that the needles can be moved in a positive direction.

Mr. Ramsey applauded Ms. Price and the organization for the work done, and pointed out that Dr. Robinson was also involved in the process as well as others from the District. He said he believes the program has been a positive one and is worthy of the District's participation.

Mrs. Bell asked Ms. Price to explain the three focuses and if they will be able to measure 1, 2 and 3 in the early childhood program, and how will the focus on workforce development be implemented? Ms. Price explained that a particular school will not be selected for workforce development and noted those educational institutions that will be used, and secured a grant that will allow us to work with Jobs for the Future. She also added that on the number 1 and 2 focuses, a pilot school will be selected for next school year; and as more funding becomes available, the program will be spread out. Mrs. Bell asked if it will be a school from each parish and Ms. Priest answered in the affirmative. She also explained that the pilot school(s) in Focus 1 and 2 will be in different parishes and the Districts will decide which school. Mrs. Bell also asked for clarification on funding for focuses one and two and the plan to gain outside funding through grants, and Ms. Price confirmed that is correct.

Dr. Goree added that staff is very excited about the proposed initiative and how it aligns with some of the District's goals in the restructuring of some of Caddo's schools. In looking at early childhood education, he announced that Summer Grove Elementary School will be used; and Midway will be used for the focus on literacy.

Ms. Priest expressed her appreciation for the presentation and that she is definitely happy to see this come to this point. Having been involved in several of the meetings, she reiterated the importance of closing the achievement gap and her belief that with the reconfiguration and the focus on reading proficiency, closing the gap will happen. Ms. Price also reported they are working with Head Start on the early childhood piece and when the elementary school is selected, they will be able to work with the Head Start program nearest that school. Ms. Priest also noted previous partnering with Head Start on inservices.

Mrs. Crawford asked Ms. Price to clarify the funding source, and Ms. Price responded the funding is currently 100% by the Community Foundation with a three year commitment from them for funding. She also explained that several grant applications having been submitted to local as well as National foundations. Mrs. Crawford asked if school boards will be asked to assist in funding, and Ms. Price said while her purpose for being here today is not to ask the Caddo District for funds, they are open to all available funds.

Mrs. Crawley expressed appreciation for the presentation and Ms. Price's comments that poverty is number one in links to student achievement. She also asked how will Board members be kept up to date on this initiative, and Ms. Price announced a newsletter will be sent out this week, a blog each week, Twitter, Facebook, and the site is updated weekly and the newsletter is published monthly.

Mr. Hooks and Mr. Pierson thanked Ms. Price for sharing this information with the Board and that Caddo is looking forward to a long and enriched experience with Step Forward.

ESTABLISH THE AGENDA AND THE PROPOSED CONSENT AGENDA FOR THE FEBRUARY 18, 2014 CPSB MEETING

Superintendent Goree announced that he is pulling 8.02 (Proposed Revision to CPSB Policy GA (Staffing) and Approval of Staffing for Grades K-3, 4-6, 7-8 and Teachers for Grades 4-5). Dr. Goree highlighted the remaining items for the board's consideration at its meeting on February 18, 2014 and the following discussion ensued.

2014 Capital Projects. Ms. Priest asked staff to provide a breakout of MBE participation in the bids and selection of designers for the bids listed. She also asked about the rotation of schools for painting (number of years). Tommy Smith responded at one time the rotation for painting schools was 10 years; however, at this time, they are looking at a cycle of approximately 14-15 years as a result of a reduction in painting staff. Ms. Priest asked for a list of the schools and the years since they were last painted. Dr. Goree stated that he also met with Mr. Woolfolk to discuss capital project items on the school campuses. Ms. Priest also noted the 11 projects that do not have a designer listed and asked if these will be brought back to the Board for approval? Mr. White explained that several of the 11 projects do not require designers; however, those that do will be brought back to the Board for approval.

Miss Green asked about capital project funds for Linear since it is now back under Caddo. Dr. Goree stated that in the original Caddo Plan with the RSD, Caddo is to provide them with a specific use of Linear by February 1st. Feeling that it is important to talk with the community about the needs in that community, Dr. Goree knew that February 1st would not work. He further stated that over the next few weeks, he will get with Miss Green and the community to gather information from them. Based on the input received, staff will determine the funding to make this happen. Miss Green said she would like for staff to begin setting aside the money for Linear and what will need to be done. She asked how much money is left in the Capital Projects at this time and Mr. White said he believes there is very little remaining (between \$19 and \$20 million). Mr. White stated that before an accurate estimate on the cost of renovations is known, a defined scope is needed, and he does not believe adequate time is available for its completion.

Mr. Rachal asked that this item be postponed and referred to the Building, Grounds, Security Committee and Long-Range Planning Committee to review the list together before it comes to the Board. Dr. Goree reminded the Board that in planning to complete the West Shreveport facility and make these transfers happen, these projects must move forward. Mr. Pierson explained that since the agenda has been established, Mr. Rachal could pull or postpone this at the February 18th meeting. Dr. Goree explained that the West Shreveport project has already been approved by the Board. Mr. White explained how pulling this item at this time will limit moving forward and completing these projects over the summer, because the Louisiana Public Bid Law requires an advertisement of approximately one month, and if projects are not advertised until April, this does not allow for adequate time to properly design the projects listed. Mr. Rachal asked the superintendent about his willingness to pull this item, and Dr. Goree said it would not be his recommendation because there are some projects on the list that need to be done in order to provide students with the best opportunities possible in the fall; and staff will be available over the next two weeks to answer Board members questions.

Ms. Trammel said since Board members are talking about what they want, she shared her disappointment at what she saw when visiting one of her schools and will provide her list of projects to add to the wish lists.

Mr. Riall asked if it is possible to amend this list and staff responded it is. Mrs. Bell asked if some of the projects will address reconfiguration of schools, because if so, these need to move forward so schools are ready for the start of school in the fall.

Mr. Hooks stated that the Board voted for Dr. Goree to be the superintendent, and he believes the Board should support him on this.

Mr. Abrams noted that the majority of the projects listed have already been approved by the Board and the items in italics are those being added for consideration.

Mr. Rachal asked for clarification because the projects listed are for the 14-15 budget and the Board has not approved that budget. Mr. White explained that the Board approved a three-year

capital projects plan and this list of projects is the 2nd year of that plan; and when the projects were presented, the amounts were presented also. Mr. Lee explained that the Board is being asked to approve a list with budgetary amounts, and the Board will look at the Capital Projects budget over the next several months. Mr. Rachal asked about possible changes over the past several years and if there are any items on the three-year list that no longer need to be done? Mr. White responded there was one project that stated the money must follow the students, i.e. paving at Newton Smith; and since these students will now be attending Green Oaks, the project dollars were shifted to Green Oaks for updating the stage lighting equipment. Mr. Rachal stated that he will attempt to hold a committee meeting prior to the next Board meeting to get clarification.

ADDITIONS

Mr. Hooks asked that “Discontinue Services with Ombudsman” be added to the agenda, and shared an up-to-date report on grade distribution for students at Ombudsman with board members. He explained that at the end of the 2013 year, he shared with the Board that approximately 100% of the students at Ombudsman were failing after the first nine weeks. The report presented today covers the first two nine weeks and reflects that approximately 97% of the students are failing. Because we sent these students to Ombudsman to get the help they needed and not to fail, because when Ombudsman puts a student out, the student is out for good, and is not getting the help they need, and this is why he brings this item to discontinue using the services with Ombudsman. President Pierson recognized Dr. Goree who explained that staff has begun conversations relative to the future of the Ombudsman Program, as the contract is up for renewal in March, and staff has looked at the performance of these students when Caddo was conducting the alternative school. He also reported that he met this week with Markey Pierre to determine if Caddo is to keep the program in place and he was very clear with them that if the program continued in Caddo, there must be some things in the contract tied to student achievement. He also explained that an administrator has been assigned to be the sole communicator (liaison) to help merge the gap and address the expressed concerns. The cost is being provided cheaper than what Caddo can be provided; and with the appropriate contractual obligations with the appropriate support from the District, the program will be successful. Dr. Goree also announced that staff is presently putting in an over-age component whereby over-age students will serve as well as be in an environment where they can be successful. Mr. Hooks said he also spoke with Markey about job readiness and he does not understand how a student can be job ready when failing these classes. With his concern being academics, he said that is why he believes we send these students to Ombudsman.

Mrs. Moore responded to Mr. Hooks request that she is not familiar with nor has she seen Mr. Hooks’ referenced report. Dr. Goree also reminded the Board that in December some very aggressive changes were made as to the on-line student grading system; and because the program was so new, some changes were made; and he believes if the Board will wait and look at this same report in another month, the percentages will show improvement. Mr. Hooks noted that the contract is up for renewal in March and he does not believe we need to wait until May. Mr. Hooks also requested to receive a copy of the contract, because when the Board approved it, he does not believe it was complete at that time. Dr. Goree said staff will provide that information along with the changes made in the grading process. Mr. Woolfolk also addressed Mr. Hooks’ request and explained that staff looked at the Ombudsman program as an alternative program for students that cannot handle themselves in a traditional learning environment. In talking with principals, he further explained they learned if there is anything we can do to help them it is with over-age students and how to help them be more successful. As a result, staff has talked with Ombudsman about shifting the four-hour programs and adding two additional hours to some, giving over-age students a six-hour environment (4 hours in the Core learning environment, followed by lunch, and then 2 hours in an enrichment program, i.e. reading initiative, building self-esteem, etc.). This program is evolving and staff continually looks at the needs, where we

are falling down, where we can improve, and where we can better serve students. Mr. Hooks referenced a phone conversation with a parent who noted three police officers at an Ombudsman facility for one student, which he does not agree with, and Mrs. Brown would never phone the police. Again, Mr. Woolfolk explained that an attempt is being made to mold a program customized to Caddo and Ombudsman has done this throughout the country with success. Mr. Hooks said he does not know if he is running again for School Board; but if he does, he does not want to see these students in worse shape and not improving, and he would like to see something done before election time.

Mr. Rachal stated he believes he is seeing only one piece to the puzzle and asked if staff can provide him with enrollment numbers in the program and the attendance. He also asked if there is information available on what Ombudsman is currently doing compared to what Caddo was previously doing and the success of that program. He also asked for information on how many Caddo students attending Ombudsman have come back into the District. He also asked if he understands correctly that staff is looking to renew the Ombudsman contract under different guidelines. Dr. Goree responded that is correct and the only way staff will pursue renewing the contract is if appropriate contractual changes are made that staff believes will result in a successful program. He noted he does not believe expectations for academic success were included in the original negotiations, and this is an important aspect in the contract renewal. Mr. Rachal added that with no additional information, he would vote to boot them; however, with what he hears staff planning on including in the contract renewal, he would like to see what these students have done. Knowing it is important to maintain academic fidelity, he believes with what staff is proposing to be included in the contract, this can happen.

Mrs. Bell stated her concern relative to the date on the data (report) presented, and Mr. Hooks explained that the information provided is an update to the previous report provided (in the fall of 2013) which included the first nine weeks. The information provided includes the 1st and 2nd 9 weeks of this school year. She also asked if it is legal to put a teacher's name on a document for publication. Mr. Abrams said you can put a teacher's name, but not a student's name. Mrs. Bell added she believes the Board needs to see documentation on the new program in place and how the students scored on that test as well as assurance that the additional two hours for class includes some job skills. Dr. Goree stated staff will put together a comprehensive package of information for the Board.

Ms. Trammel asked how can a teacher successfully teach all the subjects as noted on the information provided. Dr. Goree responded that the Ombudsman Program is based on an on-line program, so the students are working independently on all the subjects as the teacher is assisting them where needed. By placing a district-paid administrator over Ombudsman, he hopes to identify those things that are preventing the students from being successful; and then staff will brainstorm to determine how the problem can be solved. Ms. Trammel asked if a student sits in front of a computer and does nothing, how can we insure that the student is receiving the proper instruction needed? Dr. Goree said he agrees that this generation does learn quickly on the computer; but he has the same question and is why he chose to place an administrator from the district at Ombudsman.

Miss Green asked how much are we paying Ombudsman, and Dr. Goree responded approximately \$3.4 million versus what it was costing the District (\$5.6 million); and he noted that if the Board chooses to move away from Ombudsman, we will need to be prepared to find an additional \$2 million in the budget. Miss Green also asked about the students' scores at Hamilton Terrace versus the Ombudsman scores, and if the Board could get a copy of this information before making a decision, because the current numbers are unacceptable.

Mr. Woolfolk addressed the additional two hours in the over-age program (A.M. Session) explaining that after the four-hour session, and lunch, students would attend an additional two

hours of enriched courses at no additional cost to the district. Dr. Goree explained that staff is in the process of gathering information on what is working and what is not. Miss Green said she believes we could trash the program for the high schools and look at the middle schools and their success. Mr. Lee clarified that Caddo was actually paying approximately \$7 million and is saving approximately \$4 million by using Ombudsman.

Mrs. Crawley asked for further clarification on getting someone else to do alternative, and Dr. Goree said he was speaking about something within the district and remodeled similar to how Ombudsman is set up. He also explained to the Board that it is definitely a trend to outsource alternative education across the nation, and districts are looking for ways to outsource successfully. Mrs. Crawley stated she believes we gave these students a full service program and now we have offered them a pogo stick. Mrs. Crawley reported on conversations with districts that have used Ombudsman where it did not work. Dr. Goree stated that oftentimes in education programs are abandoned too quickly before taking the time to work through the flaws; however, he believes the best thing staff can do is provide the Board with comprehensive information that will help the Board in making its decision. Mrs. Crawley inquired about the employee in place monitoring the program and the cost for this employee, as well as if, in negotiations, Ombudsman has agreed to do what we ask at no additional fees. Dr. Goree said he did not say that, but he did say staff is in the process of negotiations. Mrs. Crawley reiterated her comments that districts having experience with Ombudsman have trashed the program; and she stressed the importance of stressing results and decide if the District wants to provide an education for these students.

Mr. Riall stated he sees two classifications of students in Ombudsman, over-age and discipline problems, and asked if there are other reasons why a student would be placed in the Ombudsman Program? Mr. Woolfolk stated that originally it was just behavior and staff talked about credit recovery (night classes) and this year, after talking with principals, added over-age. The over-age program was implemented in the first semester on a voluntary basis, but it was four hours; and the principal stated the belief that because some students really need this type learning environment, added the additional two hours for the over-age students. Mr. Riall asked whose decision is it that a student is sent to Ombudsman? Mrs. Moore responded that the students are assigned to Ombudsman due to an expulsion hearing held at the school. Students are given a certain amount of time in accordance with Statutes and the disciplinary infractions; and the state mandated offenses, i.e. drugs, battery, weapons, against school personnel. As most of the infractions require one complete semester, there are expelled students from other districts who have served a portion of their infraction and Caddo will honor that time. She also explained that the Child Welfare and Attendance officers look at individual extenuating situations in placing students. Also, an additional component for over-age (2 or more years) students who are under credited was implemented this year, as well as for those students who do not do well in the neighborhood school setting or an alternative school setting. Mr. Riall asked if except for these type situations, does he understand correctly that the vast majority of the students are in the program as a result of discipline problems and Dr. Goree responded absolutely. Mr. Riall stated that having dealt with the closing of alternative facilities, he knows these students are truly challenged; and he asked if there is a program (inhouse or outsourced) that is successful with these challenged students? Dr. Goree responded that actually Ombudsman has shown some great success in some of their programs; and in gathering information for the Board, he will provide information in the comprehensive report as to Ombudsman successes. Mr. Riall stated that before we abandon what we are doing, he encouraged staff to do everything possible to find something that will work. Dr. Goree added that there are several companies that provide this service and staff can research this as well.

Mr. Abrams clarified that this is not a contract renewal because we are under a three-year contract and are entering the third year of the contract, and there is an established price for that third year. The cost associated with Ombudsman was decided by the current Board of Directors.

The contract states that if the District does nothing by March 30th, it will continue/renew for another year. It can be tweaked to add some things and unless the Board votes to cancel the program, it will continue as is.

Mr. Hooks explained that the first report presented to the Board in December was for the first 9 weeks and the report at Board member stations is the report he received from IT today. Mr. Hooks asked if the Superintendent and Board President have an answer to every question asked? Mr. Pierson and Dr. Goree said they do not; and Mr. Hooks said he asks the question because when Mr. Cooper stood before the Board, he could answer every question asked and he remembers when his Dad told him to be careful when a man can answer every question, because something is wrong; and he is still choking off the smoke he left in the boardroom in October.

Mrs. Crawley asked Dr. Goree in his investigation to distinguish between the children who are smart and accomplished academically versus a student with a behavior problem.

Mr. Rachal asked if he understands correctly that it is an automatic renewed contract unless the Board does something otherwise and Dr. Goree responded that is correct. Mr. Rachal asked the superintendent if he has sufficient time before the next Board meeting to determine what we will propose to them? Dr. Goree said that staff has been discussing this for approximately one month and he believes the information for the Board will be easily put together. Mr. Abrams clarified that this is not a contract renewal and the problem the board may run into is what will the Board do. He added he has discussed with the superintendent and staff what needs to be done to address these situations without increasing the cost. Another key factor will be to get additional services for students, because Ombudsman has been told that once a student is on the role they are taking up a slot and a key piece is if a student has not been present for 15 days, in the contract it will be declared vacant, even though the seat will not be vacated. He also said the State Department does not care about the grades at the alternative schools and they are not listed in the report. In dealing with the sixth period students, he believes they will be learning a lot more with the extended day. Mr. Rachal said he would suggest that Ombudsman be warned that they should get their information together prior to the next Board meeting when the Board is scheduled to vote on this item. He also encouraged the staff to discuss with Ombudsman, as part of their contract, to provide periodic motivational speakers to the students at Ombudsman.

Mr. Riall stated that when the Board looked at the statistics relative to Caddo's AU schools and one common denominator with all AU schools was absenteeism. He noted that the AU high schools and elementary schools' absences were double digit absences, as well as the improvement seen at Oak Park with the implementation of the new MicroSociety Program. Mr. Riall added if we can't get the students to attend, Ombudsman will not be successful.

Mrs. Bell asked about the previous process of the District Attorney fining the parents when students were truant, because that is something she still supports. She also noted the success of adding the Career component at Caddo Middle Career & Technology Center which she believes adding something that the students are interested in improves their attendance.

Mr. Abrams suggested the Board may want to add "Approval to Join MFP Law Suit", because the judge denied the class action status in this suit. As a result, if Caddo is still interested in participating in this law suit, it will need to vote on it. While he does have concerns relative to the agreement and the fees established in the agreement, if the judge rules that the 2.75% should have been included in the MFP formula, it would be to the district's benefit to participate in the law suit since anything awarded will only go to those districts participating in the law suit. He also explained that even though the judge may rule in favor of the districts, it will still require the Legislature to appropriate the money, and he reminded the Board there are a number of unsettled judgments still out there, and he will follow up on the fee and see if there is anything different that can be done.

Mr. Hooks stated he believes it to be important that we look closely at what the repercussion might be before moving forward. Mr. Rachal asked if this item is for the District to join in the class action or if the Board will file suit itself? Mr. Pierson said he believes the idea is to enter into the law suit with St. John because the judge has ruled there will be no class action. Mr. Rachal asked if staff could provide what amount does the 2.75% mean to Caddo. Mr. Rachal also asked if anyone has talked to the local Legislative Delegation about this issue and Ms. Priest responded that the Board will have that opportunity on February 19th.

Mr. Riall asked Mr. Abrams if he, as the Board Attorney, will make a recommendation to the Board relative to what it should do? Mr. Abrams responded it will not be much more than what has been provided because it is not clear if you will get the benefit of the judgment if you are a participant in the law suit or not. He also said it is his opinion in looking at the law suit that it is clear they did not include the 2.75% in the MFP formula, and it is only a matter of going back to a specific year prior to 2011 and determine if it was paid. He also stated he believes the issue is will it ever get paid by anyone based on the cash flow throughout the state and the fact that they have said they will put the 2.75% in the coming year's budget.

President Pierson announced that items 7.01, 8.03-8.08 are the consent agenda. *Mrs. Crawford moved, seconded by Ms. Trammel, to approve the proposed agenda and consent agenda for the February 18, 2014 CPSB meeting as presented.*

POLL AUDIENCE

Emma Shepherd, Caddo Association of Educators (CAE), announced that CAE will host the 4th Annual Read Across Louisiana on March 1, 2014 at Mall St. Vincent (near Dillard's entrance), from 10 a.m. to 1 p.m. A proposed proclamation for the Board's consideration was presented and Board members were encouraged to participate on March 1st by reading to students that day. Ms. Priest asked that this proclamation be added to the agenda for Board action on the 18th.

Mrs. Bell asked that everyone pray for the faculty, staff and students at Walnut Hill who lost a teacher on Monday.

Mr. Rachal announced that the Building, Grounds, and Security Committee will meet at 3:30 p.m. on Wednesday, February 12th.

Adjournment. *Mrs. Crawford moved, seconded by Ms. Trammel, to adjourn. Vote on the motion carried and the meeting adjourned at approximately 6:46 p.m.*

February 18, 2014

The Caddo Parish School Board (CPSB) met in regular session on Tuesday, February 18, 2014, in its offices at 1961 Midway, Shreveport, Louisiana with President Pierson presiding and the following Board members present constituting a quorum: Steve Riall, Jasmine Green, Charlotte Crawley, Curtis Hooks, Mary Trammel, Lillian Priest, Bonita Crawford, Barry Rachal, Larry Ramsey, Ginger Armstrong and Dottie Bell. Board member Curtis Hooks led the prayer and Pledge of Allegiance.

APPROVAL OF MINUTES

Mr. Ramsey moved, seconded by Mrs. Bell, that the minutes of the January 28, 2014 and February 7, 2014 CPSB meetings be approved as submitted. Vote on the motion carried.

RECOGNITIONS AND PRESENTATIONS

Victor Mainiero, director of communications and marketing, on behalf of the board, recognized the following staff members and students for recent achievements. President Pierson and Superintendent Goree presented each with a certificate in recognition of their accomplishment. Administrators, family and friends present were also recognized.

Southwood High School. Kathy Rettelle, supervisor of music, shared with everyone the importance of music in the schools and the role arts (music) plays in students' success. She explained how music is not always held to the same standards as other classes and it is possible to make mistakes and still make an A; and, the Southwood band members displayed the consequence if each member misses only one note in 12 measures. Following, they repeated without missing the notes to present the beautiful result of hard work and no mistakes.

Shreveport Bossier Mavericks. Donald Hobdy with the Shreveport-Bossier Mavericks introduced Coach Steve Tucker, Director of Marketing Deborah Green, and team members. Coach Tucker shared with everyone their involvement in the community, schools, the area's youth and their desire to mentor students. He announced that this team is the number one team in the ABA, winning two national championships in southeast Texas and playing for the third April 10-15 at Hirsch Memorial Coliseum in Shreveport. They have also won 48 straight games, the longest in history. Each player introduced themselves and shared where they are from and what college they attended.

2013-2014 Poster Contest Winners. The following students were recognized as grand prize winners in the Character Education Poster Contest: (1) Lanaya Bolden, 5th grade, J.S. Clark and Tyeran Thomas, 1st grade, Cherokee Park. The following students were recognized as grand prize winners in Bullying Prevention: (1) Haleigh Robinson, 5th grade, Summer Grove, (2) Ava DeLorenzo, 8th grade, Caddo Middle Magnet; and (3) Janai White, 12th grade, Caddo Career & Technology Center. Jaymee Deleon, 5th grade, Summer Grove, was recognized as the grand prize winner in the Red Ribbon Week contest. Zakiyah Rayson, 2nd grade, Cherokee Park, was recognized as the grand prize winner in the Mental Health Awareness contest; and grand prize winners in the Suicide Prevention contest are Caiya Davis, 5th grade, Cherokee Park, Lauren Wise, 6th grade, Caddo Middle Magnet and Stephanie Cervantes, 10th grade, Caddo Career & Technology Center.

Intel Science Talent Search Semifinalists. Anna Leskova, Caddo Magnet High, was recognized as a semifinalist in the Intel Science Talent Search. Miss Leskova's Biochemistry project was "Cellular Thiosulfate Metabolism and Proliferation Response in Regards to Angiogenesis Regulation in Ischemic Responses" and focused on the effect of a novel use of the thiosulfate in harvesting hydrogen sulfide. She is one of 300 semifinalists selected from 1,794

entrants representing 489 high schools in 45 states, the District of Columbia and 7 overseas schools.

2014 Louisiana Junior Science and Humanities Symposium. The following Caddo Magnet High students were recognized as winners at the 2014 Louisiana Junior Science and Humanities Symposium: Nicholas Larsen (1st place), Cole Evensky (2nd place); Neil Nathan (3rd place); Venkatesh Sivaraman (4th place) and Morni Modi (5th place).

Shreve Island Elementary named the *Leader in Me Lighthouse School*. Shreve Island Elementary was named the newest *Leader in Me Lighthouse School*, a program that equips students with self-confidence and skills they need to succeed and thrive in the 21st century.

Principal of the Year Finalist. Mary Rounds, principal at Caddo Magnet High, was recognized as a semifinalist in the Principal of the Year process.

Grant Awards. Caddo Career & Technology Center and Caddo Parish Magnet High were awarded grants (\$2,800 and \$7,265 respectively) from the Northwest Louisiana Master Gardeners. These grants will be used to design and plant a beautification garden at Caddo Career and a beautification project at Stoner Avenue and Viking Drive (Caddo Magnet High).

Administrative Appointments. Charles Lowder, director of certified personnel, recognized Jenifer Guerrero, assistant principal, Captain Shreve High School; and Erin Harp, director of Accountability and Instructional Support. Cleveland White, director of classified personnel, recognized Lisa Stringer Lloyd, director of purchasing.

As a personal point of privilege, Board member Priest noted the many outstanding performances by schools, students and personnel and encouraged everyone to do a better job of telling the Caddo story.

VISITORS

Jon Glover, employee, shared with the Board her thoughts relative to inconsistencies in support and decisions made. Referencing an article in Red River United, financial changes for Bossier Parish employees, in the event of employees receiving a 1.5% raise in the 2014-15 school year and 3.5% increase in 2015-16. She asked why an increase is not proposed for employees whose hands are tied. She noted that what is being done is tearing the Caddo District apart and asked if, by our own silence, these are good practices. She asked the question if these charter companies can do a better job than the public school system, what is Caddo's fate? Each time a student withdraws to attend an educational institution outside the public school system, Caddo's budget diminishes significantly. She said she believes the Board contributed to the current plight when it ignored the pitfalls that have been set forth; and she doesn't understand how Caddo can say it can successfully educate every child equally when every child is not being exposed to the same educational opportunities or resources. Knowing that not every child will be successful, Ms. Glover stated she can attest to the fact that if resources are withheld, these children will definitely not be successful. She believes equity across the Board should be aspired and noted how she has been dismissed in this setting because no one wants to hear constant reminders that we are exercising practices that do not promote equity or equality of education resources. Ms. Glover said she recognizes that schools do not fail, but the students fail; and she closed by saying that every time she speaks, she speaks on behalf of every child being provided access to a quality and equal education. As a Christian, she knows the Lord is her Shepherd and it is He who stands with her when she addresses the Board and He who directs and protects her from any actions not in concert with promoting quality for all students. She noted the possibility, by walking in faith, to do what is right; and if she has offended anyone, she apologizes, but she is a true advocate for equality across the board relative to educational resources and opportunities.

Jackie Lansdale, president of Red River United, asked the Board for direction in two major issues: (1) grievance procedures relative to an alcohol and drug violation and the Board's revisions to that policy in September 2013 to insure privacy. Being one year later from the filing date, nothing has been done to make changes to the policy to their knowledge, and the privacy of employees is still not being protected. Also, (2) when employees' felt their rights had been violated when the promised planning time was never provided, the grievance process was followed, but six months later there is no resolve. She asked the Board for direction in what they wonder to be an irrelevant process and if they are better off going straight to court? Mrs. Lansdale stated that they feel a sense of urgency when they are hearing what principals are telling their staffs relative to a seven-period day...that lunch breaks will be cut and the state law that mandates 30 minutes for lunch will be violated. She also noted that with the changes there will be larger classes resulting in a violation of BESE's Bulletin 741, and unless the Board is willing to listen to its employees in a timely manner and act according to the Board's motions, policies and laws, and if the Board fails to provide direction or show no respect for the process, then they will consider further action.

ESTABLISH THE AGENDA AND PROPOSED CONSENT AGENDA

Superintendent Goree highlighted items for the Board's consideration at the February 18, 2014 CPSB meeting, and the following discussion ensued. President Pierson recommended items 6.02, 7.01, 8.01-8.07, 8.11-8.12 and 13.01 as the consent agenda, and announced that Mr. Hooks has pulled 8.08 "Discontinue Service with Ombudsman". *Ms. Priest moved, seconded by Miss Green to establish the proposed agenda and consent agenda. Vote on the motion carried unanimously.*

CONFIRM THE CONSENT AGENDA

Mr. Riall moved, seconded by Mr. Hooks, to confirm the Consent Agenda (Items 6.02, 7.01, 8.01-8.07, 8.11-8.12 and 13.01. Vote on the motion carried unanimously and the following is a summary of the Board's action on consent agenda items.

Item No. 6

6.02 Personnel Transactions Reports. The Board approved the personnel transactions report for the period of January 1, 2014 through January 31, 2014 as submitted in the mailout.

Item No. 7

7.01 Sale of Hamilton Terrace (Re-bid). The Board approved staff's recommendation that with no bids being received it will re-bid at a later date.

Item No. 8

8.01 2014-15 Capital Projects. The Board approved Professional Designers for 2014-15 Capital Projects, as well as the additional projects not previously approved by the Board, as recommended by staff and submitted in the mailout and placed at Board members' stations.

8.02 Resolution of Continued Employment-Classified Personnel. 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 Out of State Travel. The Board approved requests for out of state travel (General Fund) as recommended by staff and submitted in the mailout.

8.04 Approval of Herndon Agricultural Lease. The Board approved the bid of Chadwick Peninger, totaling \$2,005 per year for 5 years, for the agricultural lease of Herndon as recommended by staff and submitted in the mailout on the bid tabulation sheet.

8.05 Authorization to Piggyback on Bossier Parish School Board Bus Bid. The Board approved staff's request to piggyback on Bossier Parish School Board's ITB 2010-11-50 bid for special need buses as recommended by staff and submitted in the mailout.

8.06 Permission to Piggyback on CPSB Comprehensive Early Childhood Equipment Bid. The Board approved for parish school boards and governmental agencies in Louisiana to piggyback on CPSB's Comprehensive Early Childhood Equipment, Materials and Supplies – Catalog Bid (#06E014) as recommended by staff and submitted in the mailout.

8.07 Cooperative Agreement and Resolution-City of Shreveport. The Board approved the cooperative agreement and resolution between the CPSB and the City of Shreveport as recommended by staff and submitted in the mailout.

8.11 Read Across Louisiana Proclamation. The Board adopted the Read Across Louisiana Day Proclamation as submitted in the mailout.

8.12 Long-Term Use of Caddo Facility. The Board approved the request for long-term use of Central Elementary School by Louisiana Virtual Charter Academy 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 CH, KS and TT whose parents are in agreement.

APPROVAL TO JOIN MFP LAWSUIT

Mrs. Bell moved, seconded by Mr. Hooks, to authorize execution of the resolution for Caddo to join with the MFP law suit and the fee agreement as submitted in the mailout.

Mr. Rachal stated that he has not seen the lawsuit and Mr. Abrams explained that the resolution, which states what is in the lawsuit, and the fee agreement are attached to BoardDocs. Mr. Rachal asked Mr. Abrams if he has reviewed the lawsuit and Mr. Abrams said he has. Mr. Abrams said he believes the lawsuit to be a viable lawsuit, however, the question is whether or not the District would recover anything from it; because if the judge rules in favor and it is a sizeable judgment, it still must go to the Legislature to actually pay it. At this time, we are currently pushing for the Legislature to include the 2.75% in the MFP for this year as well as for a past year, and the question is whether or not the Legislature will approve it. He reminded the Board that the fee agreement is a contingency fee contract and will not require Caddo to pay any expenses for legal fees if they are not successful. Mr. Abrams also noted the change in the agreement removing the 10% fees and adding a reasonable attorney fee as determined by the court that has jurisdiction of the matter, which he did on the fee agreement as well. Mr. Abrams said he does not want the Board to move forward and have to pay a 10% fee based on the contract if there is not a lot of work to be done. Mr. Rachal asked for clarification that the resolution will be to join the lawsuit, however they may not accept it based on our change to the fee provision. Mr. Abrams stated the main risk is if you don't join the lawsuit and the judgment

is only for those participating in the lawsuit, then Caddo may not get anything. Mr. Rachal stated it is his hope that this will make the State more transparent in the future and not change the rules as we go; and if the case is won, that Legislators will abide by the law, and if they lose, make them pay.

Mr. Riall asked Mr. Abrams to explain how a judge can rule and the Legislature can ignore it. Mr. Abrams said it is because the Legislature appropriates the funds to pay the judgments, especially if it is one against the State, and tons are not paid, because they are not budgeted.

There being no additional discussion, *the vote on the motion carried with Board member Riall opposed.*

DISTRICT TRANSFORMATION AND INNOVATION OFFICER

Ms. Priest moved, seconded by Mr. Hooks, to approve the district transformation and innovation officer position, funding, and that the Human Resources Department posts the position as soon as possible as recommended by the superintendent and submitted in the mailout.

Miss Green asked Dr. Goree to highlight this position and Superintendent Goree explained that in working with the University of Virginia to turn our schools around and insure that transformational leadership is provided for those schools in the future means having someone totally devoted to that purpose. He said this was a vision prior to meeting with the University of Virginia, but when meeting with them learned that one of their requirements is that a “shepherd” position is in place to oversee the leadership of the 10 failing schools. He further explained that this person will work directly with those schools with a goal of seeing transformational and innovational practices implemented that lead to student success. Dr. Goree also stated staff has worked very closely and diligently to develop a job description that specifies we are looking for someone with experience in transformational and innovational leadership which means this will be for someone who has a track record of taking schools that resemble Caddo’s failing schools and turning them around to be successful.

Mrs. Crawley asked if there is a term (length) on the contract for this person; is it for as long as we are under the RSD? Dr. Goree said on a short-term basis, we are looking at this position until there is a turnaround; but being an urban district with some issues that plague urban school districts, he perceives this to be a permanent position. He also added that to see an urban school district as an “A” District, it is important to be transformational and innovative in strategies; and he believes with the appropriate staffing and decisions, Caddo can see every school in the District as an “A” school. Mrs. Crawley asked if the position is submitted (posted) as a permanent position or as long as we are under contract with the University of Virginia, and Dr. Goree responded that it will be posted as a permanent position.

Mrs. Bell stated her agreement that this position will be a permanent position, because over the next two years, the schools under watch hopefully will come out of failing status, but if not monitored, other schools could become failing schools. Superintendent Goree stated that when looking for someone with a proven track record, he will look for not just the 10 schools to benefit, but all Caddo schools to benefit from strategies that are put into place. When talking about the reconfiguration of schools, he reminded the Board that this is so much more than moving kids to a different building, but about the transformational and innovative practices that are put into place to make the student successful.

Mrs. Crawford asked about the cost for the position and the superintendent explained that the position was graded by the outside consultant and the exact salary range will depend upon the qualifications and characteristics of the candidate, but the position was graded a Level E which is

the same grade as the area directors. He also said that this position will serve as a member of his executive cabinet and that is at the recommendation of the University of Virginia.

Mr. Riall asked how staff will proceed with advertising this position and Dr. Robinson explained the initial plan is to post locally and regionally and dependent on the applications received, they will determine the need to expand.

Mrs. Armstrong asked the superintendent how many staff people will be hired? Dr. Goree said they are looking to work within the current staff in place. He further stated that he and his Chief staff members are looking to restructure the organization and what we do as a school district, and they believe the personnel to staff these schools are there. The person in this position will supervise approximately 3-5 persons because it is important that someone is in these schools every day, and the only additional personnel will be this position and possibly clerical later.

Mr. Ramsey 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 main motion carried unanimously.

SUPERINTENDENT'S REPORT

Update on Collaborations with RSD. Superintendent Goree reported that weekly conversations with the Recovery School District continue and they believe progress is being made in our efforts. At this time, he also reported that staff is working to finalize contracts with the University of Virginia and the PGC Group, and will work closely with the RSD to make certain that the needs for both organizations are met. He added the weekly conversations have been very beneficial and he will have a written report as we move forward to support what we are doing with the RSD.

Mrs. Bell asked if the report will address dealings with the RSD and if staff has talked with the schools that will be impacted. Dr. Goree said he, along with staff members from Human Resources and Academics, met with faculties, answered their questions, and provided them with a staff contact so they feel comfortable in calling about any questions they may have. Dr. Goree also stated that staff is diligently working to adhere to the timeline so staff can be informed as to where they will be located for the next school year as soon as possible. Knowing and respecting that this is a difficult time for employees, they are hoping to minimize the stress as much as possible through this transition. Mrs. Bell shared her conversation with four employees that will be moved and how positive they were about the changes and thankful they have a job. Dr. Goree added he and staff have attempted to convey to these employees that they will be taken care of through this process.

ANNOUNCEMENTS AND REQUESTS

Ms. Priest reminded Board members that on Wednesday, February 19th, at 11:30 a.m., at the SkyBox, Independence Stadium, Caddo will host the Annual Legislative Luncheon. She reported that seven of the 14 school boards in Northwest Louisiana will be represented.

Mr. Riall reminded all interested that an Audit Committee meeting will be held on Thursday, February 20th at 2:00 p.m., and also the North Caddo Lady Rebels are the leading girls basketball team in District 2-A in the State and playoffs will begin on Thursday.

Miss Green expressed thanks to Billy Wayne for successes noted in his after school program at one of her schools. She also asked if the Audit Committee could provide her with a list of how many audits have been conducted and who has yet to be audited.

Mr. Hooks asked staff when will proposed revisions to Policy GBCD (Drug and Alcohol) come to the Board for approval? Mr. Hooks noted that these proposed revisions were discussed last September and the Board upheld administration's recommendation regarding a grievance brought to the Board with the stipulation that this policy will be reviewed and revised to provide periodic training for employees and to provide a procedure to insure that actions taken remain private. Mr. Ramsey called for a point of order because this is not an agenda item for discussion.

Mr. Rachal announced that the Building, Grounds and Security Committee met today and he will bring a bulletin report to the Board next month.

Mr. Pierson announced that while it may not be noted, the committees are working hard to make sure that those matters that arise are reviewed and discussed in committee before a recommendation comes to the Board.

Mrs. Crawley asked about the actual seat time for elementary students for lunch. She also asked if staff reviewed and considered the high school schedule Dr. Brian Salvatore emailed to the Board members and superintendent regarding a modified seven period day. She also asked when will the employee committee be established.

Mrs. Bell announced that the Huntington High School Girls' Basketball team beat the Number 1 team Loyola and they will travel to Baton Rouge. Also the Huntington Boys' Basketball Team is Number 1 again and will now work on winning the State Championship.

Ms. Trammel announced that the Transportation Committee will meet on March 4th at 2:00. She also invited everyone present to attend the National Baptist Convention of America Conference February 26-28th at Peaceful Rest Baptist Church.

Adjournment. *Mr. Hooks moved, seconded by Mr. Rachal, to adjourn. Vote on the motion to adjourn carried unanimously and the meeting adjourned at approximately 6:12 p.m.*

Dr. T. Lamar Goree, Secretary

Carl A. Pierson, Sr., President

February 18, 2014

The Caddo Parish School Board (**CPSB Building, Grounds and Security Committee**) met on Tuesday, February 18, 2014, in Room 1 at 1961 Midway, Shreveport, Louisiana with Chair Barry Rachal presiding and the following Committee members present constituting a quorum: Mary Trammel, Charlotte Crawley, and Dottie Bell. Also present were ex-officio members Carl Pierson and Bonita Crawford. Others included Larry Ramsey, and staff members T. Lamar Goree, James Woolfolk, Tommy Smith, Steve White, and Roy Murry.

Roles of the Building, Grounds and Security Committee. Chair Barry Rachal called the meeting to order and highlighted what he believes are the Committee's roles. The following was agreed upon by the committee:

- To view Caddo Parish as a school system...not a system of schools.
- To collaborate with staff to determine the priorities that fit into our long-range plan.
- To explore ways that we can maximize our assets and minimize our maintenance and operating costs.
- To make Caddo Parish Schools environmentally friendly.
- To be forward looking as to the needs of new and repurposed school campuses.
- To review and make appropriate recommendations to the Board on capital projects budget and schedule items.
- That Health, Safety and Security will be the overriding factor in all decisions.
- To collaborate accordingly with other Board committees.
- To follow CPSB Policy BCE.

2014-15 Capital Projects. Dr. Goree explained that the District does not do "brick and mortar" with capital projects funds, and Mr. White clarified that the money for capital projects comes from bond funds; however there was a collaboration of bond and capital projects funds for the South Highlands Performing Arts Center and the Walnut Hill Gymnasium.

Mr. Rachal noted that over the past two years, the District had to come up with approximately \$6 million in order to address some capital projects. Staff explained that staff puts together a list of priorities by asking each school to provide staff with three wishes (aside from new buildings since they are funded through bonds), and staff (directors) along with a committee looks at the requests received from each school and places them in a three-year capital projects plan for the Board's approval. Tommy Smith, director of maintenance, reported that his department maintains a book for each school on what needs to be done. Mr. Rachal asked of staff if there is a more efficient, effective way to address the Capital Projects budget, because it is staff that the Board counts on to determine the most efficient and effective plan for addressing capital projects. Mr. Ramsey reminded everyone that the Parson's Facilities Study defined priorities at the school sites for principals to follow; however, he noted there have been a number of changes in principals. Mr. Rachal stated that he would like to know if there is a more efficient and effective way to address capital projects without totally eliminating the principal or his/her designee at the school for input.

Discussion was also held on how the work of the Building, Grounds Committee coincides with the Long-Range Planning Committee. Mr. Ramsey stated that the implementation of Board committees was to address daily needs that may arise and the Building, Grounds was separated from Long-Range Planning because it does have some needs to address.

In looking at a future bond, Mr. Rachal asked where the Building, Grounds Committee would fit and what would be needed from this committee. Superintendent Goree clarified the Building, Grounds and Security Committee is to address short-term needs and a strategic bond issue would address future needs, which the Building Grounds Committee would help prioritize. Mr. Rachal

asked about a list (from the \$500 million Parson's Study List) for the committee to review and determine for recommendation what would fit into a proposed bond issue.

President Pierson asked for a report to be shared at the work session that this committee is meeting and what it is proposing to do in the near future.

There being no additional discussion, the meeting adjourned at approximately 4:20 p.m.

February 18, 2014

The Caddo Parish School Board (CPSB) **Long-Range Planning Committee** met on Tuesday, February 18, 2014, in Room 1, at 1961 Midway, Shreveport, Louisiana with Chair Larry Ramsey presiding and the following committee members present constituting a quorum: Lillian Priest, and Barry Rachal. Mrs. Armstrong and Mr. Hooks were absent. Others in attendance were Superintendent Lamar Goree, James Woolfolk, Dr. Mary Nash-Robinson, Jim Lee, Carla Moore, Steve White, Janis Parker and Keith Burton, as well as several employees from IT.

Proposed Attendance Zone Changes to Align with Board-approved Reconfiguration Plan.

Dr. Mary Nash-Robinson, chief of staff, stated that in talking about the reconfiguration of schools, staff has looked at what the District will look like, including addressing the attendance zones that will provide feeder patterns. Along with the proposed changes to attendance zones, Dr. Robinson added it will be necessary to look at the schools' staffing allotments.

Keith Burton, chief academic officer, highlighted the reconfiguration plan approved by the board and staff's recommendation for aligning the attendance zones with that plan, along with how schools will change as neighborhood feeder patterns are implemented. Carla Moore, director of child welfare and attendance, explained the proposed feeder patterns and Steve White, director of capital projects/construction, highlighted the proposed changes in the attendance zones. Staff also explained that the proposed changes will clean up attendance zones so students attending a neighborhood elementary and middle school will also attend the high school in their attendance area. A copy of the information shared with the committee is filed in the papers relative to the Long Range Planning Committee's meeting.

Committee members agreed that the recommendation to the Board should include that it is a safety target based on population shifts, taking into consideration future developments that staff is aware of. The committee also recommended that staff meet one on one with the Board members whose districts will be directly impacted.

The Long Range Planning Committee will meet again on Tuesday, March 4, 2014 at 10:00 a.m. to finalize its recommendation to the Board prior to the Board work session at 4:30 on March 4th.

There being no additional business, Ms. Priest moved, seconded by Mr. Rachal, to adjourn. Vote on the motion to adjourn carried and the meeting adjourned at approximately 11:20 a.m.

February 20, 2014

The Caddo Parish School Board (CPSB) **Audit Committee** met on Thursday, February 20, 2014, in Room 1 at 1961 Midway, Shreveport, Louisiana with Chair Steve Riall presiding and the following Committee members present constituting a quorum: Curtis Hooks and Ginger Armstrong. Also present was ex-officio member Carl Pierson. Others included Larry Ramsey, Mary Trammel, Jasmine Green, Dottie Bell and staff members T. Lamar Goree, James Woolfolk, Jim Lee, Jeff Howard, Allison May, Sharon Golett, Otis Jones and Randy Watson.

External Audit. Nicia Mercer, auditor from Allen, Green & Williamson, shared the results of the 2012-13 school year audit, reporting an unmodified “clean” opinion for the audit. She explained the increases resulting from a deposit of approximately \$3 million in the OPEB account as well as the impact that could be seen in the next few years. Ms. Mercer compared this year’s revenue and expenses versus last year’s, reporting that there are no areas of concern. Additional areas highlighted included the internal service financials, i.e. self-insurance; fiduciary funds, pending Legislation, budgetary comparisons on each of the District’s funds, Federal programs and amounts received for the 2012-13 school year, findings on controls in payroll and problems experienced, concerns relative to too many persons accessing their own information, and addressing absences.

Discussion was also held on principals going back to the classroom (or a position below principal) and still receiving principal pay. Mr. Abrams explained that State Statute says when teachers are promoted to an administrative position they basically have tenure and can remain at that rate of pay even if moved; however, since that time the Legislature changed the law and tenure is no longer given in positions, but those in administrative positions are given a contract for no less than two years, and at the end of the contract it shall be renewed unless the Superintendent recommends not to renew.

Discussion was also held on too many persons having access to their own information, and Dr. Goree responded that this has been a concern of staff; however he believes staff has a plan for addressing these concerns. Ms. Mercer also addressed a second finding of a cross cutting targeting report which shows allocations to the schools based on children ages 5 to 17, yet some pre-school students were included. Mr. Lee stated that he has responded to these findings.

Mrs. Armstrong moved, seconded by Mr. Riall, to recommend to the Board acceptance of the external audit by Allen, Green and Williamson as submitted to the Audit Committee. Vote on the motion carried.

Staff and Board members expressed appreciation to Allen, Green for 10 years of service to Caddo Schools.

Recommendation for External Auditing Firm for the Next 3-5 Years. Jeff Howard stated that the recommendation for the external auditing firm for the next 3-5 years (and staff recommends 3 years) is Carr, Riggs & Ingram.

Mr. Hooks asked why is staff’s recommendation Carr, Riggs & Ingram. Jeff Howard explained that besides the fact they submitted the low bid, he doesn’t believe it is ever bad to save money and to also have a new set of eyes looking at the District’s financials.

Mr. Hooks moved to retain the services of Allen, Green for the next audit period. Motion failed for lack of a second.

Mrs. Armstrong moved, seconded by Mr. Hooks, to accept staff’s recommendation to accept the bid of the firm Carr, Riggs & Ingram and to recommend to the Board acceptance of the bid of

Carr, Riggs & Ingram for the audit years of 2013-14, 2014-15 and 2015-16 as presented in their proposal. Vote on the motion carried.

Transportation Audit Follow-up. *Mr. Hooks moved, seconded by Mrs. Armstrong, to recommend approval of the follow-up transportation audit report and that the Superintendent provide an additional update in 90 days.*

Update on SunGard. Superintendent Goree explained the process being followed to make a decision relative to SunGard, with staff is now working with the president of SunGard, and Sharon Golett is attending the weekly Cabinet meeting to report on the SunGard status. During the process, Dr. Goree said staff is looking at the finances for staying with SunGard, as well as finances for changing; and while all concerns need to be addressed, he believes working through staff is the way to address these concerns.

Mrs. Armstrong stated she believes one of her requests was tracking the financial state of the School Board and the number of transactions transferred from Legacy and SunGard, as she only wants to know that we are where we need to be and that we don't get here again. She added staff has provided examples, and continues to report, on how things are not matching up. Dr. Goree stated that while he understands it is a mammoth issue, he believes that as the issues and concerns are addressed, we can see improvements. He also reported that one of the biggest concerns is the number of payroll periods the District has and the belief that a large majority of the problems could be resolved if the District only had one pay period. The superintendent further stated that payroll is a process and Ms. Golett continues to work with SunGard to resolve these payroll-related issues. Mr. Riall asked if addressing the number of payrolls will help solve problems with SunGard and staff said it will help tremendously to only have one, but probably not resolve issues 100%.

Mr. Ramsey stated that it is unacceptable to be six years into a program and it is still not working; and now with the amount of money that has spent on the infrastructure , if we look at bringing in another system, we will only spend a lot more money. Dr. Goree again stressed that staff is continuing to work through these issues as well as explore other options.

Mrs. Armstrong recommended that a recommendation be placed on the next agenda to go to one payroll period per month and that the date be around the 20th day of the month. Dr. Robinson also stated the need to maintain direct deposit/debit card.

Adjournment. There being no additional business, the meeting adjourned at approximately 3:25 p.m.

March 4, 2014

The Caddo Parish School Board (**CPSB**) **Executive Committee** met in regular session on Tuesday, March 4, 2014, in its offices at 1961 Midway, Shreveport, Louisiana with President Pierson presiding and Bonita Crawford and Mary Trammel present constituting a quorum. Also present were Steve Riall, Jasmine Green, Charlotte Crawley, Curtis Hooks, Lillian Priest, Barry Rachal, Larry Ramsey, Ginger Armstrong and Dottie Bell. Board member Mary Trammel led the prayer and Pledge of Allegiance.

PRESENTATIONS

Ombudsman Report. Markey Pierre, representing Ombudsman, introduced Scott Russell, Regional Vice President of Operations; Lisa Chitty, Senior Vice President of Business Development; and Ralph Thompson, Vice President of Customer and Community Outreach.

She reported that believing all students have value and should have the opportunity to be productive and contributing members of society regardless of their circumstances, Ombudsman works with students to develop a strong foundation they can build upon for future successes.

Ms. Pierre highlighted some of the successes of Ombudsman students that were three and four grades behind in Math and Reading skills as well as the reinforced relationship Ombudsman has with the District to meet the needs of the students being served together. She also stated they wish to highlight a strengthened community commitment to provide preparation for students as they leave a strict educational environment and move into a workforce environment.

Mr. Russell highlighted an overview of the first semester data from the Caddo Centers, including involvement in community activities. He reported that Ombudsman is fully certified through Advance Ed, which has SACS Accreditation. He explained that the program focus is unchanged from last year and highlighted the teacher-led and computer-assisted instruction, which is a blended model, since students have different styles. Also, regarding attendance, social work services are offered and attempts are made to help the attendance record. He also reported they added the PBIS last year to address behaviors and continue to build on that support. He briefly explained the College and Career Readiness aspect of the program being used to build relationships with other students in the community to prepare them to successfully move forward to the next step, and he shared enrollment numbers, absences, etc. for the first semester (55 days), as well as the demographics on the population at each site.

Mr. Russell added they have discussed with students who are chronically absent, be it they are incarcerated or some other reason, available assistance to help them. He reported on first semester successes and looking at all courses offered to students, 42% of the students are receiving a passing score. Also, last year 44% received a passing score, and this is something Ombudsman continues to work on improving through teacher-led classes, E2020 classes and the Reading Plus/Reading Remediation program. He reported two additional hours a day are being provided to help students; and they believe with the things being put into place, they will see an increase by the end of the school year.

For students that come into the program three and four grade levels behind, Mr. Russell reported that the STAR program (a formative assessment given students upon entering the program and again when they exit) provides them with scale scores and grade level equivalences to show growth as well as to break down the specific deficiencies students may have in Math and Reading, helping to guide the teacher-led piece of the program, which is why they worked with Caddo's administration to add two more hours.

Mr. Russell highlighted some of the program enhancements, i.e. additional two-hour spaces at Academic Recovery using Reading Remediation programs.

Ralph Thompson shared that Ombudsman does not want to just reside in Caddo Parish but to become a part of the community, and they believe they are beginning to make strides in that direction. He shared activities Ombudsman has participated in as well as partnerships they have formed in the community, and staff will work with various College and Career Job Fairs and other outreach programs to not only become an intricate part of the community but to better serve the needs of the students. Mr. Russell reported a Job Fair was attended in November and one is planned for April 17 and one of the coaches' jobs is to bring people in from the community to work with students on etiquette, career planning, and specific life-changing issues geared to specific groups and life after high school, etc. Software is also made available to students to assist in building a resume' for use upon graduation.

In conclusion, Mr. Russell reported they are working on improving the pass rate, attendance, reducing behavior incidents in the Centers, and customizing partnerships with a longer middle school day.

Ms. Pierre added that Ombudsman has also worked very closely with the manufacturing community on opportunities for true livable wages as well as opportunities for student success in the community. She stated the Manufacturing Managers' Council, made up of plant managers for local manufacturers, has agreed to put together a job fair for Ombudsman so that the plant managers themselves actually talk to the students about the opportunities for employment in Shreveport and what they need to do to get there. Understanding this is a start, she believes this will strengthen the community piece.

Mr. Hooks asked about certified teachers and what Ombudsman is doing to attract certified teachers? Mr. Russell explained they have a corporate recruiter for Caddo Parish and they distribute postings for certified staff; however, in the meantime, there are subs in place as well as different ways to deliver the instruction by a certified person in the content areas. Mr. Hooks asked about the problem with attendance because of transportation? Mr. Russell stated he cannot speak to transportation, but stated that it is important to look at the student as a whole, which this is the social worker's main focus. With some students in the lower attendance graph because of incarceration, Mr. Russell explained these are still counted as absences, which creates a problem. He further stated that they continue to focus on what they can control and that is getting the parents and students involved in the wrap-around services; and they attempt to contact parents within the first half-hour if a student is absent. Individual plans are developed, but they do try to focus on what they can control. He added they will attempt in the future to break down and provide the Board a more accurate picture of absences. Mr. Thompson further stated there are a number of factors that contribute to absences; and realistically, transportation has been an issue when students are not picked up or are picked up late. Mr. Hooks asked if he understands correctly that we do provide transportation, and Mr. Thompson confirmed that some drivers have notified them that they forgot to pick up the students. The superintendent was asked to look into this situation.

Mrs. Crawley stated her appreciation for the difficult job Ombudsman has and asked about the passing rate on Page 4 of the handout, and if this means the same thing as a student passed the grade? Mr. Russell said this is taking all the courses students are working on and breaking it out by the number of total courses passed. Mrs. Crawley noted a transcript she received from Ombudsman, because she believes the comparison is not apples to apples since the students are not getting the same classes. Mrs. Crawley inquired about the additional two hours and if she understands correctly that this will not result in an additional cost to the District? Mr. Russell explained that is correct and that they cancelled night sessions and combined them with another Center's schedule. Mrs. Crawley asked what will the students be doing during these two hours?

Mr. Russell explained Language! (Reading remediation program) and Art. Mrs. Crawley asked if these are computer programs, and Mr. Russell responded they are not, but they are teacher-led instruction. Mrs. Crawley asked Mr. Russell about Ombudsman's retention rate after three years in a school district? Mr. Russell said he doesn't have that number, but can provide that information.

Mr. Rachal asked for clarification on the home school numbers, and Mr. Russell explained they are the total actual numbers of students and their neighborhood/home school for the first semester. Mr. Russell also reported there were approximately 411 students for the 1st semester and Mr. Cooper added that at any given point there are students coming in and exiting the program for various reasons; and based on the population total for semester 1 (from the first day of school to December 20th), there was a total population of students from Fair Park of 89 students. Mr. Rachal asked why the total of the numbers on the chart do not add up to the 411 students for the first semester, and Mr. Cooper said it is a running count and while today there may be 75 students at Fair Park, tomorrow there might be four IEP meetings and four students exit the program. Mr. Rachal asked if the 89 students is a snapshot of the students on one day, and Mr. Cooper said it is an average because the number can change dependent upon what day, week or month it may be. Mr. Rachal further stated that the School Board is working very diligently with Ombudsman to reach these children, yet no matter how hard each works individually or together, if only 70% show up, it's not because they are not given the opportunity to get an education, which he believes the community needs to know. Mr. Rachal also asked if consideration has been given to ask motivational speakers to speak to these students, because there are some tremendous motivational speakers in the Shreveport-Bossier area. Mr. Rachal also asked if students referred to Ombudsman are more likely to attend college or seek a career? Mr. Russell said guessing, he would say career versus college. Mr. Rachal asked if any coordination has taken place with the District's Career Center? Mrs. Baker shared with the Board that community career professionals have spoken to students at Ombudsman, including two Caddo Parish School Board members. Also, the students are given the opportunity to go out and interview with businesses in efforts to find employment and career paths. Mr. Rachal asked Dr. Goree to have our PR work with them to determine what we can do with some of the other trades, i.e. construction related jobs, etc. Dr. Goree added that Ombudsman mentioned wrap-around services and employability; and Caddo has assigned Carter Bedford to partner and work with the program to make it stronger, as there are issues that are beyond the classroom that need to be addressed.

Mr. Ramsey asked the superintendent about the information on the program enhancement and working with Ombudsman to expand the program for middle school students. Dr. Goree responded that when talking with any middle school principal, they will tell you their concern is the number of over-age students, and Ombudsman has provided an opportunity to serve these students. The goal was to be cost neutral, thus staff has not looked at ways to expand the number of seats, but staff will look at how we can use a program that is working to create more seats or come back to the Board for consideration of additional funds to address this need. Mr. Ramsey asked if there will be monitoring at both levels (middle and high schools), because he is interested in continuous updates on the passing data and the Math and Reading progress. Dr. Goree said he will add this as a monthly report under Superintendent's Report on the agenda.

Ms. Priest inquired about "life after high school" and if Ombudsman/staff is tracking the types of employment students are placed in, and what are some of the positions these students are in beyond. Mrs. Baker responded they do track the students and some positions in addition to the service employers including hospitals, tax preparers, volunteers at various places, as well as the Mayor's summer program through the City. Regarding wrap-around services, Ms. Priest asked about the services offered to families and the percentage of participation. Mr. Cooper responded Ombudsman is currently with two vendors, one of which is Changing Solutions, and they

involve the parents from the point of a student's entry into the program. To date, he reported between 25 and 40% of the parents actually meet with them.

Mrs. Crawford asked if jobs other than service-related positions are offered to the students? Mr. Russell stated that while many are in service-field jobs, it reflects on resumes their responsibility to work when the local manufacturing firms are brought in. She also asked if a student is taking Algebra II at their home high school, is that student offered Algebra II at the Ombudsman site? Mr. Russell responded they are via the E2020 program. Mrs. Crawford asked for clarification on comments that Ombudsman does not offer students the courses they are enrolled in at their neighborhood school. Dr. Goree said when a student is moved to the Ombudsman Program, the credits they are taking transfer back into the system. Mr. Cooper explained there is a course catalog that they match with what is in JPAMS, and periodically they may encounter a program that is unique to a particular school, but they do their best to match the course (we may list it as P.E., but they list it as wellness) the students are taking. He also explained that they meet with the student when they are referred to Ombudsman to work out and follow through with that student's graduation plan.

Chief Academic Officer Keith Burton responded that relative to the concerns expressed on course content, two changes were made last year where there was not an alignment with E2020 and Ombudsman, but at the beginning of this school year, 100% of the Ombudsman students were 100% E2020 and modifications were made in November to begin in the second semester to blend E2020 with teacher-led instruction. Also, E2020 is being customized to meet the needs of each individual student.

Miss Green asked about Linear listed under home schools and if a Linear student is attending Ombudsman. Mr. Cooper said at that time, there was one student from Linear. Miss Green asked if Linear contributed to the Ombudsman cost? Dr. Goree explained that if that student qualified for alternative school placement and they re-enrolled in Caddo Parish, they would be serviced at Ombudsman. Mr. Cooper stated that often students from other parishes come to Caddo and they have not completed their expulsion; however, they must complete their expulsion time at an alternative school before they can be enrolled in the neighborhood school. Miss Green asked about the cost for this student to attend Ombudsman. Dr. Goree explained that Caddo would look to recoup the funding when they enroll in Caddo, and he will follow up to verify that this is happening. Miss Green asked if she understands correctly that there will be no increase in cost with the revised Ombudsman contract. Dr. Goree confirmed that is correct.

Ms. Trammel asked for clarification of the "new" contract and Dr. Goree explained that it is not "new", but is actually a follow-up to the contract in place due to modifications in the program. Ms. Trammel asked if Ombudsman is meeting the state requirements, and he responded that is correct. Ms. Trammel also stated her concern that you can send students to school every day; however, if they are not where they need to be, we can't hold someone accountable. In wanting to save these children and sending them out to be a functioning member of society, doing the best of their ability, reality is not every child will go to college and not every child will be a model citizen. She further stated that students sent to Ombudsman are sent there with a problem or problems and she asked what can the Board do as we see the problems, who is responsible for working these problems so that the problems do not move from place to place? Mr. Russell stated that in looking at the success of the students and their program, they attempt to look at the small gains each year and look to enhance the program in place through the support of the administration.

Mrs. Bell asked about parental responsibility in this program and if Ombudsman has partnered with the District Attorney's office and/or the Sheriff's Office to address attendance problems. Mr. Cooper responded they have and JPAMS daily puts in the system and they receive a 7, 10

and 15-day consecutive absence report. He said they work with the probation officer and any student with excessive absences is taken to court along with the parent.

Mrs. Crawley stated she remembers the attendance being posted in the paper; and to her this is high. She asked the superintendent if she could receive the average attendance rate at Fair Park or Woodlawn. Mrs. Crawley also asked how this is calculated, and Mr. Russell explained it is based on the number of students actually enrolled in any particular center and is an average number of students that actually show up. Dr. Goree noted that the information is pulled from Caddo's JPAM system. She also asked about the "word on the street" that Ombudsman is out and if anything else has been looked into? Dr. Goree stated that when he came to Caddo, he assumed this was something the Board adopted and supported, so he did not see any reason why the program was not workable or that the Board wished to do anything different, thus he directed the staff to support and enrich this program so it provides a meaningful service to Caddo's students. Mrs. Crawley indicated that staff told her it was looking to go a different way and when Dr. Goree came, it changed. Dr. Goree added but the staff does not override the Board.

ESTABLISH THE AGENDA AND THE PROPOSED CONSENT AGENDA

Dr. Goree highlighted items for the Board's consideration at the March 17th CPSB meeting and the following discussion ensued.

Attorney Abrams stated that a request was made to add a Level IV Grievance, re: Planning Period to the agenda.

Mrs. Crawley requested that an item be added to the agenda to add Increase the Budget by One Person for the Drama Elective at Caddo Middle Magnet. Mr. Pierson stated that adding an elective course should come as a recommendation from staff for the Board's consideration. If the Board approves doing so, then the staffing is adjusted to add the staff and the budget adjusted accordingly. Dr. Goree clarified Mrs. Crawley's request and staff will look into this. Mr. Pierson recommended that this be placed under Superintendent's Report.

Mrs. Bell stated that if a Board member asks for a teacher at a specific school, she would like to ask for a teacher at Huntington. Mr. Pierson clarified that is not the case, but the request has been made to the Superintendent for staff to look into it and report back to Mrs. Crawley. Mrs. Bell said then she would like for the Superintendent and staff to look at the possibility of another Home Economics teacher at Huntington.

Ms. Priest noted that the Board is preparing to begin next year's budget process and these requests have gotten us into trouble in the past, because at that point everyone will be coming forth with something they need. Mr. Rachal called for a point of order because this is not on the agenda. Ms. Priest noted that she is being interrupted, because this is something that does not need to arbitrarily be placed on the agenda, but it needs to go through the budget process.

Mrs. Crawley said the only issue is this is a budget item, and according to the Attorney, since the Board sets the budget, she can do this in the budget process.

Approval of External Auditor for Next Three Years. Mr. Hooks asked why can't we keep the current auditors since it has worked? President Pierson stated that a recommendation has come from the Audit Committee for the Board's consideration. Mr. Hooks said he is on the Audit Committee and it is his recommendation that we keep the current auditors. Dr. Goree stated that he respects the fact that the current auditors did an outstanding job, but it was put out for bid and staff had a rubric and reflects why the recommended auditor is presented for the Board's consideration. Mr. Hooks stated his confusion at staff presenting their recommendation to the committee and he questions why a committee meeting is needed if staff knows what they will do.

He added his remembrance of Board members being put out of a meeting last year, and he doesn't like it for staff to tell the Board what to do. Dr. Goree said staff will explain how it arrived at the recommendation and the Board can accept or not accept the recommendation. Mr. Hooks said Dr. Goree answered the question in his previous comment that staff works under the Board and he doesn't believe staff realizes that. Mr. Hooks added he will not come to these committee meetings when it is fixed; and while he saw the recommendation from staff, it is his recommendation to keep the current auditor. Mr. Pierson explained that it is a bid process; and if there is not a reason to not accept the lowest bid, that is generally the recommendation. He further stated the committee had the opportunity to accept the lowest bid or to vote for the same auditor we have used and the committee voted to accept staff's recommendation. Mr. Hooks said that is fine with him, but when the Board votes, he will vote no.

Mrs. Crawley asked if the CEEF program was audited? Mr. Lee explained that the auditors did a review of the CEEF; and while the earnings from the prior year are drawn down, there is no requirement to distribute these when the earnings are as small as they have been the past few years. Mr. Lee also reported that he has a CEEF committee in place and will call a meeting for the committee to decide if it wishes to recommend distribution of the approximately \$100,000.

Mr. Riall explained that the Audit Committee did meet; and since the Board is under a committee structure, the auditors presented the annual report to the committee. These reports were forwarded to the full Board. He further explained that relative to the external auditor, a motion was made to keep the current auditors, but there was no second to the motion. Another motion was made to accept staff's recommendation, and this motion was seconded and passed, which is the committee's recommendation to the Board. Mr. Riall also stated his understanding that staff does not work for the Board, and the only person who does work for the Board is the Superintendent. Thus, when staff's recommendations come to the Board, it is a recommendation from the Superintendent, which the Board can accept or not accept.

Mr. Ramsey added that the Committee voted to accept the low bid, which he believes is financially prudent; and while all the companies that submitted a bid are top-notch auditing companies, if we have the opportunity to save money, he believes we should.

Mrs. Bell stated that while she is not on the committee, she did come to the meeting and was told that Board members not in attendance would have the opportunity to hear the audit report. Mr. Pierson reminded the Board that the documents were forwarded to all Board members for review and to ask questions if they had any.

Mr. Hooks asked what is the purpose of the committee? Mr. Pierson explained that the committee structure was established for the purpose of eliminating much of the time spent in discussion in Board meetings. The committee receives the information for review and making recommendations to the Board based on their review of the information. He added the Board can ask questions and if the Board wants more information before taking action, it can vote to go that direction. He also stated that under the committee structure, all Board members are notified of all the committee meetings so they can attend if they choose to do so. Mr. Hooks said Board members can't attend the Superintendent's Cabinet meetings and make recommendations, and Mr. Pierson responded all Board members can attend any committee meeting, but may not necessarily make recommendations or state their position.

Ms. Trammel stated that she attended the Audit Committee meeting and she understands the recommendation; however, she is trying to understand if a committee makes a recommendation based on what staff provides, then it is submitted to the Board for consideration. She said she sees that this recommendation will save the District money, and maybe it is time for a change.

Proposed District Communications Policy. Ms. Priest stated she is happy to see this policy and procedure on how communication should be relayed for the Caddo Parish School District, because it will give a concise method as to who the spokesperson is for the District. She said most districts across the country have this in place, and it is better than having 15 different persons speaking on behalf of Caddo Parish Public Schools. She added she hopes that it is supported and strictly adhered to.

Miss Green asked Mr. Abrams to explain this policy. Dr. Goree explained this came from the Board retreat and the discussion on the concept of “One Board, One Voice”; and the thought is when the Board votes and a decision is made, the goal is to designate someone to speak on behalf of the Board and address the decision the Board made, regardless of what that person’s personal opinion might be. Also, from the staff’s perspective, there is also a concern that there are multiple messages from the different staffs (i.e. campuses, teachers, administrators, etc.) that are being done in the name of Caddo Parish Public Schools. Miss Green shared that a couple of months ago a decision was made to close Newton Smith and she questions if this means there should still be one voice on this action even though she didn’t agree. Mr. Pierson stated that this is the time to ask questions about agenda items; and on March 17th, will be the time to state support or non-support of the motion. However, once the vote is taken, there should only be one message and that is the Board voted to support or not to support. Mr. Pierson further stated that Board members have a voice for those they represent when discussing a motion, and he believes the community expects the Board to conduct the business of the District in a professional manner. Miss Green asked if this policy is adopted and the media comes to Board members to ask questions, should Board members send them to the designated spokesperson, and what happens if policy is broken. Mr. Pierson responded that nothing can be done to Board members breaking policy, but Board members are being asked to abide by this in good will and to show the solidarity of the Board in conducting its business. Miss Green said if nothing can be done then she is for it. Dr. Goree added that in the event staff breaks Board policy, there will be consequences.

Mr. Abrams explained that the policy is a way to protect the Board by directing the media to the correct person for statements so statements are not coming from numerous sources which could result in many different opinions and not necessarily the Board’s action. He also said the reasoning from the Board’s retreat was to project an image of One Board, One Voice and that the Board is together in moving the District forward, which is what the policy basically states.

Mr. Rachal asked if this is a policy that will go into the Policy Manual and it was confirmed that it will go into the Policy Manual. Mr. Rachal noted that the Board held an 8-hour retreat and he believes it was very constructive in the vigorous discussions held. He also said that once the Board votes and takes a position, he agrees that at that point, the Board will collectively say what the Board has done. He further explained he believes this is a way to hold Board members accountable, the same as staff is held accountable. Dr. Goree also thanked the Board for its work at the retreat, because as he travels around the City and talks with the communities, he shares that it was very obvious through the retreat experience that the Board truly does want Caddo to be the best school district it can be.

Mr. Hooks asked someone to explain number one on the proposed policy. Following Mr. Pierson’s explanation, Mr. Hooks asked for clarification that if the media approaches him after a Board meeting for an interview, he is to refer that media person to the Board President. Mr. Pierson said if it is anything to do with the action the Board has taken. Mr. Hooks stated his disagreement, because no one on the Board voted for him, but the people in District 5 did and he works for them. He added he doesn’t believe it is fair that the Board President is trying to take away his Civil Rights, because that is his freedom of speech, and what he tells the media is fact. He said he will not come to anyone to ask for permission to speak. Mr. Pierson reiterated that the time for a Board member to speak and address specific items is when that item comes up on

the agenda. Mr. Hooks said he has never said in an interview “they voted for this.....”, but he says “we the Board voted for.....”

Referencing Item No. 4 in the proposed policy, Mr. Pierson said he believes it is self-explanatory, and it is an attempt to have “One Board and One Voice.” Mr. Hooks responded it will not be that way and reminded everyone that when the Board voted on the new Superintendent, the Board voted down racial lines. Mr. Hooks again stated his disagreement that any Board member has to ask permission for anything. Mr. Abrams explained that one of the most difficult things a Board member does is try to determine what to say to the media and the intent is to give all Board members a break, by keeping the media from putting a microphone in a Board member’s face when they are not prepared to respond. If the comment comes from the Board President, it keeps comments coming from 12 different directions. This policy will let the media know there is one person they should contact rather than attempting to contact numerous Caddo School District employees and Board members. Mr. Hooks said the news media comes to him because they know he is going to tell them the truth.

Mrs. Crawley asked if she understands this policy as the possible need to train the Board and staff on the pitfalls of speaking spontaneously and what can happen when it is done. Mr. Pierson said the purpose has been stated and that is to have One Voice coming from the Board’s action. Mrs. Crawley said when the Board votes and approves (by 7 votes), then legally that is the Board’s position; and she doesn’t believe there is a need for a policy to state this. She also added that there is the possibility that the public may not agree with the recommendation, but she believes it is important to have communication. She also said she knows we do not want to come across as someone who is silencing minorities and noted an article in the newspaper but what was quoted in the newspaper was what the attorney and staff decided would be in the paper.

She also asked if this policy will hinder employees from speaking to School Board members? Dr. Goree stated that he is addressing staff speaking to the media, and more particularly speaking on behalf of the School District. In instances where staff members address the Board during visitors section on the agenda, Mrs. Crawley noted that the media could possibly quote them, and Dr. Goree clarified that is when they are personally addressing the Board, but not speaking on behalf of Caddo Parish Schools, and this is an attempt to protect the liabilities of the School District. Mrs. Crawley clarified that anytime she is quoted in the media, it is always about her opinion, no matter if she voted with or against the Board. She said she believes this policy is very confusing and weird, there is no teeth to it and it is open to interruption, and that One Voice to her is a dictatorship.

Ms. Trammel said she believes this proposed policy is wonderful, because she has seen some actions that do not lend itself that the Board is one. While everyone has opinions and each Board member can voice their opinion, she explained that anytime the media calls her house she always wants to know what the “body of the Board” is saying. If the Board is not being consistent in what it says, spontaneous comments can cause more damage to the system, thus one person being the spokesperson is what is best in responding.

Mr. Ramsey commented that he believes the policy is very generally stated and a good representation of what most public bodies, businesses, corporations have, i.e. Roberts Rules of Order. He said this is only a general guideline the Board can follow and it is not expected that elected officials will sit on their hands and say nothing, but there are times/occasions when that should be done – referred to the Board president and/or Communications Department. He said he appreciates this coming forward because he believes if followed, the business can be conducted faster and in order.

Mrs. Bell appreciates this because everyone knows that in the past three years, the Board has attacked each other, as well as been disorganized; and she believes this is a good move for the Board and the staff.

Mr. Hooks shared he will not apologize for anything because it is God that put him in the position and he feels like He has set him apart; and when someone comes to him, it will be rude to not respond to them.

Ms. Priest elaborated that during the Board retreat, this was brought up and those in attendance agreed upon it; and today it is being brought for the Board's consideration, and the Board votes for it or against it. She added that in a corporation the size of Caddo Parish Public Schools, you will not see people speaking to the media; however, there is a designated speaker for the different identifies. She stressed the important that there needs to be a change.

Approval of Changes to Attendance Zones. Mr. Ramsey announced that the Long-Range Planning and Development Committee met two times on this subject, with the first meeting long and very informative, resulting in staff meeting with Board members whose schools were directly impacted. When the Committee met today, it voted 4-0 to accept the proposed changes to the Attendance Zones. Ms. Trammel expressed appreciation to the Superintendent and staff for the hard work on this matter and for the clear understanding of changes in lines, feeder patterns and the moving of children in various schools. She is pleased and prays it will help without hindering any of Caddo's children.

Mrs. Crawley asked if any attendance lines in her district were impacted? Steve White and Carla Moore explained an adjustment was made for the attendance lines for Barret Elementary that affected approximately 29 students (West Side of I49) being shifted to Queensborough so they stay in the feeder pattern into Fair Park. He also stated that this adjustment allows for the least amount of movement of these 29 students. Mrs. Crawley asked if the adjustments are only in the elementary schools, and staff verified that the other schools in her district are not affected.

Mr. Hooks expressed appreciation to the Superintendent and staff for the work done on the changes in the attendance lines in his district. He also asked that staff continue to monitor the capacity at Fair Park since it currently is at 117% capacity. Mr. Ramsey also reminded everyone that the documents are on BoardDocs.

Sale of Hamilton Terrace. Miss Green asked about this being rebid and staff explained that it will now go out at \$650,000 which is 49% of the appraised value. Miss Green asked how this amount was determined, and Mr. Woolfolk explained it was determined by what we sold Laurel Street (\$303,000), and looking at the size of Laurel Street; and, with Hamilton Terrace being twice the size of Laurel Street, doubled that amount plus adding a premium for the amount of land. Miss Green asked if it doesn't sell at \$650,000, what is the next step? Mr. Woolfolk responded that at that point staff will get back together to assess and make a recommendation to the Board for consideration. He noted the issues that staff continues to deal with at Hamilton Terrace, i.e. destruction of the property, people breaking in and living in the school, and reminded the Board that if anyone gets hurt in the building, Caddo is financially liable.

Mr. Hooks asked how much it would cost to renovate Hamilton Terrace, and Mr. White responded that from memory about 1.5 years ago, the air conditioning was vandalized and it will be approximately \$750,000 just to redo the air conditioning. Also, he reported that vandals broke into one of the classrooms and set fire which has damaged that area. Mr. Hooks asked if there is security on this site, and Steve White said we do and there is also security fencing on three sides, and Maintenance applied plywood on all the building's windows, which is being ripped off and people entering. Mr. Hooks asked if there are cameras on this site, and Mr. White said there are not because when the new security camera system was installed and implemented,

Hamilton Terrace was offline at the time of renovation. Mr. Murry reported we do not have cameras at this site. Mr. Hooks asked staff what will be done to curb the amount of vandalism, and Dr. Goree responded that staff will sell the property and put the money in capital projects to be utilized for improving the online facilities. While hoping to get a maximum price, Superintendent Goree said the main concern is getting this property off Caddo's books. Mr. Pierson also noted the option of tearing down the facility if a bid to purchase is not received.

Mr. Riall asked staff to verify how many off-line facilities we have, and Mr. White responded that currently off-line facilities include Hillsdale, Newton Smith, Hamilton Terrace, Central, West Shreveport (being proposed to the Board to repopulate), George Washington Carver, Pine Valley, Rodessa and Linear (at least for the coming year). Mr. Riall also recapped the scenarios relative to buildings that have been off-line, and because Caddo could not get anything for them, they have deteriorated over the years; and he believes it is now time to address this.

Revision of Ombudsman Contract. Mr. Rachal asked about the cost of \$3.746 million for Ombudsman and the 30+ on campus program. Mr. Woolfolk explained that the 30+ on campus program is the program added addressing special education students (approximately 30 students). He further explained that this section is added because the numbers need to be adjusted to show 120 on campus where there previously was not and 300 off-campus with the closing of the North and East P.M. Centers (that were shifted to on-campus programs). The total cost is the same as it has always been, but some of the numbers shifted as a result of shifting the students to different programs. Mr. Rachal asked about a student missing eight or more days a month, and Mr. Woolfolk explained that this is an attempt to say a student is not attending enough to take up a slot, and thus another student can be placed in that slot without additional cost to the District.

Mr. Abrams added students have to be kept on the rolls because they are Caddo's students, but this agreement allows the student who is absent more than eight days to stay on the Ombudsman rolls, but we can add more students without any additional fees.

2014-15 School Year Calendar Revision. Mrs. Bell stated that November 4th is a big election day in the state and she would like staff to look at the possibility of closing schools that day for the safety of the children. Dr. Goree responded that staff will look at this.

Proposed 2015-16 School Year Calendar. Mr. Rachal inquired about the three days for Mardi Gras, and staff explained that this change is related to testing. Mr. Burton added at this time, we are waiting for the state to release the assessment calendar for 2016, which will possibly be in December, and at this time, the 2015-16 calendar images what is proposed for 2014-15. Dr. Goree added that as staff has returned to the Board for revision of the 2014-15 calendar, it will return to the Board to adjust the 2015-16 calendar, and he hears the concern that this is not a traditional length for breaks. Mr. Burton also explained that these breaks were added because with the ACT testing we must offer make-up testing through May 22nd and also the PARC testing next year will have two phases (Performance in the Spring and End of Year in May) and because of make-ups we must offer, it was necessary to extend the year, which created a need to add a day and the committee suggested a Mardi Gras day.

PROPOSED CONSENT

President Pierson proposed that the Consent Agenda will be Items 7.01, 8.01, 8.03, 8.05-8.09, and 8.11-8.15. *Ms. Trammel moved, seconded by Mrs. Crawford, to approve the proposed agenda and consent agenda for the March 17, 2014 CPSB meeting as presented. Vote on the motion carried unanimously.*

POLL AUDIENCE

Daryl Roberson, president of the Caddo Association of Educators, expressed appreciation to the CPSB for the Proclamation in support of Read Across Louisiana. He also thanked Board members Priest, Bell and Trammel for reading to the children.

Jackie Lansdale, president of Red River United, encouraged the Board to exercise its duties as Board members and on March 17th support hearing the two grievances presented. She also reported that a teacher at North Caddo shared with her how much she loves teaching and the administrative staff at North Caddo.

Zonika Butler, parent of four children in Caddo schools, shared with the Board an issue that has taken place with one of her children being bullied for over a month. She explained she has reported it and asked the school to please address it; but because the school personnel dismissed it and did nothing, her daughter was again a victim of bullying which resulted in a fight and her suspension. She encouraged changes so that these bullying issues are addressed before students get into a fight. Mr. Riall asked that Mr. Pierson ask the Superintendent to contact Ms. Butler. She also asked that this be addressed in a CPSB Policy.

Adjourn. *Mrs. Crawford moved, seconded by Ms. Trammel, to adjourn. Vote on the motion to adjourn carried and the meeting adjourned at approximately 7:25 p.m.*

March 4, 2014

The Caddo Parish School Board **Long-Range Planning and Development Committee** met in regular session at approximately 10:10 a.m. on Tuesday, March 4, 2014, in Room 1 at 1961 Midway, Shreveport, Louisiana with Chair Ramsey presiding and the following Committee members present constituting a quorum: Ginger Armstrong, Lillian Priest and Barry Rachal. Committee member Curtis Hooks was absent. Others present were Carl Pierson, Dr. Lamar Goree, James Woolfolk, Dr. Mary Nash-Robinson, Carla Moore, Steve White, Keith Burton, Bruce Daigle and members of the Information Technology staff. The prayer and Pledge of Allegiance were led by Ginger Armstrong.

Recommendation for Proposed Changes in School Attendance Zones. Dr. Mary Nash-Robinson reported that since the last meeting, staff has met with Board members whose schools are directly impacted and that the meetings went very well. Carla Moore shared updates to the proposed changes since the last Committee meeting and as a result of meeting with Board members, i.e. Huntington-Hillsdale area, etc., changes were made to insure that the children at Turner feed into the community school of Huntington, (about 13 students). Also addressed was a change in the Pine Grove area that did not impact any students, but it did bring the feeder pattern in the Green Oaks area in line.

Mrs. Armstrong commended all who worked on this task and for the information brought to the Board's Committee. Mr. Rachal also shared his appreciation for the work staff did in this process and how pleased he is with the results.

Ms. Priest moved, seconded by Mrs. Armstrong, that the Long-Range Planning and Development Committee submit the proposed changes in school attendance zones to the Board for consideration. Vote on the motion carried unanimously (4-0 vote with Mr. Hooks being absent).

Adjournment. *Ms. Priest moved, seconded by Mrs. Armstrong, to adjourn. Vote on the motion carried unanimously and the meeting adjourned at approximately 10:15 a.m.*

March 4, 2014

The Caddo Parish School Board (**CPSB**) **Transportation Committee** met in regular session on Tuesday, March 4, 2014, at approximately 2:00 p.m. in Room 1 at 1961 Midway, Shreveport, Louisiana with Chair Trammell presiding and the following Committee members present constituting a quorum: Dottie Bell, Ginger Armstrong and Steve Riall. Jasmine Green was absent. Others in attendance were Bonita Crawford, Carl Pierson, Dr. Lamar Goree, Reginald Abrams, James Woolfolk and Otis Jones. Mr. Riall led the prayer and Pledge of Allegiance.

Presentation by American Traffic Solutions on School Bus Stop Arm Enforcement. David Jackson with American Traffic Solutions, shared information on a public awareness program to help others be more aware of the seriousness of running through a bus's cross arm. He explained this turnkey program puts cameras on the buses, their company provides all the maintenance and support, the camera is working as long as the bus is moving, and vendors have no role in processing violations, but they are sent to the police department for review and determination as to a ticket or citation coming forth to the guilty party. Mr. Jackson also announced their company has over 700 employees and 25+ years' experience, and the program has been very well received by the people, school boards and districts. Success stories in other districts were also shared; and if the Board approves, they would enter into an MOU agreement with the Caddo Parish School Board.

Mr. Jackson also answered committee members' questions, i.e. the Company providing all the needed equipment, the financial piece (60/40), successes, safety concerns and demands, tickets issued to the owner of the vehicle and not the driver, etc.

From this point, it was explained that staff will look at a draft agreement between ATF and the School Board as well as draft a MOU between the CPSB and the Parish/City; and after review, bring a report/recommendation back to the Transportation Committee for consideration.

Update on Late Buses. Otis Jones provided an update on the issue of late buses and that he believes the Jcalls to parents (while a learning experience) is a program that is working. He reported that starting December 1 through February, 127 Jcalls were made relative to 165 late buses and staff was able to successfully communicate to parents that the bus would be late. He further added the only caveat is if numbers for parents are not correct and/or they have changed, they will not get the message.

Update on Bus Driver Absences. Mr. Jones reported that staff is tracking the number of bus drivers calling in sick. A lengthy discussion was held on absences, accumulated sick days, etc.; and Mr. Jones stated he believes tracking absences and monitoring Fridays (in particular Fridays before holidays) has helped cut down on the absences because the word is out that the Transportation Committee is meeting, monitoring and receiving updates from staff on employee behaviors. Mr. Jones stated he is currently looking at employees on long-term sick leave, which is usually something serious; and he has been calling in the employees in a short timeframe of absences to determine if there is a problem. Mrs. Armstrong asked to receive a copy of forms and information used in the new system with the mechanics.

Board Member Request. Mrs. Trammel stated Board member Priest requested that the committee look at the rule regarding buses not transporting children living within a mile of the school. Mr. Abrams explained that Louisiana Statute 17:158, which stated that school boards should provide free transportation for any student residing more than a mile from the school, was amended in 2012 to change the word "shall" to "may". The committee agreed that bus transportation for students living within a mile should be addressed on a case-by-case basis by the Transportation Department as these issues arise.

Adjournment. There being no additional business, Mrs. Armstrong moved, seconded by Mr. Riall, to adjourn. The meeting adjourned at approximately 3:20 p.m.

March 5, 2019
CPSB Special Session

The **Caddo Parish School Board (CPSB)** met in special session on Tuesday, March 5, 2019 at 4:30 p.m. in its offices at 1961 Midway, Shreveport, Louisiana. Board members present constituting a quorum: Steve Riall, Jasmine Green, Lloyd Thompson, Don Little, Dr. Bonita Douzart, Mary Trammel, Raymond Green, Denee' Locke, Barry Rachal, Tony Nations, John Albritton and Dottie Bell. Also present were Superintendent Lamar Goree and Legal Counsel Reginald Abrams. Mr. Lloyd Thompson led the prayer and Pledge of Allegiance.

VISITORS

The following visitors addressed the Board on issues of concern: Jon Glover, impact of personnel recommendations on the budget.

PERSONNEL RECOMMENDATIONS

Mr. Rachal moved, seconded by Mrs. Locke, to approve the personnel recommendations as recommended by the Superintendent and submitted in the electronic mailout. Vote on the motion carried unanimously.

Adjournment. *Mr. Riall moved, seconded by Mr. Rachal, to adjourn. Vote on the motion to adjourn carried unanimously and the meeting adjourned at approximately 4:40 p.m.*

T. Lamar Goree, Ph.D., Secretary

Mary A. Trammel, President

March 5, 2019
CPSB Special Session

The **Caddo Parish School Board (CPSB)** met in special session on Tuesday, March 5, 2019 at 4:30 p.m. in its offices at 1961 Midway, Shreveport, Louisiana. Board members present constituting a quorum: Steve Riall, Jasmine Green, Lloyd Thompson, Don Little, Dr. Bonita Douzart, Mary Trammel, Raymond Green, Denee' Locke, Barry Rachal, Tony Nations, John Albritton and Dottie Bell. Also present were Superintendent Lamar Goree and Legal Counsel Reginald Abrams. Mr. Lloyd Thompson led the prayer and Pledge of Allegiance.

VISITORS

The following visitors addressed the Board on issues of concern: Jon Glover, impact of personnel recommendations on the budget.

PERSONNEL RECOMMENDATIONS

Mr. Rachal moved, seconded by Mrs. Locke, to approve the personnel recommendations as recommended by the Superintendent and submitted in the electronic mailout. Vote on the motion carried unanimously.

Adjournment. *Mr. Riall moved, seconded by Mr. Rachal, to adjourn. Vote on the motion to adjourn carried unanimously and the meeting adjourned at approximately 4:40 p.m.*

T. Lamar Goree, Ph.D., Secretary

Mary A. Trammel, President

March 5, 2019
CPSB Audit Committee Meeting

Members present: John Albritton, chair; Denee' Locke, Don Little, Raymond Green, Dr. Bonita Douzart; and Superintendent Lamar Goree and Board Attorney Reggie Abrams. Also present were Steve Riall, Lloyd Thompson, Mary Trammel, Barry Rachal, Tony Nations, and Dottie Bell, as well as staff members Jeff Howard, Diane Atkins, James Woolfolk.

Chair Albritton called the Audit Committee meeting to order at approximately 2:30 p.m. and led in the Invocation and Pledge of Allegiance.

Establish and confirm the Agenda. *On motion by Dr. Douzart, second by Mrs. Locke, the committee established and confirmed the agenda as presented.*

Report by External Auditors (Carr, Riggs & Ingram). Tom Simms, with Carr, Riggs and Ingram, shared information on the following documents prepared as part of the Caddo Parish School Board Comprehensive Annual Financial Report.

- (1) Single Audit Report
- (2) Independent Auditors Report on Agreed Upon Procedures on the CEEF and BESE program requirements.
- (3) Statewide Agreed Upon Procedures Report which the State Legislative Auditor and Legislature have promulgated to be used to test certain best practices at every institution's level.
- (4) Comprehensive Annual Financial Report including opinions on the financial statement, reports on testing Federal Awards, reports on testing internal control structures with each having a clean opinion with the exception of one. He reported there were no material weaknesses to report, one significant deficiency, no instances of non-compliance which is different than what was reported in prior years. The Child Nutrition Program, the Special Education Program and School Improvement grants also were tested along with the CEEF Program.

The findings reported in the audit include:

- (1) Issues related to the purchasing cards and procurement controls which have been reported in the past and again this year. The concerns include inadequate documentation on purchases which management continues to address this concern by limiting the number of cards as well as institute controls to make sure adequate documentation is provided on purchases.
- (2) Theft at University Elementary in February 2018, and
- (3) Submitting the CAFR to the Legislative Auditor after the December 31, 2018 deadline because there was a significant accounting change in the District, as well as changes in what is presented on the financial statement relative to other post-employment benefit liability obligations. The significant change noted in previously reported financial statements was an increase of liability of approximately \$184 million. Auditors thought this was a number significant enough to investigate further with the actuaries who prepared it; and it was determined that the numbers were correct and the report was filed in January.

Mr. Simms also reported there were no findings related to Federal programs nor findings or compliance issues on the Federal Awards programs.

Lisa Salter highlighted management letter comments which included recommendations for the following improvements.

- (1) One of the special revenue funds did not have an approved budget;
- (2) Neither the Audit Committee or the Board formally reviewed or discussed the budget to actual finances during the year;
- (3) The General Fund beginning balance adopted was over-stated by \$7 million as a result of the CFO including the non-spendable and committed amounts and should have only presented the unassigned fund balance;
- (4) The School Board's policy states that the minimum amount of unassigned fund balance should be at least 10% of the General Fund's total expenditures and this year it was 1%. It is recommended the Board revisit the policy on this; and,
- (5) While the School Board was in compliance with the budget law related to variances, there were variances within the revenue and expenditures; and while the adopted General Fund budget was balanced (revenue equaled expenditures), there was an

approximate \$9 million loss in the General Fund in the current year. It was not balanced and included the \$5 million transfer from the insurance fund.

Mr. Simms also reported on the following additional management letter comments.

- (1) Byrd High School received a donation of improved items by a Booster Club that were not recorded and placed on the books as fixed assets. It is recommended that procedures be adopted to require any expenditure of a Booster Club given to the school with a capital nature valued over \$5,000 should be appropriately presented to the Finance Department for inclusion in the books.
- (2) Errors resulted in overpayment to employees totaling approximately \$69,000 and as of December 2018, there is still approximately \$42,000 to be collected.
- (3) An amount of money was paid in 2018 relative to experience credit penalties attached to amounts owed to the Teachers Retirement System. This is an on-going investigation between the School Board and the TRSL to determine the amounts due and procedures needed to track experience credits and proper reporting to the retirement system.

Mr. Simms stated that because the state doesn't allow them to retest items where there have been no exceptions in the past, they were able to drop a number of items looked at and reported last year. They also identified, based on established best practices as established by the Legislative Auditor, the following items.

- (1) Written policies and procedures relative to a phrase or small requirement as determined by the Legislative Auditor to be a best practice that should be included in Board policy but are not.
- (2) Budget to actual commentary at the Board level needs to be done according to the Legislative Auditor's Best Practices.
- (3) One incident in bank reconciliation was not researched and existed for 12 months or more.
- (4) In collections there were incidents in which there were persons responsible not only for making the deposits but also preparing the deposits.
- (5) No exceptions were found in testing credit cards beyond what they earlier reported in procurement cards and there was one incident of a contract not being approved by the person responsible for approving it.

Also reported by Mr. Simms were significant liabilities on the government wide statements for the net pension liability and especially the OPEB liability. The numbers on the government wide statement are significant contributors to the large net position deficit recorded for 2018. The net position for this statement is a deficit of \$1.125 billion and the governmental statements in the CAFR, which is a reflection of the daily operations, there are negative positions even with the positive fund balance. He further stated that the amount of these liabilities includes an amount of net pension liabilities (\$480 million) and OPEB liability (\$828 million) and the two totaled contribute significantly to the deficit shown on the books. He reminded the Board that this is not an amount the Board will pay out over the year but over the next 30-40 plus years; and if Board members are questioned about this, they should refer back to the governmental statement on the current operations.

Mr. Little asked if auditors are aware of other school boards with self-directed pensions in the form of a 401K similar to commercial businesses. Mr. Simms responded they rarely do in governmental entities because by law they have to participate in the pension programs. Sometimes they see 457 plans and deferred comp plans that are generally for a select group.

Mr. Riall asked about the \$5 million transfer from insurance and if this was for the pay raise, and it was confirmed it was.

Mr. Rachal inquired about the variances and how the adopted budget was overstated by \$7 million. Ms. Salter said it was an error of including committed funds that were non-spendable. Mr. Simms explained that the approach is to begin with what is considered to be the ending fund balance from the previous budgeted period and all that is to be carried over and used is the ending, unassigned amount, but the committed amounts were included and should not have been, which overstated the carryover amount. Mr. Rachal said he has not noted this on previous audits, and Mr. Simms said this is something that became apparent this year and the amount significant.

Dr. Douzart asked about the approximate \$9 million loss in the General Fund and what this included. Ms. Salter explained that the CAFR (page 37) reflects the General Fund, the permanent fund (CEEF), and non-major governmental funds (details provided in the end of the

CAFR), and a net-change in the Fund Balance of almost \$9 million indicates approximately \$9 million was spent above the revenue. Dr. Goree added that he believes when staff presents the Financial Department audit, some of these questions will be answered.

Mrs. Bell asked if this will be voted on today, and Mr. Albritton explained there is no vote to be taken today and the Committee is receiving the report today along with some reports from the Internal Audit Department which he believes will provide additional details.

Mr. Simms encouraged Board members who have questions to not hesitate to contact them.

Finance Department Audit. Jeff Howard, chief internal auditor and interim chief financial officer, presented an executive summary of the Finance Department audit to avoid sharing any information that could possibly be deemed as a personnel matter. He highlighted this summary and the detailed recommendations to staff and management that are now being addressed. Mr. Howard said with this being an internal audit, his staff looked more at the details and reported that this audit reflected:

- (1) Sufficient procedures were not in place to monitor the financial condition of the district which resulted in an approximate \$8.5 million in deficit spending for the 2017-18 fiscal year. He added this deficit has left the District with an undesignated fund balance as of June 30, 2018 of \$3 million or .8% of the projected budget. He said the budget revision presented and approved by the Board in March 2018 overstated the undesignated fund balance by \$8.4 million which is slightly different than the figures presented by Tom and Lisa. He said he believes expenses could possibly be under budgeted by approximately \$14.3 million for the current 2018-19 budget which exceeds the current undesignated fund balance, as well as the MFP revenue possibly being overestimated. He added the budget presented and approved by the Board reduced the funding for vacant positions by \$8.1 million but the positions were not removed from the budget.
- (2) Controls recently were put into place since the District did not have sufficient controls in place to monitor receivables, accounting for cash receipts or to insure ACH payments are reasonable. At this time, Mr. Howard announced that Finance and Accounting operate as two separate departments and there is no one to contact about vital accounting issues when the CFO is out or unavailable which was an issue recently.
- (3) The Auditing Department provided 13 recommendations to management to address these issues.

Dr. Goree announced this audit took place over approximately five months looking in depth around finding ourselves in similar situations over the past few years resulting in these findings and working to bring amendments to the Board on how to address some of these issues within the current budget cycle as well as next year's budget.

Dr. Douzart asked how many CPAs are in the Auditing Department, and Mr. Howard responded there are two, himself and Kelli Duffield. Dr. Douzart asked about the changes in ACH payments, and Mr. Howard explained there are only a few large monthly ACH payments and a conversation with someone at the business is now required if there is a request to change information on the account as well as a completed form (which was not done in this particular incident). Dr. Douzart referenced the three articles in the past two months in the Shreveport Times concerning serious money issues with the CPSB. With this money being public money, someone needs to be held accountable.

Dr. Goree noted that in the University situation, an arrest was made via working with the Shreveport White Collar Crimes Division, and almost all of these funds have been returned and that person is no longer in Caddo. Dr. Douzart noted the report that CPSB has established procedures and asked if a follow up is being done on these procedures. Dr. Douzart asked about the procedures being used and Mr. Howard said procedures were not being used, and Dr. Douzart said she believes there is a need for a forensic audit of the entire Caddo Parish School Board, with every penny in the schools and in Central Office being accounted for.

Mrs. Bell said her only concern is the statement that "the District does not have significant procedures in place to monitor the financial condition of the School District" and what this means. Mr. Howard stated that when getting to the end of the fiscal year, there was a loss of \$8 million and no one knew it. Mrs. Bell asked what controls are needed, and Mr. Howard responded a financial statement analysis every month of what was spent compared to the budget, what was spent compared to last year and go deeper than what is shown on the printed financial statements. Mrs. Bell asked if this requires an employee to do this, and Mr. Howard responded this is now being done. Dr. Goree added that as a new CFO is put into place,

procedures and safeguards are being put into place so this does not happen again in the future. He said staff is also looking to increase communication with the Board as well as provide more opportunities to bring this information to the Board so it is more informed and aware. Dr. Goree stated he believes there were some efforts made in past administrations to look at where we were and do some analysis; however, staff is finding those were not the areas where there was a problem. Mrs. Bell asked what ACH stands for and Mr. Howard responded "Automated Clearing House", i.e. a wire where payment goes directly into an account. Dr. Goree explained this is referencing the Charter School payment where money is wired to the appropriate account. Mrs. Bell also asked for clarification of the positions and budget amounts, and Mr. Howard explained the Board is presented a budget that includes the dollar amounts and attached to those dollars is a listing of the positions. He further explained that the dollars for unstaffed positions were removed from the budget, but the positions were not removed.

Mrs. Locke asked about the report in March 2018 where the undesignated fund balance was overstated by \$8.4 million and what is the fund balance? Mr. Howard explained the undesignated fund balance is approximately \$3 million, and the designated number will include the health care reserve and the IT reserve totaling approximately \$60-\$70 million. Dr. Goree added that in looking at the designated fund, there are some accounts that have been dormant for a long period of time and they do have significant funds in them (outside the health care), and staff is currently running analyses on these and looking at options with all the District's revenue. Mrs. Locke also asked about the monthly analysis and the upcoming budget time, she believes an analysis presented to the Board might save some confusion. She encouraged including the Board in this, and Dr. Goree added that they will probably over-communicate in the effort to make sure the Board is informed. Mr. Howard and his staff were thanked for the work they have done to get the District to this point in addressing these issues.

Ms. Trammel asked the Chair about the procedure to retrieve overpaid funds to someone. Mr. Howard said if it is a former employee, it is not guaranteed we will get the money back. What about a current employee, do we set up an arrangement for the money to be repaid? Mr. Howard responded we do, and Ms. Trammel asked about those who make only a little money? Mr. Howard indicated we may give them a little more time to return the money. Dr. Goree added that respectfully, he believes most people who have been overpaid know they have received an overpayment. Ms. Trammel asked about things that have happened in the past and there were no red flags. Mr. Howard explained that is why receipts from procurement card purchases must be turned in because they show what was purchased; and while he cannot say we have collected all the receipts in the past, procedures are now in place to make sure these are collected. Ms. Trammel asked if it is handled the same at the schools and how the money is located if a parent pays for a jacket, doesn't get a receipt and never gets the jacket; and Mr. Howard explained that auditing would conduct an internal audit.

Mr. Thompson asked Mr. Howard if there is a need for more than two CPAs in the office, and Mr. Howard responded he is visiting with the Superintendent on the procedures and controls needed. Dr. Goree added that he is working toward, after the approval of the new CFO, to bring some modifications to the Board that will be within the budget and not create an additional expense.

Mr. Green stated that based on the audit, he believes we have crossed every T and dotted every I; and he has no qualms with the corrections being made. He said he would like to have a strong working relationship with CRI, and it appears we do, and this will be helpful in getting to a resolution with this issue.

Mr. Riall asked if a former employee continues to cash checks sent to them and they know they are not to receive them, is this not illegal, and Mr. Howard said he believes that to be a question for the Sheriff's Office. Dr. Goree stated his agreement, but believes the burden is on the District to fix the system so we do not continue to send a non-employee checks.

Mr. Rachal asked for clarification on the five months to determine where we are and what needs to be done, and Mr. Howard responded at least. Mr. Rachal asked if the information staff was given made the process more difficult, and Mr. Howard responded that information at times was difficult to get and he believes one area needing improvement is the reports available, and he noted the difficulty in understanding the financial statements that have been presented to the Board in the past. He has met with Accounting to develop a financial report that is more clear and concise. Mr. Rachal said he believes the Board will be inundated with questions on when and how this happened as well as the time it took for staff to research and determine what happened. Dr. Goree stated his agreement with Mr. Howard and the importance of making sure the systems being used to make projections are accurate and staff is prepared to make these necessary changes.

Mrs. Bell asked if it has taken five months to get to this point, does this mean the red flag was there five months ago. Mr. Howard stated that the commencement of this audit was a routine audit (as the Auditing Department is auditing every department/division of the School Board), and yes there were some red flags that staff believed warranted a deeper look. Mrs. Bell thanked Mr. Howard for moving on this matter when it was discovered and encouraged moving forward to have in place the necessary things to keep this from happening again.

Mr. Little asked Mr. Howard about the accountability in giving principals the authority to have a checking account for their schools? Mr. Howard explained the Auditing Department conducts full, medium and low scope audits; and at the beginning of each year, they analyze, based on risk factors, what they will do. At minimum, a low scope audit is conducted each year at every school, which means an auditor makes an unannounced visit to the school and does a cash count with limited procedures. Auditing also conducts a full scope audit in several schools every year.

Followup on the Payroll Audit. Mr. Howard announced that this report was mailed and emailed to Board members. He explained this audit was performed in 2013, and this follow up is late because the District instituted a new payroll system (SunGard) in July of 2017 and wanted to allow time before evaluating the controls with the release of this new system. Mr. Howard highlighted the following.

- No online approval process for absence reporting, which IT is working on,
- Cost of sabbaticals,
- Extra payments to employees are calculated manually and plans are in place to implement automation of these calculations,
- Need to automate the PR2 process, and
- Penalties for improper reporting to TRSL.

Mr. Howard announced that management is addressing these matters, and he also noted some additional issues needing addressed, i.e. employees on ESL still accruing vacation, as well as the policies addressing these matters.

Mr. Albritton said with the turnover in a school system, he believes there is need for additional remedial supervisory training in these areas.

Procurement Card Audit. Kellie Duffield shared with the Board highlights of the P Card audit conducted in the Fall of 2018, explaining the procurement card process implemented in 2003 and CPSB Policy DJEAA that addresses this. She reported there are 76 employees who have a P Card that allows them to make immediate purchases for items needed in their jobs. The majority of these work in the Maintenance Department. Currently, she reported CPSB receives .7% cashback from purchases made on the card and annual purchases total approximately \$1.3 million. The procurement card agreement is with J P Morgan Chase Bank and it was renewed in 2016 for five years with 2 optional five-year extensions. Ms. Duffield stated that in the scope of their audit, they selected samples of purchases within the current year to determine if they were appropriate, if the tax exempt status was utilized, and if they were properly approved and documented. Samples of pulled purchases from December 2017 through June 2018 totaled approximately \$730,000. Ms. Duffield stated it is their opinion that the expenditures with the P Card (with only a few exceptions) appeared to be reasonable and the exceptions noted were also noted in prior audits. She added it is their opinion that the P Card workflow process needs streamlining and training is needed for cardholders and supervisors. Specific findings and recommendations were also presented relative to the workflow process in Maintenance, and they have met with Purchasing and Maintenance to address this issue. It was also reported there were missing receipts totaling \$93,000 for the 2016-17 year, and \$56,000 in missing receipts for the 2017-18 year. Ms. Duffield stated that during the sample audit period there were also some policy exceptions relative to limits, i.e. individual transactions, daily transaction limits, maximum number of transactions in one day and maximum billing cycle limits. These exceptions were reviewed with Purchasing, and she noted the different limits on cards is not something reflected in Board policy and should be better documented. She also reported sales taxes paid on some purchases (82 purchases). The District is not supposed to pay sales taxes and the sales tax exempt status is now noted on the card. Employees sign agreements (two which could be combined) saying they understand. Ms. Duffield explained that in checking Purchasing files there were several missing applications and signed agreements along with missing receipts and it is believed more thorough training is needed and she highlighted other areas where change was needed in processing and using P Cards with improvement seen in the Maintenance Department providing necessary documentation for charges on the P Card.

Mr. Little thanked them for the report and noted an app that is linked to Concur which is a great application because receipts must be with the charge and if not, there is no approval. He added

his card is also coded so that nothing can be bought that should not be bought and asked if there has been any interest in exploring such a system that might minimize any opportunity for fraud. Mr. Howard responded that controls are in place that will not allow purchasers to buy inappropriate items but he also believes there is room for improvement. Dr. Goree added that staff is looking at implementing additional controls, i.e. taking a picture of receipts, etc.

Mrs. Locke asked if any additional avenues have been researched in this area, and Mr. Howard said we will be exploring other avenues to address full automation of the approval process. Mr. Riall asked about the 76 employees with procurement cards and what do bus drivers use to fill up their buses. Ms. Duffield responded they use Fuelman cards.

Mr. Nations referenced the items that were red flags and he believes a couple of these are somewhat sketchy; and having addressed and put into place controls and checks and balances, his concern is this information is public and intentionally transparent. Even though it appears certain areas are not being handled as quickly as it should be, and the bond millage is before the public in May, he believes the question will be asked "how can this be handled". Dr. Goree expressed his appreciation for the auditors in the District for the thorough investigation.

Ms. Trammel asked about the three limit amounts and she does not believe the amount was included in the policy and maybe it should be included. Mrs. Duffield clarified that the first four amounts are included in policy but the accepted amounts are not included in policy. Ms. Trammel asked if a person is traveling, can they use the P Card for food, and Ms. Duffield said they cannot but must turn in the expense on a voucher form. Ms. Trammel asked if receipts can be scanned, and Dr. Goree responded he sends pictures of receipts and prints them which are things we possibly can do.

Mr. Albritton stated that policies and procedures are fantastic; however, if someone wants to get around it, there are no policies and procedures we can put into place that keep someone from doing so; and it appears that supervisor responsibility is mentioned frequently in these reports and is something that needs to be addressed. Also if there are employees abusing the system, they do not need to be a part of the system.

Mr. Howard added that someone might look at the reports shared today and say everything is being done wrong; however, that is not the case as there are a lot of good things and there has never been a time when Dr. Goree has told him to hold back or to not say something because he desires to be fully transparent and do what needs to be done to get better.

Mr. Nations expressed appreciation for the work done by the Auditing Department and shared with the Board.

VISITORS

The following shared their thoughts and concerns relative to the matters discussed: Jackie Lansdale, Red River United, and Jon Glover.

There being no additional business, the Audit Committee meeting was adjourned at approximately 4:00 p.m.

March 5, 2019
CPSB Executive Committee Work Session

Members present: Mary Trammel, Barry F Rachal and Jasmine Green. Also present were Superintendent Lamar Goree, Attorney Reggie Abrams and Board members Steve Riall, Lloyd Thompson, Don Little, Dr. Bonita Douzart, Raymond Green, Denee' Locke, Tony Nations, John Albritton and Dottie Bell.

President Mary Trammel called the meeting to order at approximately 4:40 p.m. The prayer and pledge were omitted.

PRESENTATIONS

Football N America Spring 2019 Program. Following a brief video, Rick Holland and Charles Johnson addressed an opportunity for Shreveport to participate in a program Drew Brees is bringing to Shreveport for students in March. LSUS will be the base camp this spring and it is an awesome opportunity to build a foundation for giving all the kids in the community an opportunity to participate in a non-contact, competitive and safe sport. The kick-off training camp (for students Kindergarten through 10th grade) will be open to all children who register on March 31st and the league will kick-off on Saturday, April 6th. Those interested in attending the camp only need to register on their web site. They will also look to expand the program this fall and to provide scholarships for students who may not be able to afford to participate.

Mr. Rachal thanked Mr. Holland for contacting him about bringing this great opportunity to the students in Caddo. Dr. Goree also thanked Mr. Holland and Mr. Johnson for their work in bringing this to Caddo's students; and while he does not have specific numbers today, several schools have indicated an interest in organizing teams. He also said he looks forward to what will be created in this initiative.

Mr. Holland stated that in his visits with leaders in the community including the Police Department and the City Council, the conversation stresses the importance of creating an environment within the city where the students have an opportunity to participate in multiple sports and the benefits.

Career and Technical Education Program. Victor Mainiero expressed appreciation to Mr. Rachal for reaching out in this area and for the work of the Foundation and the scholarships awarded to Caddo students. Board members were invited to attend this year's Scholarship Ceremony on April 18th.

Kenneth Berg, principal at the Caddo Career & Technology Center, shared with the Board information and history on the Career Center, the relationship between local businesses/industries and the students, and the student successes seen since its inception. Mr. Berg said the CCTC is a shared time center which means students share their time between CCTC and their home school; and CCTC supports all high schools, with the exception of North Caddo, with last year 25 different classes being available for the 904 students attending CCTC to choose from. Mr. Berg explained that CCTC offers a vast array of courses that not only meet the interests of the students but are aligned with the State of Louisiana and the State's JumpStart Program, a new career track for students allowing them to gain the skills necessary for them to be successful once they leave high school.

Mr. Berg reported that last year CCTC had 649 students earn industry-based certifications which creates opportunities for these students and the testing the students have is the same as when adults take these courses. In some instances, these students need additional post-secondary training which led Gard Wayt, Ron Adams and Gayle Flowers to create The CCTC Foundation for the purpose of providing funds for students that need this additional training. Since the Foundation's inception in 1996, 768 students have received over \$1.2 million. He explained that the Foundation gives 30 scholarships each year and shared the requirements to apply for them; and each year they receive approximately 118 applicants.

Ms. Green shared personal testimony of a family member who has been successful because of the opportunities afforded him through the CCTC so she has seen the importance of this program in preparing students to compete in a global society.

Mr. Rachal expressed his appreciation for the presentation and for sharing with the Board details about what is happening at the Career Center. As a part of the Foundation Board, he has seen the impact on students' lives through this program.

He noted that Caddo's Caddo Career and Technical Center is actually the standard for the State of Louisiana and is used for other programs in the state. Mr. Rachal asked Board members to consider participating in funding a scholarship from the Board, and also asked that donating to the CCTC Scholarship Program be listed as an option in the annual United Way contributions. Mr. Rachal also encouraged Board members to attend the Scholarship Ceremony on April 18th.

Mr. Little asked if the CCTC has the capacity for more students and if so how many? Mr. Berg responded that some classes are at capacity and other classes are bound by numbers controlled by a governing agency, i.e. skills trades (carpentry, HVAC, welding, machine shop, electrical) can only have 15 students in these classes as well as 20 students max in the CNA and EMT classes. Mr. Berg added that one of their classes is the teaching profession; and because there is a need for more teachers, they encourage students to take classes in that area.

Mr. Thompson asked if CCTC recruits students from the low-income areas to take advantage of this program. Mr. Berg explained that many of the classes are not available for students until they are 16 years of age; and in November of each year they conduct 9th grade tours for all the high schools, and CCTC pays for the buses to bring them from their home school to CCTC and observe every class offered. In the spring, the CCTC Counselor and Coordinator go to the individual high schools, make presentations when students are signing up for classes and help with the application/registration process for students interested. Mr. Thompson asked about the possibility of career classes in the home schools who may want to add it to their school's program. Would this hurt the CCTC program? Mr. Mainiero responded staff is looking at classes such as automotive, welding, and culinary where the CCTC classes are at max and students at Green Oaks, Booker T. Washington, Northwood interested in these programs could take them at North Caddo. Mr. Thompson asked if putting a class in one of the inner city high schools will affect the program at CCTC? Mr. Mainiero responded it depends on the program and the students' needs. Dr. Goree added there is conversation about adding programs to a campus and the cost to do so, but CCTC is successful because the cost of offering the programs is centralized. He also agreed with Mr. Thompson's question relative to making sure that every student interested is afforded the opportunity to take these classes; and if the classes are full, look at the waiting list and see how the District can address it.

Mrs. Locke asked if there were more money, would more than 30 scholarships be awarded? Mr. Berg explained they have increased over the years as the cost of college has increased and to meet the students' needs. The scholarships were increased to \$2,000 approximately five years ago and capped at \$30,000 a year; so he believes Mr. Wayt would be the one to address this question.

Mr. Riall asked if North Caddo comes under the umbrella of the Caddo Career Center, and staff responded it is a separate entity.

Mrs. Bell commented on the programs that have been offered at Huntington because of the need. Mr. Thompson said he asked the question because his schools have reached out to him about the need to have them at their schools, and he wanted to know how it would affect the CCTC. Dr. Goree added that conversation is taking place relative to what will work and what programs would best serve the schools' populations. Mr. Thompson asked about the possibility of staff conducting a survey to determine the interest.

Ms. Trammel asked if space is a problem, and Mr. Berg said the building is at capacity relative to programs and size.

Millage Update. Superintendent Goree presented a millage video created to support the Board's effort to move forward with the millage on the ballot in May and is the video that will be used when meeting with and informing the community about this effort. He added a link also will be uploaded to the website beginning on Wednesday for public access.

Following the video, Dr. Goree stated that we do want to make sure the message is consistent and that the video is utilized as efforts are made to inform the public about what we are asking for on May 4th.

Mr. Nations commended staff members for the excellent video, and Dr. Goree recognized Mary Nash-Wood and her staff for the outstanding work. Mr. Nations asked about the \$88 million and if that is important to be shown in this particular presentation and how will the video be disseminated for use by the Board members

for community meetings. Dr. Goree said it will be on the web site and available for Board members via flash drive; and he encouraged Board members to use the video.

Mrs. Bell commended staff and said she wants everyone to understand there is no more money and this is needed to provide what the children in Caddo need. Mrs. Bell also asked if it is legal for Board members to show this at community meetings, and Mr. Abrams said it is. Dr. Goree explained the video is the means for presenting the same factual information to every group/meeting.

Individual Board members indicated their interest in getting the video for presentation to several community organizations as well as some bullet points that Board members should emphasize in the presentation.

Mr. Abrams stated in sharing this with the public, staff members cannot urge a vote; however, Board members can.

Ms. Trammel noted the needs in the District seen in the most recent fluctuations in the weather and the importance of getting this information to the public.

ESTABLISH THE AGENDA FOR THE MAY 19, 2019 CPSB MEETING

Superintendent Goree highlighted items for the Board's consideration at its meeting on May 19, 2019 and discussion followed.

Capital Projects Bids. Steve Riall asked about the money for the HVAC systems. Steve White, director of Capital Projects/Construction, explained that those listed for Board approval are being funded through the annual capital projects budget. Mrs. Bell asked about the HVAC at Turner and what will be done to address this matter if it should go out in April/May. Are there funds to repair/replace the remaining part of the system? Mr. White said the funds are not necessarily the problem, but the issue is the spaces used daily, i.e. cafeterias, gymnasiums and they will be done this year.

Proposed Revisions to CPSB Policies. Mrs. Bell stated her concerns about these proposed revisions and asked about an additional meeting to discuss these further. Ms. Trammel stated she discussed this with Mr. Abrams and he will schedule a separate meeting to go over these revisions. Mr. Abrams clarified that these policies were created by Forethought based on Legislative actions during the 2018 Legislative Session, and he summarized the proposed revisions as follows:

Policy GAEEA addresses the necessary annual training requirement for all employees and Board members on preventing sexual harassment and is strictly from legislation. It also includes inappropriate boundary invasions since Caddo's policy is more broad. The policy also requires that the Superintendent compile an annual report on February 1 of each year on the compliance of the statute including the number of employees completing the training, the number of sexual harassment complaints received, and the number of times sexual harassment occurred.

Policy GBC (Recruitment) changes include the requirement that anyone being hired must disclose certain information and must sign a release of information statement for us to request said information. Changes also state that no teacher, substitute teacher, or administrator can be hired that has been convicted of any felony. However, if BESE approves them and the District goes through a process, they can be hired. It also covers hiring of someone who fraudulently submits information.

Policy GBD addresses personnel with the main change being a bus operator shall be notified of route vacancies by mail at his/her address.

Policy GBDB addresses hiring retired personnel and those who have retired and are in the retirement system are now able to be hired for one of the following positions: school psychologists, interpreters, education of translators, educators of deaf and hard of hearing, but they must be in a critical shortage area (position has been advertised and fewer than three certified applicants were received). Policy also lists the following positions that can be added and do not have to be a critical shortage: school nurse, professional development trainee, tutor for students in preK-12th grade, and classroom teacher employed in a temporary capacity as a test proctor.

Policy GBRIC adds adoptive leave for those adopting children. It provides for reasonable time when adopting a child not to exceed one year and also if an employee has no sick leave remaining, they can qualify for extended sick leave.

Policy GBRIB is the sick leave policy and the revisions include changing the term to *illness, injury or medical emergency*. *Bus drivers* is also changed to *bus operators* and extended sick leave (adoptive leave) is the same as what was presented in GBRIC. He explained that sick leave for assault or battery allows the employee to be away from school as long as they are disabled (unable to perform the simple functions of the job); and under sick leave/workers comp, a combination pay allows an employee receiving workers' comp (which is only a percentage of an employee's normal salary) to also use their sick leave pay to get their full pay. While the statute states this is for teachers, it has always been Caddo's policy that all employees can use their sick leave and workers' comp and receive their full pay.

Dr. Goree stated that we do plan to meet with the teacher organizations so they are aware of the statute changes and can help share it with their members.

Mrs. Bell asked for clarification and these changes came from Forethought that must be added as a result of Legislative changes in the law requiring changes in policy. Mr. Abrams explained that Forethought did not write the sexual harassment policy but submitted information, so he wrote it based on the Legislative changes which are basically that all employees must go through the training.

Mr. Riall asked when will the training be held and who will teach it, and Mr. Abrams said it will be determined by staff. He also asked about Policy GBD and the statement that the School Board shall approve all non-school based administrators based on the recommendation of the Superintendent, which he believes infers that whatever recommendation makes, the Board is required to approve it. Mr. Abrams stated that he actually did this and reminded the Board that there is an opinion as to whether school boards have authority to approve all personnel; and Hammonds and Sills has taken the position that school boards do not have the authority to hire anyone and it is the Superintendent's job. Mr. Abrams said he believes it is only school-based personnel that has this authority and the school board has the authority to approve others; and if the board wishes he can add the language to say the school board approves all non-school based administrators based upon the Superintendent's recommendation. Mr. Riall stated that he believes removing the word "shall" will correct, and Mr. Abrams stated that he will look at it further.

Mr. Little asked about the statement in the sexual harassment and inappropriate boundary invasion policy of "touching children when there is no educational or medical reason to do so", because in the lower grades especially, teachers are continually in contact with students. If we are deeming this to be an illegal action, he believes we are setting ourselves up for potential lawsuits. Mr. Abrams explained this is not the intent and he provided the training on what is "inappropriate boundary invasion". He said the goal is to have people placed on notice to watch and report what they observe might be inappropriate.

Academic Organizational Changes. Ms. Green asked staff to explain this, and Keith Burton stated that staff is attempting to combine two departments (Professional Development Department and the Curriculum and Instruction Department) and allow the alignment of all curriculum support, professional development support and coaching for principals and teachers to be under one person, an executive director of curriculum and instruction. Ms. Green asked if this means saving money, and Mr. Burton said it does. Dr. Goree added that there will be a retirement in one of the departments and staff is looking at this as not just a way to save money but to better align the supports provided for teachers in implementing the Tier One Curriculum across the District by the same person who is over curriculum to also provide the coaching support in implementing the curriculum. He said discussion has also taken place on the relationship of professional development and human resources and this will provide the opportunity to bring these two departments together through the Teach Caddo Program. Ms. Green said she also knows that in combining these departments you may hear what is lacking, and she only wants to make sure all the bases are covered with every aspect of this change. Mr. Burton said he believes teachers will see greater support as we are not just removing the specialists in professional development, but taking them from a general role and moving them into a very specific content role that will be aligned to the grade bands and resources the State and the curriculum demand.

Mr. Rachal asked about the reduction of the position addressing grants and who will be in charge of writing grants. Mr. Burton stated that the Director of Accountability and Data will be taking on this responsibility, because many of the grants written today through Mrs. McKinney are tightly aligned to data and accountability and staff believes the person who organizes the data would also be able to help principals and teachers at the school level to understand accountability and also look at the

resources for aligning these to the needs suggested by the data. Mr. Rachal asked if staff can assure him that someone will be seeking and searching out grant opportunities, and Mr. Burton said yes and there will not be a drop in grant dollars coming into the District because of this combination.

Mrs. Bell agrees we need a grant writer, and we need someone to oversee the grants.

Paraprofessional Designation. Mrs. Bell stated she is excited to see this much needed change because paras with students with special needs should be trained to provide for the special needs specific to that student. Dr. Goree explained this is part of the work staff is doing with DMG and is how we are working better to provide aligned services. Mr. Nations stated that during the campaign several topics were brought by concerned citizens/parents, and this was one of them. He asked if this proposal is approved, what will be the main difference for an autistic child and/or the parents. Mr. Burton stated that there is no longer a general job description for paraprofessionals, the duties and responsibilities for an applicant coming into Caddo Parish will have a specific job description so they understand what is specifically required of them in a job. For the parent with a student who has very special needs, it takes a very special person to work and be effective with a student with specific needs, and staff can provide the specific training needed which will result in parents seeing their child receive better services. Mr. Nations said if this question is asked of him again, he would like to be able to answer them by telling them how this change will benefit their individual child.

Mr. Rachal asked if these changes will result in changes in Board policies? Dr. Goree said he doesn't believe so, because this will change the job description. Mr. Abrams stated he believes it is a good idea and referenced a current situation that could have been avoided by having specific job descriptions; however, he does not see the need for change in policy. Dr. Goree commended Mr. Burton and Dr. Lockett for their work on this. Dr. Lockett stated how encouraged they are with these changes and how these changes will be really good for children in addressing specific needs, i.e. academic achievement, social behavior skills and also medical needs of students.

Mr. Riall asked Mr. Burton about a specific situation and if this is an example of what this change would address, and Mr. Burton responded that it is a very specific example of staff attempting to provide the very best services possible, and this change will allow us to improve the services to that specific student.

Consideration of Recommendations to Off-Line Hillsdale and Move AMI Kids to Lakeshore Campus. Ms. Green asked how many community meetings have been held regarding this, and Dr. Goree said there have not been any community meetings because this is one of the Type I Charters. AMI Kids came to Caddo about needs for the middle school children they serve, i.e. gymnasium. Also, because the infrastructure is so modern, this option (Lakeshore) will allow some other luxuries for the students served through this program. Ms. Green asked how many community meetings has the Charter held. Dr. Goree said he doesn't know and he doesn't believe it will be required for them to do so.

Mr. Thompson asked how many students are on the AMI Kids campus at Hillsdale. Dr. Goree said they may begin at approximately 120 and increase to approximately 180 students. Mr. Thompson asked how many students will Hillsdale accommodate and how many will Lakeshore accommodate. Dr. Goree replied that staff can provide that information, but it is all about the need for a gymnasium; and added that these are still Caddo's children and we want to make sure they are receiving the same as the other students in Caddo. The Superintendent further explained how this meets a need and as a Charter, they have full control over their program; and if they ask for a building that is vacant, we are required to make that happen. Mr. Thompson stated his concern that we are moving into a school and leaving a school vacant and leaving a community without anything. Dr. Goree reminded the Board that Lakeshore also is vacant and Hillsdale was taken off-line in 2012; but when AMI Kids charter was approved, they wanted to use that facility. Now, he stated they are executing their right under the law to state they need a facility with a gymnasium; and because we do have an available facility with a gym, we are required to help meet that need. Mr. Thompson asked if Alexander is off-line and Dr. Goree said it is and the campus is for sale, and he believes that in time, the Hillsdale facility will be placed for sale. Mr. Thompson asked if one of Caddo's alternative programs could be placed at Lakeshore also, and Dr. Goree said yes and the JROTC Program is also utilizing part of Lakeshore for training purposes and will continue to do so.

Dr. Douzart noted three different activities taking place at Lakeshore and asked if it is closed what those might be. Dr. Goree said that he knows the JROTC program utilizes the facility and may conduct special programs and/or classes, i.e. marching drills, etc. However, he will research the other activities seen at Lakeshore. Dr. Douzart asked if the decision for JROTC to utilize a portion of Lakeshore was approved by the Board and Dr. Goree explained it does not require Board approval.

PRESENTATION OF PROPOSED AGENDA AND CONSENT AGENDA

President Trammel announced that the following items are the consent agenda: 8.02-8.06 and 13.01 (three in agreement). *Mr. Rachal moved, seconded by Ms. Green, to approve the proposed agenda and consent agenda for the March 19, 2019 CPSB meeting as presented. Vote on the motion carried unanimously.*

ANNOUNCEMENTS

Lisa Lloyd, director of Purchasing, announced that the Caddo Parish Procurement Team will conduct its second annual Opportunity Caddo Training and Workshop on Wednesday, March 13th from 8:30-12 noon. She explained there will be three major components covering how to do business with a political subdivision, how to operate within the rules and regulations of the procurement system, and a mini trade show. Anyone who has businesses or interested parties that might be interested are encouraged to attend.

Mr. Riall congratulated Captain Shreve on their 5-A championship and the North Caddo girls for making the finals and runner up.

Ms. Green asked that staff provide her with a rubric on how the Captain Shreve National Honor Society is set up and implemented. She also asked that Board members remember the family of Dominique Jones, Green Oaks student who passed away last week.

Mrs. Bell presented Board member Tony Nations with a gift and card following his recent surgery.

Mr. Thompson reported on successful Black History Month programs he attended at Creswell and Booker T. Washington as well as an awards program at BTW.

Dr. Douzart asked everyone to remember Carl Pierson's family during this time. She shared she met Mr. Pierson when teaching physical education and the time they won the championship when the coach was put out of the game and she had to take over. She said Mr. Pierson became her supervisor, and is a great person who she will miss.

Tony Nations expressed his gratitude to the Board and apologized for missing the meeting on the 5th. He also announced that Southwood did a great job against Natchitoches despite a loss and also hosted a great open house for 8th graders. He was very complimentary of the programs in place at Southwood and the great team.

Mr. Rachal asked that a letter be sent to each Board member relative to the CCTC Scholarship. He also asked that staff look at the United Way form and add the option of making a contribution to the Scholarship Fund.

Mr. Green reported that he attended Black History programs at Oak Park, Caddo Middle Magnet, Mooretown and Hillsdale.

Ms. Trammel announced that the family hour for Carl Pierson will be held Friday, 6:00 p.m. at Mt. Canaan, and services at 11:00 Saturday at Mt. Canaan. Ms. Trammel also shared remembrances she had of Mr. Pierson working together at the CPSB. She reported on the productive LSBA Annual Conference in Lake Charles.

Adjournment. *Mr. Rachal moved, seconded by Ms. Green, to adjourn. Vote on the motion carried and the meeting adjourned at approximately 6:40 p.m.*

March 17, 2014

The Caddo Parish School Board (CPSB) met in regular session on Tuesday, March 17, 2014, in its offices at 1961 Midway, Shreveport, Louisiana with President Pierson presiding and the following Board members present constituting a quorum: Steve Riall, Jasmine Green, Charlotte Crawley, Curtis Hooks, Mary Trammel, Lillian Priest, Bonita Crawford, Barry Rachal, Larry Ramsey and Dottie Bell. Board member Mary Trammel led the prayer and Pledge of Allegiance. Mrs. Armstrong was absent.

APPROVAL OF MINUTES

Mrs. Bell moved, seconded by Ms. Priest, to approve the minutes of the February 18, 2014 and March 4, 2014 CPSB meetings as submitted in the mailout. 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 Pierson and Superintendent Goree presented each with a certificate in recognition of their accomplishment. Administrators, family and friends present were also recognized.

Musical Presentation. In observance of Music in Our Schools Month, students from J.S. Clark Elementary and Eden Gardens Fundamental played three musical selections for the Board and audience. Music instructors are Jerry Maiden (Eden Gardens) and Patricia Brassell (J. S. Clark).

CMM MathCounts. The Caddo Middle Magnet MathCounts Team was recognized as the 1st Place winner in the recent MathCounts competition. Members of the team are Srihar Chilukuri, Caroline Jin, Sunjay Letchuman and Blaise Willis. Caroline Jin also placed first in the Individual Round and Srihar Chilukuri placed first in the Countdown Round.

2014 Caddo Students of the Year. The following students were recognized as finalists in the 2014 Caddo Parish Students of the Year: Elementary – Hadlee Hoffman, Arthur Circle; Emilee Davis, Blanchard; Anna Claire Mackey, Eden Gardens; Merritt Shemwell, Fairfield; Will Johnson, Shreve Island; Lilah Estes, South Highlands; and Taylar McBride, Walnut Hill. Middle – Amelia Clifton, Donnie Bickham; and Janae Richardson, Walnut Hill. High Schools – Ross Young, Caddo Magnet, and Shelby Paine, Captain Shreve.

Caddo's District Winners are: Elementary – Tindol Hamm; Middle – Sunjay Letchuman, Caddo Middle Magnet; and High School - Courtney Ann Prestwood, C. E. Byrd.

Mr. Mainiero also announced that Sunjay Letchuman was named Regional Middle School Winner and will move forward to the State competition in Baton Rouge April 15-16.

Teachers of the Year. The following teachers were recognized as District Finalists in the 2014 Caddo Parish Teacher of the Year recognition: Elementary – Jerry Maiden, Eden Gardens; Rose Woodley, South Highlands and Brittany Nelson, Walnut Hill. Middle – Julie Davis, Broadmoor; Crystal Barnes, Walnut Hill and Annette Lee, Youree Drive. High – Thomas Evans, Caddo Career & Technology Center; Michael Scott, Captain Shreve; and Andrew Medlin, North Caddo.

2014 Teacher of the Year Winners are Elementary – Glynis Johnston, A. C. Steere; Middle – Natalie Chaisson, Caddo Middle Magnet; and High - LaToria Stewart, Green Oaks.

Principals of the Year. The following principals were recognized as Caddo's Principals of the Year: (1) Elementary – Kim Derrick, A. C. Steere; (2) Middle – Brenda McDonald, Donnie Bickham; and (3) High - Mary Rounds, Caddo Parish Magnet.

\$1,000 Grant. Or'Lisa Johnson, Pine Grove Elementary, was recognized and congratulated on receiving a \$1,000 "One Class at a Time" grant which she will use to purchase materials for her "Race to Excitement and Discovery Reading Program".

Newly Appointed Administrator. Charles Lowder, director of certified personnel, recognized and congratulated Joseph Johnson, new assistant principal at Ridgewood Middle School.

Update on Charter Applications. Kimberly Williams, Caddo's Third Party Reviewer, shared a report on the charter applications approved by the Board – L. L. Brandon Academy and Charter Schools USA. She reported that when Charter Schools USA's application was approved the following conditions were set forth: (1) C grade, (2) Operationally Sound, and (3) Financially Sound. Ms. Williams announced that their Board met and a letter was received from their Board President advising they thought the conditions were too far-reaching so they would be applying to the State as a Type II charter.

Mrs. Bell asked Ms. Williams if she understands correctly that Charter Schools USA wishes to pull out and proceed directly to the State; and Ms. Williams confirmed that is correct because they thought the conditions set by the Caddo School Board was too much for them to achieve.

Ms. Priest stated her remembrance of the conditions set and that Caddo only asked for a letter grade of a "C" (which is what the local school district is required to meet). Ms. Williams confirmed that is correct also, and the main intent behind operationally sound meant they would meet the enrollment targets and comply with Special Education compliance. Ms. Priest asked if she understands correctly that this is what any public school district must show, and Ms. Williams confirmed that is correct. Mr. Hooks asked for clarification of his understanding that they did not meet the conditions and Ms. Williams confirmed that is correct and Caddo was notified on February 20th that they did not want to comply with those conditions and would proceed with applying to the State.

Mr. Rachal asked if BESE approves this application at this point, are they not approving it at being substandard to what everyone else is held to be, and Ms. Williams responded possibly. Mr. Rachal asked if the District will submit anything in addition to the application when it goes to BESE? Dr. Goree responded that one of the things the District will express is our concern that the process is being circumvented and there is nothing in Legislation to prevent them from doing so. Ms. Williams added there currently is legislation in committee regarding the conditions set, but she will work with BESE to insure that the proper communications goes to BESE setting Caddo's conditions, with the most concerning condition being the "C" grade because Caddo is required by the RSD to meet certain components. Mr. Rachal asked for a copy of any legislation that might be considered. The legislation is Senate Bill 78 by Senator Kostellka. Mr. Rachal stated that the Board members should contact their Legislators to let them know if we are held to certain guidelines, then charters should also be held to the same.

Mrs. Crawley asked if Ms. Williams will provide input to BESE, and Ms. Williams responded if asked; however, they typically do not ask for it beyond receiving public input for and against applications. She further stated that if the Superintendent and/or Board requests that she attend when voted upon, she will be glad to do so, which will be done in June.

Mr. Rachal asked for clarification on the next step in the process and Ms. Williams explained that the application will be submitted to John White, State Superintendent of Education, and Mr. White will make the recommendation to BESE for or against, and BESE will make the decision.

Mr. Rachal asked about any contact with John White relative to this application, and Dr. Goree responded that we are not having conversations at this time with Superintendent White. It is staff's recommendation that we allow the process to proceed a little further to make sure that it will even be allowed to move forward. At that time, Dr. Goree stated we will work with Ms. Williams as the District's consultant before moving forward. Mr. Rachal stated his belief that as soon as we can get our thoughts on the table to address, the better off we will be. Dr. Goree responded that he believes our time is here, because he believes ample time was allowed to see if the applicant would return and go through the process and meet the guidelines that were set.

L. L. Brandon Academy. Ms. Williams stated that the L. L. Brandon Academy had three specific conditions from Caddo – (1) find a suitable leader, (2) a building, and (3) their budget. Relative to the leader condition, Ms. Williams stated that it was required that the L. L. Brandon Academy Board must identify a school leader who could articulate a solid plan for academic and teacher performance and insure the success of the plan presented. Relative to the integrity of implementation, he said the Board should present a school leader candidate for review to the CPSB Charter Team Reviewer no later than March of 2014. Ms. Williams stated that on March 3rd she received information on who they selected as a leader, and at that time, she spoke with Dr. Goree who was not involved in any of the conversations leading up to the selection of a leader. Regarding a financially sound budget, she reported that the budget was updated and balanced. The second condition, a building/location, and the condition was that a location must be identified along with a budget for renovations. The applicant at this time is relying heavily on a building that has not been granted to them by the local School District. A second location was identified behind the church, but it has not been determined if this will be an acceptable location for the school or if renovations would be made to insure a timely opening in the fall of 2014. At this time, she was notified of two possible facilities – (1) one of Caddo's school facilities, and (2) a nursing home behind their church.

On March 3rd, Ms. Williams announced that notice was received that the facility proposed was at the church and she requested an updated budget and shared with the CPSB a layout of the proposed facility and the budget/rental amounts associated with this facility. She explained the proposed renovated floor plan and the plan to spend approximately \$15,000 in rent a month as well as \$316,000 a year toward the renovations, approximately \$184,000 which will be paid by the landlord of the building. She reiterated the facility is the church building and the proposed renovations represent approximately 13% of the total annual budget.

Mr. Riall asked if this facility is currently being used as a church, and Ms. Williams responded that is her understanding. Ms. Trammel asked about the monthly amount to be paid to the owner, and her interest in the class size (capacity of approximately 40 students). Ms. Williams stated the renovation budget reflects 15 classrooms. Ms. Trammel also asked Ms. Williams to clarify how the church will be separated from the school. Ms. Williams responded that one of her and staff's concern included how to make a complete separation of public dollars. She said assurance is required from all churches that there is no connection or affiliation.

Mr. Hooks asked if they have met all the conditions Caddo asked them to meet? Ms. Williams said they did provide the name for their leader and when the meeting involving Dr. Goree in this process was discussed, she learned he was not involved in that process. She also stated they did meet the condition of an updated budget.

Miss Green asked did the Board not already approve this and they must now move forward? Mr. Pierson confirmed it was approved with conditions, but they have not met the conditions.

Mr. Rachal asked if the Board will now determine the applicants have fulfilled the conditions put into place by the CPSB? He also asked about the next step in the process, and Mr. Pierson

explained the next step is for the Board to decide whether or not to issue a charter and that will be done on today's agenda.

Mr. Ramsey asked Mr. Abrams if he was involved in the contract development and does he understand correctly there are some issues with using the church for the charter school. Mr. Abrams explained that there was no contract; but the Board's action included conditions upon which it would move forward and approve, and L. L. Brandon indicated they wanted Caddo (Dr. Goree and staff) to participate in the approval process of the approved leader. Mr. Abrams said this did not occur and they missed the deadline and there was no approval by Dr. Goree on their leader as a participant in the process. Regarding the budget, the question was if the budget was financially sound without any monies from EdFutures being included. With the facility, there was and always would be a concern relative to the "separation of church and state"; and initially, the location would be a building near the church and then the possibility of using one of the District facilities, none of which panned out. The latest rendition is to utilize the actual sanctuary of the church, which was never in the proposal. He also noted the \$360,000 a year rental going to a church as the lessor is also something that must be considered. Ms. Williams added there is no legal requirement that says you cannot lease from a church because it does happen; but she believes the concern here is the church is tied directly to the applicant.

Mrs. Bell asked for clarification on the \$184,000 expenditure and Ms. Williams explained that the landlord is responsible for the renovations and this expenditure. She also asked about the \$360,000 and Ms. Williams explained this includes the \$15,000 per month rent plus approximately \$36,000 for water, \$4,500 for garbage collection, and \$36,000 for electricity. When discussing these costs, staff did ask how they were determining the amount to be charged since there is not two different meters. Mrs. Bell asked if she understands correctly that the charter schools also receive MFP dollars for those students attending their school, which means if they have 40 students in 15 classrooms, they will receive approximately \$9,000 for each student. Mr. Lee said that is correct, but Caddo does not receive \$9,000 per student. Mrs. Bell asked if the MFP public dollars is what will be used to pay these expenses and Ms. Williams confirmed that is correct.

Mr. Riall asked for clarification on when and how the Board will vote on this item? Mr. Pierson explained that he is requesting that this item (8.20) be moved up to 8.00 on the agenda; and because the Board initially gave conditional approval, it will now be voting on whether or not the application will be approved or not.

Relative to the Charter School USA, Ms. Williams said she believes it very important to note the timing issue brought out in their letter, because we would have known by May of 2014 had the operational, governance and academic standards been met and BESE would not vote until June of 2014. Thus, she believes the argument about timing is invalid since staff was not given the opportunity to present it in May prior to her meeting with the committee the first of June 2014.

Ms. Priest asked about the classroom size for the proposed 600 students in 15 classrooms. Ms. Williams explained they are saying at capacity, their classrooms could hold up to 40 students in a class; however, they were not approved for that number. Ms. Williams also stated that while unaware of the size of Caddo's classrooms, this would be approximately 440 square feet a classroom. Steve White stated Caddo's elementary classrooms (1st grade and above) are 750 square feet.

VISITORS

Daryl Roberson, president of the Caddo Association of Educators, offered an opportunity for the CAE to partner with the Caddo District in a bullying prevention program provided through the NEA. This program is provided through the NEA's local and state affiliates to provide

prevention and intervention training for bullying and sexual harassment, as well as training and support for teachers and other professionals. He explained the training is based on research-based curriculum and raises awareness of sexual harassment, bullying, cyber bullying, sexting behaviors and spells out concrete steps that can take place to implement schoolwide bullying prevention. He provided Board members a folder relative to resources and tools as well as ideas as to how to identify bullying and encouraged others to partner with the School District to provide this program.

Robert Gray addressed the Board on the positives for a Drama Elective and how it can impact students and encouraged the Board to continue offering these classes at Caddo Middle Magnet.

Mack Covell spoke in support of continuing the Drama Elective at Caddo Middle Magnet, because offering this experience only through Drama Club after school will prohibit students involved in sports from participating. He also shared his confusion in that the principal is new at CMM and has not had an opportunity to see the impact the Drama Elective has on students. He shared his personal experience of how students have responded to the Drama Class, as well as the productions, and how it has helped them. While he believes a Drama Club after school is a good idea, he encouraged the Board to not do away with the Drama Elective. Mr. Covell stated he believes the Drama Elective is a very important part of the magnet school.

Danielle Richard addressed the Board on the elimination of the Drama Elective and shared how her experience of taking Drama when in school. In investigation of this issue, she has been told that only a couple of parents have called about it; however, at this time, 326 supporters have signed the petition in favor of the Drama Elective at CMM and she encouraged the Board to read the comments supporters shared.

Susan Gray, Drama teacher at CMM, spoke in support of the Drama Elective at CMM and of the many opportunities Drama offers students. She added that over the past 10 years her students have continued to share with her how much they loved the Drama Elective and it helped build their confidence. She encouraged the Board to restore the Drama Elective to the CMM students.

Kim and Shelby DeLouche addressed the Board in support of the Drama Elective at CMM and encouraged the Board to halt this disservice to the students and bring back this elective which helps the students in many different ways. She noted that an after-school Drama Club will not give every child the opportunity to experience Drama as it does in the class, because of transportation, other after-school activities, etc. She encouraged the Board to keep the Drama Elective at CMM. Shelby DeLouche shared with the Board how Drama has helped her and how important it is that Drama continues to be a part of the electives offered at CMM.

Windy Steele, senior at Captain Shreve High School and currently the Editor-in-Chief of the Student Newspaper, addressed the Board on her concern over the proposed Communications Policy and how she believes censorship is a suppression of rights related to speech or other material. She reminded the Board that they are not only employees of a school system, but the vessel through which education flows. She said she believes upholding the democratic voice is the Board's duty as a citizen in America. Each Board member has an individual voice for making the changes in the schools, to argue and defend ideas, and hiding behind one voice is not the way to create a better image. She said in voting for the proposed policy, she believes Board members supporting in favor of this policy will violate the first amendment and will give their voice away. She encouraged the Board to not hide behind one voice, but to be proud and expressive in their beliefs when making comments on new and existing policies. She said the way the policy is written will prohibit constituents from holding their School Board members accountable to their actions due to a lack of communication with the people who are vital to the success of our schools...its voters. She also encouraged Board members to consider why they are supporting this proposed policy.

Jon Glover, employee, addressed the Board on the unfolding of the Vision 2020 plan and the disaster seen with more schools that accommodate educating children of color are continuing their course of failure. She said it is ludicrous that a student cannot reach a pinnacle that affords them the opportunity to be college bound. She said she believes every child given the right setting can be destined to enter college and gain whatever their goal might be, but it only takes one person whose objective is otherwise to deter that child from reaching that potential. She said it has been said that if a child cannot read by the third grade, they may be destined for prison; and she wonders if that is what is happening in Caddo Parish. Ms. Glover added that until all differences are put aside, no child presently attending an Academically Unacceptable school can expect anything less than being destined to fail. She also said that no matter where she lives in Caddo, there should be equity of educational resources experienced by all, and she asked that everyone present to close their eyes and imagine a child waiting to be provided the best possible educational resources and imagine that child being denied those resources.

Buck McGee spoke on behalf of L. L. Brandon to offer clarification as the Operations Director of EdFutures, the education management organization that will be responsible for the operation of the L.L. Brandon Boys' Academy. Mr. McGee stated that the meeting in which the conditions were made regarding the approval of the school, it said March 2014, and it did not give a date in March, so they were operating on the assumption they had until sometime in March. He also said that relative to the selection of the school leader, the appeal was made to the Board, to the Superintendent, to participate in the school leader selection process; and you elected not to do that therefore they moved forward with the search committee and on February 22nd identified and selected a school leader. Regarding the facility, Mr. McGee said there is a lease dated in January between the Northwest Louisiana Community Development Corporation and the Praise Temple Full Gospel Cathedral, and the lease is from the church to the non-profit that applied for the school for the L. L. Brandon Academy. He said the lease states that the school will operate in a non-sectarian fashion and the church will not interfere with any of the school operations, and from 6 a.m. until 6:00 p.m. it will be a school. Relative to the size of classrooms, the CPSB approved them for 240 students, which means with 15 classrooms they will not have 40 students in a classroom. He added they stated in the application they would have a 22:1 student teacher ratio. The building has very large rooms and has the capacity for up to 40 students should that space be needed; however, it is their plan to operate with no more than 22-25 students in a classroom the first year. He appealed to the Board to approve the L. L. Brandon Academy.

Clifton Starks, president of the Central Trades and Labor Council of Shreveport, addressed the Board on the resolution opposing the elimination of payroll deduction of professional dues. He said it is very important that this benefit be retained and encouraged the Board to do the right thing for Caddo's teachers and support personnel and support this resolution.

Jackie Lansdale, president of Red River United, addressed the Board on the two grievances on the agenda and that the Board will vote to hear these two grievances or support staff's decision without additional directives. She said while the grievance process is long and tedious, it is the only process available to employees to seek the Board's ear. She said both cases began with the Board and its actions, and because on many occasions Board members have expressed their concern, now is the time to hear what the employee has to say. The second grievance is filed as a result of the Board's decision to change to a modified block schedule for this year; and knowing the intent was to keep a schedule in place that offered the maximum number of credits, administration told the Board that it could do this and still provide the planning time every day, which happened in some schools, but not all schools. With administration having incorporated practices to help alleviate some of the added stresses that teachers endure all day when teaching without planning, and they have been hard put to find any place that these suggestions are consistently practiced. With the Board voting to end the modified block schedule and change to the seven period-day next year, she said they desire for the Board to be aware that before block

periods were implemented, there were six period days and the teacher taught five periods and had one period to plan, and the student load would top out at approximately 165 students, and they received approximately 90 hours of instruction per credit per semester. Going to the block schedule required teachers to teach an additional class (6 classes instead of 5) with a class to plan each day; however, the class load went up by 30+ students and the content hours went down by 22.5 hours per semester. On the modified block, Mrs. Lansdale explained that teachers taught an additional class (seven), classes increased by another 30 students and the contact hours per credit hour stayed the same (more students, less time). With the seven-period day teachers will teach six classes with one period for planning every day, they will see their students every day, and they will have a maximum load of 198 students, the same as with the block schedule; and the contact hours per student, per course, per semester will actually increase to 75 hours per credit which is more than the block or modified block, but actually less than the six periods. She said it clearly makes academic sense to have as much contact time per semester as possible and they are open to that conversation anytime they are asked. Mrs. Lansdale stated their concern is that the fidelity and intent of those charged with scheduling has been the cautionary tale of this school year because in looking at the records they saw that Byrd lost six teachers, but kept planning time each day. She also said Green Oaks lost a net of eight teachers, but kept planning time every day; however, Woodlawn and Northwood lost only two teachers each, but their teachers lost planning. Magnet lost four teachers, but they could not provide daily planning, Captain Shreve lost seven, as well as Huntington, but no planning. The concern is no one ever asked why, and they believe it is much more than saving money, but is a failure of transparency in staffing and scheduling and was a concerted attempt to operate in a vacuum without any accountability demanded. She said Central Office looked the other way and for the most part, the Board let them, which is what brought these grievances from 10 of Caddo's high schools. Recognizing that the Board's responsibilities are great, and they do have respect for the Board's role in the democratic process, but encouraged the Board to let the teachers know you hear them by hearing this grievance. She also expressed appreciation for Mr. Starkes from the Central Labor Trades Council speaking in support of Item 8.19.

ESTABLISH THE AGENDA AND PROPOSED CONSENT AGENDA

Superintendent Goree highlighted the items for the Board's consideration. President Pierson recommended the following items for Consent: 6.02, 7.02, 8.01, 8.03, 8.06-8.09, 8.11-8.17, and 8.19. *Ms. Priest moved, seconded by Mr. Rachal, to establish the agenda and consent agenda for the March 17, 2014 CPSB meeting as submitted. Vote on the motion carried unanimously.*

CONFIRM THE CONSENT AGENDA

Ms. Priest moved, seconded by Mr. Rachal, to confirm the consent agenda (6.02, 7.02, 8.01, 8.03, 8.06-8.09, 8.11-8.17 and 8.19). Vote on the motion carried unanimously. The following is a summary of the action of the Board on consent agenda items.

Item No. 6

6.02 Personnel Transactions Report. The Board approved the personnel transactions report for the period of February 1, 2014 – February 28, 2014 as recommended by staff and submitted in the mailout.

Item No. 7

7.01 Sale of Used Food Service. The Board authorized staff to advertise for the sale of used food service grease as submitted in the mailout.

Item No. 8

8.01 2012-13 Financial Audit: Audit Committee. The Board approved the recommendation of the Audit Committee to accept the 2012-13 Financial Audit as submitted by Allen, Green & Williamson.

8.03 Approval of Transportation Audit Follow-up. The Board approved the recommendation of the Audit Committee to approve the Transportation Audit Follow-up and that the superintendent will present a follow-up in 90 days.

8.06 Approval of Recommended Attendance Zone Changes. The Board accepted the recommendation of the Long Range Planning and Development Committee to approve the proposed changes in attendance lines as submitted.

8.07 Use of School Buses – LaPREP & Shreveport Green/ShreveCORPS. The Board approved the request for the use of CPSB school buses from LaPREP and Shreveport Green/ShreveCORPS as recommended by staff and submitted in the mailout.

8.08 Youth Enrichment Program. The Board approved the agreement with the Youth Enrichment Program to continue the YEP afterschool program for 2014-15 as submitted in the mailout.

8.09 Sale of Hamilton Terrace. The Board authorized staff to place Hamilton Terrace School up for sale at \$650,000 which is 49% of the assessed value of \$1,320,000.

8.11 Resolution of Adoption and Support of the 2014 LSBA Legislative Framework. The Board approved the adoption and support of the 2014 LSBA Legislative Framework as submitted in the mailout and that the resolution be forwarded to all statewide elected officials including state legislators. A copy of the resolution is filed in the official papers of the March 17, 2014 CPSB meeting.

8.12 Revision to Ombudsman Contract. The Board approved the proposed revision to the Ombudsman Contract as recommended by staff and submitted in the mailout.

8.13 Beverage Agreement with Coca Cola (Northwood). The Board approved the proposed beverage agreement between Coca Cola and Northwood High School as recommended by staff and submitted in the mailout.

8.14 Approval of Mediated Settlement: Bethune-Oak Park Project No. 20132-082/Contractor-ELA Group, Inc. The Board approved the mediated settlement, Bethune-Oak Park Project No. 20132-082/Contractor-ELA Group, Inc., as recommended and submitted in the mailout.

8.15 Revision to 2013-14 General Fund Budget. The Board approved the revision to the 2013-14 General Fund Budget as recommended by staff and submitted in the mailout.

8.16 2014-2015 School Year Calendar Revisions. The Board approved the proposed revisions to the 2014-15 School Year Calendar as recommended by the calendar committee and submitted in the mailout.

8.17 Proposed 2015-2016 School Calendar. The Board approved the proposed 2015-2016 school calendar as submitted by staff in the mailout.

8.19 Resolution Opposing Elimination of Payroll Deduction of Professional Dues. The Board approved the resolution opposing the elimination of payroll deduction of professional dues

as submitted in the mailout. A copy of this resolution is filed in the official papers of the March 17, 2014 CPSB meeting.

PERSONNEL RECOMMENDATIONS

Mr. Ramsey moved, seconded by Mr. Rachal, to approve the personnel recommendations as recommended by the superintendent and submitted in the mailout. Miss Green asked the superintendent about the salaries for these positions and how a new person's salary is determined. Dr. Goree explained that as a part of the Rahmberg study, guidelines were established for how salaries are set and all the salaries presented follow those guidelines. Miss Green also asked if these are the superintendent's recommendations or the recommendations from committee. Dr. Goree explained that within the policies and practices in Human Resources, a diverse district committee conducts an interview in order to provide a holistic approach on the needs of the District and the committee makes a recommendation to the Superintendent, providing him with information on all candidates interviewed. Based on the information he receives from the committee, he makes the final recommendation to the Board. There being no additional discussion, vote on the motion carried unanimously.

FOLLOW UP RE: CONDITIONAL APPROVAL OF L.L. BRANDON ACADEMY AND 2ND APPLICATION OF SHREVEPORT CHARTER FOUNDATION AND CHARTER SCHOOL USA

Mr. Ramsey moved, seconded by Mr. Rachal, to deny the application of L. L. Brandon Academy based on failure to comply with conditions of the original proposal. Vote on the motion carried unanimously.

APPROVAL OF RECOMMENDATION FOR EXTERNAL AUDITOR FOR NEXT THREE YEARS (2013-14, 2014-15, 2015-16)

Mr. Ramsey moved, seconded by Mr. Riall, to approve the recommendation of the Audit Committee to approve the firm of Carl, Riggs and Ingram, LLC to provide external audit services as stated in their proposal.

Mr. Riall stated that upon staff's recommendation for the new auditor, the District has had the same auditor for the past 10 years; and with the auditor's purpose to insure that the District is doing everything correctly, it was the feeling that a new set of eyes looking at the District's business was a good thing.

Mr. Hooks stated that his point is if something is not broken, don't fix it. He said he believes Allen, Green has done an outstanding job as the District's auditors; and he wonders if something was found that should not have been found. He shared that many have the same home insurance, car insurance and doctor for over 10 years and he does not believe it to be fair to drop Allen, Green just because they have been the auditors for 10 years. While he has nothing against the firm of Carl, Riggs and Ingram, Mr. Hooks said his personal viewpoint is if it is not broken, we should stay with Allen, Green.

Mr. Ramsey stated he personally has changed and saved money by doing so; but staff did an RFP as required, and the results of the RFP was a very reputable company at a savings; and since this will save the District money, he supports staff's recommendation.

Mr. Rachal moved, seconded by Ms. Trammel, to call for the question. Vote on the motion to end debate carried with Board members Crawley and Hooks opposed.

Vote on the main motion carried with Board members Crawley and Hooks opposed.

PROPOSED DISTRICT COMMUNICATIONS POLICY

Mr. Ramsey moved, seconded by Mr. Rachal, to approve the proposed District Communications Policy as revised and submitted in the mailout. Mr. Ramsey stated that he believes the revision points out the nature and consent of the Board's discussion at its retreat and that the intent is not to prohibit Board members from making individual comments regarding matters of interest to the public, but that individual Board member comments are not to be considered comments of the Board. He noted this was brought forward in a round table discussion at which a majority of the Board members were present, and he believes the Board could do a better job in the communications area. In reading through what matters to the Board, he does not see anything that prohibits him, in a meeting or if contacted by a member of the news media, from expressing his position on an issue in a professional way. He believes this is only a way for the Board to move forward collectively and present an image that the Board has and can work together.

Mr. Rachal acknowledged the Captain Shreve student addressing the Board and that this is a good example of why the Board desires to present itself as one Board, one Voice. He said that whether or not he agrees or disagrees with any vote taken, he will share why he agrees or disagrees with the public regardless of what this policy states. He further reiterated that this policy is not intended to silence any Board member from sharing their positions relative to any matters of public concern.

Mr. Hooks asked about the Board meeting procedures received last year and this year and why this could not have been put under K rather than a District Policy. Mr. Pierson said those are procedures as to how the meetings will be conducted and the policy being brought forth has nothing to do with how meetings are conducted. Mr. Ramsey added that this policy also addresses the communications by staff. Mr. Hooks stated that no one can comment for him and to him this seems like a dictatorship rather than a democracy. He added that the people in District 5 elected him, not the Board, and what he says is his opinion.

Mrs. Crawley moved, seconded by Miss Green, to amend the section "As to Board members" and remove 1-5 and add "any comment made by an individual Board member is not a representation of the entire Board. Only a vote of 7, the majority of the Board, is the Caddo Parish School Board's voice." Mrs. Crawley clarified why she offers this amendment and that she believes the reference to staff should be eliminated since the Superintendent is in charge of staff. She said it is obvious that an attempt was being made to defer all comments to the President and the Superintendent and then a revision (No. 5) was added to explain the policy. She believes her amendment clarifies the policy so that everyone understands it's not the CPSB stating whatever, but it is the individual Board member's opinion on a matter. Mrs. Crawley also stated that when staff speaks, she would like for them to not say the CPSB decided something, but that the staff decided.

Miss Green shared her agreement with Mrs. Crawley's amendment; and while she definitely understands the intent of the policy, and she is glad the Board has something in writing that clarifies it.

Ms. Trammel stated she is hearing some say there is a need for a policy and some say there is not a need for a policy, but she believes there is a need for such a policy. She said this policy is not to stop any individual Board member from doing what makes them happy in front of a camera or an audience, because each Board member is an adult and can answer to their publics about anything they wish. When someone calls her, she shares her personal position; however, if it is something she is not certain about, she will not give an opinion because she is not certain it will be relayed in the proper way, and she noted the many times information has been quoted incorrectly.

Mrs. Bell stated that she has never seen anything so negatively blown out of proportion in two weeks' time as this has; and even though the revision (No. 5) was added, she knew the intent was not to keep individual Board members from making comments. She believes she has represented her constituents in a way that when she shares her opinion in the meetings, they know where she stands on any issue and supports them; however, once the Board acts and it is approved by a majority of the Board members, it is then the Board's position, whether she agrees or disagrees. She said she believes some of the statements, i.e. No. 2, need to be included.

Ms. Priest stated that this policy is not to be misconstrued as an Open Meetings Law or the Sunshine Law because they are two different things. She added that what has been played out in the media has been that Board members cannot speak to constituents, and nothing in Items 1-5 says a Board member cannot speak to their constituents or hold community meetings. She encouraged everyone to read Items 1-5, which she believes is very clear, and support what is needed to avoid confusion with the public relative to Board actions.

Mr. Ramsey moved, seconded by Mr. Riall, to call for the question on all motions on the floor. Vote on the motion to end debate carried with Board member Crawley opposed.

Mr. Riall asked for clarification and if the amendment passed, would the Board still vote on the main motion. Mr. Abrams said if the amendment passes, then the Board would vote on the original motion as amended. He further explained that the motion on the floor is to approve the policy with the amendment, deleting Items 1-5, and adding Mrs. Crawley's statement. If this passes, then the Board would vote on the main motion to approve the policy as amended. *Vote on the amendment failed with Board members Riall, Pierson, Trammel, Priest, Rachal, Ramsey and Bell opposed.*

Vote on the original motion carried with Board members Riall, Green, Crawley and Hooks opposed and Board members Pierson, Trammel, Priest, Crawford, Rachal, Ramsey and Bell supporting the motion.

LEVEL IV GRIEVANCE

Mr. Ramsey moved, seconded by Ms. Priest, to uphold the decision rendered at Grievance Level III.

Mr. Hooks stated he believes the Board needs to hear this employee's grievance because he has been before the Board requesting help.

Miss Green moved, seconded by Mrs. Crawley, to hear this grievance at the next meeting. Miss Green stated her agreement that the Board needs to hear what this employee has to say. Mrs. Crawley stated her agreement, and to her, she doesn't believe the Board should vote on whether or not a grievance will be heard, because she believes it is an employee's right to be heard by the Board at Level IV. Mr. Abrams said it is Board policy that a transcript is provided with all the evidence ahead of time; and if the Board votes to hear this grievance, it will only hear argument by either the individual or his representative of information already presented.

Mr. Rachal stated he has read all the information provided and he too is of the opinion that the employee should be allowed the opportunity to present his argument to the Board.

Mr. Riall moved, seconded by Mr. Ramsey, to call for the question on all motions on the floor. Vote on the motion to end debate carried with Board member Crawley opposed.

Vote on the substitute motion carried with Board members Priest and Ramsey opposed.

ADOPTION OF BOARD PRINCIPLES

Mr. Rachal moved, seconded by Mr. Ramsey, to adopt the Board Principles as established by the Board in its retreat and submitted in the mailout. Mr. Rachal asked that bullet number one be removed and replaced with maintain honest and transparent discussions. Mr. Ramsey supported the amendment. Vote on the motion carried unanimously.

REQUEST FOR LEVEL IV GRIEVANCE HEARING, RE: PLANNING PERIOD

Mr. Ramsey moved, seconded by Mr. Hooks, to uphold staff's position at Level III.

Miss Green moved, seconded by Mrs. Crawley, that this Level IV grievance be heard at the next meeting. Miss Green noted that these teachers have been bringing this before the Board and before she withdraws her motion, she would like to know if this has been fixed. Dr. Goree said staff is in accordance with the way the law is written; however, the teachers are not happy with that resolution. Staff does have a plan to resolve this issue in the future, but it has nothing to do with this particular grievance. Miss Green would like for these teachers to be heard. Mrs. Crawley said she wants to hear this in hopes that it will make everyone think before voting by having more input from those that the Board's vote will affect.

Mrs. Bell said she thought this situation had been resolved by moving forward with the seven-period day for next school year, and she asked that someone clarify for her. Dr. Goree responded that it has been corrected for next year; however, we are still operating under the schedule approved for the beginning of the 13-14 school year, which is what many teachers continue to grieve. He further stated that staff has looked at every campus in an effort to provide as much remedy to their concerns as possible; but there were no changes made mid-year because there were legal limits relative to requirements. He explained this is being addressed for the next school year and the schedule offered has Mrs. Lansdale's, as well as teachers, support. He also added that if the Board votes to move forward with hearing this grievance, staff will not offer a recommendation to satisfy this need for this school year.

Mr. Hooks noted that he mistakenly seconded the initial motion and requested his second to Mr. Ramsey's motion be pulled.

Mrs. Crawford stated that before Dr. Goree came to Caddo, the Board was assured that teachers were getting their planning period; and she would like to know the rationale for teachers not having a planning period. Dr. Goree responded that the Board was operating on an AB Block schedule and teachers were receiving planning periods every day (prior to this school year), but when the Board decided to go to an alternative Block Schedule where teachers teach seven of the eight classes, there would be one day in which the teacher would not receive a planning period. Based on minutes and times of service, the District is in compliance, but the issue is this is a change from what the teachers were accustomed to for planning. With a seven-period day in the Fall, each teacher will experience a planning period daily.

Miss Green and Mrs. Crawley withdrew their motion and second.

Mr. Ramsey moved, seconded by Mrs. Crawley, to uphold the grievance of Level III with the understanding that the Caddo Parish School Board is replacing the A/B Block schedule with a seven period day effective with School year 2014-15 which will alleviate the planning period issue, and not use before/after school time or unencumbered time for planning period. Vote on the motion carried unanimously.

SUPERINTENDENT'S REPORT

Superintendent Goree announced that in the District's collaboration with the RSD, several staff will travel to the University of Virginia for Boot Camp procedures which is a part of the District's turn-around effort with its schools.

Regarding SunGard, Dr. Goree stated that concerns and resolutions are coming from the weekly meetings and at this time, the weekly meetings have begun to have sub meetings as a result of expressed concerns.

Relative to Ombudsman, an up-to-date report was submitted, the Board addressed personnel recommendations, and information on the Drama elective at Caddo Middle Magnet was submitted.

ANNOUNCEMENTS AND REQUESTS

Mr. Riall recognized the North Caddo Girls Basketball District 2A State Champions and the North Caddo Boys' Basketball Team that made it to the semi-finals.

Ms. Priest alerted everyone that since the Legislature is currently in session, there will be things brought to the Board on short notice. Also, she asked that staff begin looking into developing a curriculum to train high school students in the manufacturing and petro-chemical areas as soon as possible and hopefully for the 2014-15 school year.

Mr. Hooks announced that because stamps are so high and he encouraged those who send him a letter to make sure their name and address is on it; because if it is not, this is something that he will throw away.

Mr. Pierson encouraged the Board to continue to be the "Terrific 12", he commended the Board committees and the outstanding job the committees are doing to work through the details before presenting it.

Mrs. Bell requested that staff bring back the announcements of deaths of employees and their immediate family members, as well as the death of students. She noted recent employees and/or family members that passed and she feels it is important for Board members to know this information.

Mr. Rachal recognized the banquet for recognizing the employers who help our students and the outstanding speaker who was a Fair Park graduate who has won two Olympic medals and encouraged staff to consider this young man as a motivational speaker for some of Caddo's high schools. He also commended the employers for working with Caddo's students.

Ms. Trammel commended Rosetta Boone and the businesses that work with our students and recognized one of the businesses that help students. She asked about the status of the policy on sexting.

Adjourn. *Ms. Priest moved, seconded by Mr. Hooks, to adjourn. Vote on the motion to adjourn carried and the meeting adjourned at approximately 7:43 p.m.*

April 1, 2014

The Caddo Parish School Board (**CPSB**) met in special session on Tuesday, April 1, 2014, at 4:30 p.m. in its offices at 1961 Midway, Shreveport, Louisiana with President Pierson presiding and the following Board members present constituting a quorum: Steve Riall, Jasmine Green, Curtis Hooks, Mary Trammel, Lillian Priest, Bonita Crawford, Barry Rachal, Larry Ramsey, Ginger Armstrong and Dottie Bell. Board member Lillian Priest led the prayer and Pledge of Allegiance. Mrs. Crawley was absent.

EXECUTIVE SESSION: Student Readmission Appeals

Mr. Ramsey moved, seconded by Mr. Hooks, to approve readmission appeals for students A.W. and J.W. as recommended by staff and submitted in the mailout; the parents are in agreement. Vote on the motion carried unanimously.

ADJOURNMENT

Ms. Trammel moved, seconded by Ms. Priest, to adjourn. Vote on the motion carried and the meeting adjourned at approximately 4:39 p.m.

T. Lamar Goree, Ph.D., Secretary

Carl A. Pierson, Sr., President

April 1, 2014

The Caddo Parish School Board (CPSB) **Executive Committee** met in regular session on Tuesday, April 1, 2014, at approximately 4:40 p.m., in its offices at 1961 Midway, Shreveport, Louisiana with President Pierson presiding and Bonita Crawford and Mary Trammel present being a quorum. Other Board members in attendance were Steve Riall, Jasmine Green, Curtis Hooks, Lillian Priest, Barry Rachal, Larry Ramsey, Ginger Armstrong and Dottie Bell. Board member Lillian Priest led the prayer and Pledge of Allegiance.

ESTABLISH THE AGENDA AND PROPOSED CONSENT AGENDA FOR THE APRIL 15, 2014 CPSB MEETING

Superintendent Goree highlighted items for the Board's consideration at the April 15, 2014 CPSB meeting and the following discussion ensued.

Millage Rates will be adopted at the May 20, 2014 Board Meeting. Mr. Pierson confirmed the date of May 20, 2014 is correct for the adoption of the millage rates, and Mr. Lee confirmed that is correct. It was added that this is on the April agenda to meeting the announcement requirement of at least 30 days prior to the Board voting on the millage rates.

Sale of Hamilton Terrace. Mr. Rachal asked if, since we are not getting what he believes to be the proper value for this piece of property, staff will bring this back, as he doesn't believe the property needs to be sold for this value. Mr. Woolfolk explained that the current bid is for \$650,000 (49% of the appraised value), and bids do not open until Friday, April 4th at 10:30 a.m. He further explained that the property appraised for \$1,325,000; and the District has bid the sale of Hamilton Terrace at 100%, 85% and 80% of the appraised value with no bids being received to date. By law the property had to be bid at those percentages and now the District can bid it at a selected price. Lisa Lloyd, director of purchasing, added that the current bid is for \$650,000 and if a bid is received for this amount, staff will bring that recommendation to the Board on April 15th. Mr. Hooks reiterated Mr. Rachal's comments; and that he too believes it is worth more than what we are asking.

Mr. Riall asked about the current minimum bid, and Mr. Woolfolk responded \$650,000. Mr. Riall asked if he understands correctly that the Board has been through the percentages (100%, 85% and 80% as required by law); and this amount is lower than that? Mr. Riall asked if we are committed to receive the bid if one is \$650,000, and Ms. Lloyd said that is correct.

Proposed Revision to CPSB Policy GCA (Staffing Formula). Dr. Goree explained that the proposed revision is to remove the "K-12" grade classification and adjust the pK3 to add in 4, 5 and 6. These revisions are budget neutral. Mr. Hooks requested a copy of the policy as it currently reads and a copy of the proposed policy with revisions.

New Charter Applications for Review (3)/Contracting Third Party Reviewer. Ms. Trammel inquired as to how long the District will be taking applications for new charters? Mr. Abrams explained that this request is following the State's timeline for the Spring Session for charter applications and contracting with a Third Party Reviewer. Mr. Riall asked Mr. Abrams if the Board discussed this or an issue on how often charter applications can be brought to the Board for consideration? Mr. Abrams explained there was a conversation during the recent Legislative Luncheon where he raised the question about the need for legislation that will limit the number; and Scott Richards, LSBA, said the District only has to do one per year. However, the State has two sessions, one in the Spring and one in the Fall; and the only way a District cannot have both sessions is to request a waiver from the State. Currently, there is one in the Fall and one in the Spring and we are currently in the Spring Session with three new applications. Mr. Riall inquired about the deadline for the next group of applications, and Mr. Abrams said the deadline

has passed. Mr. Riall asked if the Board will receive requests monthly to go into the Fall cycle? Mr. Abrams said they will all be done at one time.

ADDITIONS

Mrs. Crawford asked that “Budget Revision to Support Board Members Traveling to the NSBA Southern Region Conference” be added to the agenda for April 15th, allowing her, Mrs. Crawley and Mr. Hooks to attend this conference in June. The estimated cost for three board members to attend the conference is approximately \$5,055. Mr. Hooks reiterated Mrs. Crawford’s comments.

Mr. Pierson stated Items 8.02-8.04 are the consent agenda items. *Mrs. Crawford moved, seconded by Ms. Trammel, to approve the proposed agenda and consent agenda as presented. Vote on the motion carried unanimously.*

POLL AUDIENCE

Ms. Glover asked for clarification on what someone can speak to during the Executive Committee meetings. Mr. Pierson said that during work sessions, visitors are to speak only to what is on the agenda.

Mr. Rachal announced that he has available for interested Board members, information on the Caddo Career and Technology Center Foundation Scholarship Fund. He stated the Foundation is asking if the School Board wishes to sponsor a scholarship in the School Board’s name.

Adjourn. *Ms. Trammel moved, seconded by Mrs. Crawford, to adjourn. Vote on the motion to adjourn carried and the meeting adjourned at approximately 5:05 p.m.*

April 15, 2014

The Caddo Parish School Board (CPSB) met in regular session on Tuesday, April 15, 2014, at 4:30 p.m. in its offices at 1961 Midway, Shreveport, Louisiana with President Pierson presiding and the following Board members present constituting a quorum: Steve Riall, Jasmine Green, Charlotte Crawley, Curtis Hooks, Mary Trammel, Lillian Priest, Bonita Crawford, Barry Rachal, Larry Ramsey, Ginger Armstrong and Dottie Bell. Ms. Priest led the prayer and Pledge of Allegiance.

APPROVAL OF MINUTES

Ms. Priest moved, seconded by Mr. Hooks, that the minutes of the March 17, 2014 and April 1, 2014 CPSB meetings be approved as submitted. Vote on the motion carried.

RECOGNITIONS AND PRESENTATIONS

Victor Mainiero, director of communications and marketing, on behalf of the board, recognized the following staff members and students for recent achievements. President Pierson and Superintendent Goree presented each with a certificate in recognition of their accomplishment. Administrators, family and friends present were also recognized.

Southern Hills Show Choir. Garrett Scott, music teacher, and the Southern Hills Elementary Choir performed *Be Our Guest* from *Beauty and the Beast*.

Autism Awareness Month. With April being Autism Awareness Month, Ron Perdele, teacher at Caddo Middle Career and Technology, and Tom Palzinski, autism supervisor, led students Kwan Harris and Ezra Williams in a mental math exercise showcasing autism student learning abilities. Mr. Palzinski shared with everyone background information on autism, a neurological disorder (a part of the brain that functions differently than neurotypicals), highlighting facts and myths about the disorder as well as how it is diagnosed.

North Caddo High School Lady Rebels. The North Caddo High School Lady Rebels were recognized as the 2A State Basketball Champions.

2014 Social Studies Fair Regional First Place Winners. The following students were first place winners in the 2014 Social Studies Fair: Elementary – Nicolas Rambis, Eden Gardens (4th Grade); Luke Haskew, South Highlands (4th Grade); Mary Catherine Wellman, South Highlands; Hannah Cockrell, Eden Gardens (5th grade) and also Division I Champion. Middle School – Ceara Johnson, Caddo Middle Magnet; Kaylee Bynog, Makenzie Vienne and Imari Gibson, Youree Drive Middle School. High School – Jackson Jinx, Captain Shreve (11th Grade); Amelia Fertitta and Paityn Glass (seniors) (also won the Division III Champion Group winners); Mary Alice Booker and Hollis Byram, C. E. Byrd High School; Mitchell Dorris, (12th Grade) CE Byrd; Northwood students Tiffany Collinworth; Katherine Curtis, Dylan Oliver; Jonathan David Reich, Jr. and Ashlyn Tullis, (10th grade) from Northwood. Ashlyn was also the Division III Individual Winner and the 2014 Grand Prize Champion.

Cora M. Allen Essay Winners. Irma Rogers, MeGail Parsons (Shreveport Mayor's Women's Commission, and Lubertia Myers recognized the following students as winners in the Cora M. Allen Essay Contest: Mariah Mandosia, Booker T. Washington; Amaya Sanders, Caddo Middle Magnet; Reality Pugh, Caddo Middle Magnet; Camille Patterson, Herndon Magnet; and India Casson, Fair Park.

2014 Colonial Dames Essay Winners. Susan Cage, Patriotic Service Chair, and Libby Siskron, president of Shreveport Colonial Dames Town Committee, honored the following Caddo

students for their award-winning essays: Halley Wolfe, 11th grade, North Caddo High School; Daniel McRae, North Caddo High School; Kelly Murray, 11th grade, C. E. Byrd High School; and Angela Stark, 11th grade, C. E. Byrd High School.

Caddo Career & Technology Center DECA Winners. The following students were recognized as winners at the recent DECA Career Conference in Baton Rouge: Mary Frances Presley, Shatoree Daniel and Andrew Donatello, and Caddo Career Center's Hospitality and Tourism Operations Research Event, won 1st Place. The Caddo Career & Technology Center was also awarded the Chapter Campaign Award for Promotional and Civic Responsibility THRIVE Level. Alan Germany, CCTC Marketing Education Coordinator, also brought home the Outstanding DECA Advisor Award.

United States Presidential Program for 2014. The following Caddo Magnet High School students were recognized for being selected for the United States Presidential Program for 2014: Emily E. Price and Joseph S. Fitz-Gerald.

Perfect ACT Score. Joseph S. Fitz-Gerald was recognized for earning a perfect score of 36 on the ACT test.

KTBS One Class at a Time Winners. Stephanie White and Brian Barrios, Fair Park High School, were recognized for receiving a \$1,000 grant for their project "Shreveport: Looking Into the Past to Build Our Future."

Broadmoor Teacher Awarded \$10,000 Grant from the City of Shreveport. Julie Davis was awarded a \$10,000 Neighborhood Investment Program Grant from the City of Shreveport. The money from this grant will be used to turn the courtyard at Broadmoor into an outdoor classroom.

2014 Southeastern Region Supervision/Administration Art Educator of the Year. Henry Price, art supervisor, was recognized for receiving the 2014 Southeastern Region Supervision/Administration Art Educator of the Year award.

Administrative Interns. Kathy Gallant, director of Professional Development, introduced the following administrative interns for 2014: Lakeria Davis, A. C. Steere; Tangela Hampton-Sylvie, Cherokee Park; Lisa Nance, Green Oaks; Candice Webert, Youree Drive; Shunda Huff, Summer Grove; Randy Smith, Walnut Hill; Mary Hughes, J. S. Clark; and Bridgett Carpenter, 81st Street ECE.

Newly Appointed Administrators. Cleveland White, director of classified personnel, introduced Debra Kappus, newly appointed Risk Manager; and Charles Lowder, director of certified personnel, introduced Billy Snow, District Transformation & Innovation Officer.

Superintendent Goree noted that he has been on the job for approximately five months and that what the Board just witnessed is an example of what goes on in Caddo Parish every day.

Mr. Riall left the meeting at approximately 5:25 p.m. due to a death in the family.

VISITORS

Kevin Fortson, advocate for Fair Park, encouraged the Board members to carefully reconsider the decision to remove the principal currently at Fair Park. He reported a meeting was held at Fair Park at which concerns were expressed relative to keeping Mr. Outley, because putting a new principal at Fair Park every year is only setting up the students for failure. There are many good things being done at Fair Park and at this time, the parents and the students want to keep

Mr. Outley and not change principals again. He noted that 99% of the students were in attendance for middle school, all of which was an accomplishment via the efforts to keep the school open. He also noted that the principals at schools that feed into Fair Park are being replaced and they are tired of these persons constantly being moved. He asked the Board to either help them or leave them alone.

Jon Glover implored the Board to help children attending the inner city schools that can't read at the 3rd grade level. She asked what happened to reading specialists that were put into place to help students in this area; and noted that when a student possesses challenges that prevent him/her from having the ability to read, it will inhibit his successes. She encouraged the Board to bring sound solutions to this need so as not to inhibit these students' need to succeed.

Daryl Roberson, president of the Caddo Association of Educators, stated that he is being asked how faculty, staff and administration for the schools being directly affected by the reconfigured schools are being informed of staffing changes, if those being displaced should be actively seeking and applying for other positions in the district, how and when will they know what and where are the open positions, how soon and who will let them know if they will be affected, why is a teacher fair being held when many in these schools will be displaced and seeking other positions, etc.? He said employees deserve the assurance that there will be, if not already in place, a protocol that will insure them they will be employed in August and not have to scramble to look for a job. Dr. Goree said all these questions have been answered and he will contact Mr. Roberson to verify.

Jackie Lansdale, Red River United, asked the Board if it realized that 2 cents of every dollar one sends to the Federal Government is allocated for education with the remainder of the funding coming from state and local dollars with most of the local dollars being generated from property taxes. Even though Louisiana property owners are on the lower end of the spectrum in terms of percentages of property taxes paid, she stated that has not exempted us from the overall growing resistance to paying taxes. She noted that she has seen the reluctance of the Board to roll forward property taxes or to go to the public for any type of increases which leaves the District with less funds and the impractical hope that it doesn't impact the academic income. She asked is it possible that we can hope that cutting of programs and overcrowded classrooms will inspire taxpayers to see the light or will taxpayers begin to see the school system as less appealing and less worthy of support. She said she believes it is time to come together and create a task force to create a bold plan to take to the public asking for their help. Board input is needed along with help to secure funding to be able to offer preK to every single 4-year old in the district, to offer extended day/year to the youngsters needing it, put a proven teacher training and professional program in place, to increase the day so as to allow more academic time for students, reduction of absences, etc. Based on the cost of what needs to be done, she stressed the importance of asking the public for help to accomplish what they wish to see done.

Adoption of Millage Rates at May 20, 2014 CPSB Meeting. Jim Lee announced that at least 30 days prior to the Board voting on the millage rates, it must be advertised that the Board has plans to do so, thus the notice that it will be on the May 20th CPSB meeting agenda.

ESTABLISH THE AGENDA AND PROPOSED CONSENT AGENDA FOR THE APRIL 15, 2014 CPSB MEETING

Superintendent Goree highlighted items for the Board's consideration. President Pierson recommended Items 6.01-6.03, 7.02-7.03, 8.02 and 8.04-8.05 as the consent agenda.

Ms. Priest moved, seconded by Mrs. Crawley, to establish the agenda and proposed consent agenda for the April 15, 2014 CPSB meeting as presented.

CONFIRM THE CONSENT AGENDA

Ms. Priest moved, seconded by Mrs. Bell, to confirm the consent agenda (6.01-6.03, 7.02-7.03, 8.02 and 8.04-8.05). Vote on the motion carried. The following is a summary of the Board's action on consent agenda items.

Item No. 6

6.01 Personnel Recommendations. The Board approved personnel recommendations as recommended by the superintendent and submitted in the mailout.

6.02 Personnel Transactions Reports. The Board approved the personnel transactions report for the period of March 1, 2014 through March 31, 2014 as recommended by staff and submitted in the mailout.

6.03 Renewal of Administrative Contracts. The Board approved the renewal of administrative contracts as recommended by the superintendent and submitted in the mailout.

Item No. 7

7.03 Purchasing Bids. The Board approved the following bids as recommended by staff and submitted in the mailout on the bid tabulation sheets. (1) Doerle Food Service, Foodway and Reinhart Food Service for the purchase of canned and frozen foods, fish, poultry, eggs, meat and specialty; (2) Carefree Janitorial, totaling \$228,321.15; Reinhart Food Service, totaling \$33,869.25 and VCC Janitorial, totaling \$24,379.50 for the purchase of food service paper and supplies; and (3) School Health Corporation for a discount percentage of 12% and LaCam Medical Supplies for a discount percentage of 10% for the purchase of General Medical Supplies – Catalog. The bid tabulation sheets are filed in the official papers of the April 15, 2014 meeting.

Item No. 8

8.02 New Charter Applications for Review (3)/Contracting Third Party Reviewer. The Board approved the contract with Attorney Kim Williams as the third party reviewer for three new charter school proposals: (1) Leaves of Gold, (2) Algiers Charter School Associations, and (3) Central City Academy.

8.04 Approval of Budget Revision to Support Board Members Traveling to NSBA Southern Region Conference. The Board approved revising the budget to support Board members traveling to the NSBA Southern Region Conference in June 2014.

8.05 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.

SALE OF HAMILTON TERRACE

Ms. Priest moved, seconded by Mr. Ramsey, to authorize staff to rebid the Sale of Hamilton Terrace. Mr. Hooks asked if this will be brought back again? Superintendent Goree explained that at this time, staff does not have immediate plans to bring this item back, but would like to look at the possible use of this facility through the strategic plan process and determine what is the best use of the facility (by the district) or to sell the facility. There being no additional comments, Ms. Priest agreed to withdraw her motion and Mr. Ramsey withdrew his second.

REVISION TO CPSB POLICY GCA (STAFFING FORMULA)

Mr. Ramsey moved, seconded by Mr. Hooks, to approve the revisions to CPSB Policy GCA as provided in the handout. Mr. Ramsey pointed out that the Board approved the new school reconfigurations and this is only changing the policy to reflect what the Board has already done. Mr. Hooks agreed with Mr. Ramsey's comments.

Mrs. Bell shared her concern for staffing Grades 4 and 5 at 1:26 and what will happen if each school receives 15 more 4th graders. Dr. Robinson explained the protocol in place whereby the principal may request additional staffing which is verified by the school director, and honored by Human Resources. Mrs. Bell asked if the principal will have the leeway to come to staff with their need and get a response to their need. Dr. Robinson stated the principals do have that leeway, but reminded the Board that every time a staff person is added, it is approximately \$65,000. Mrs. Bell said \$65,000 is nothing to her when it comes to addressing a student's need. Mrs. Bell asked about additional administrators based on the school's population, and Dr. Robinson explained there are additional administrators above the formula based on specific needs at a school; and, as staff continues to look at the reconfigured schools, there will be more employees than there are vacant positions, which will allow the assignment of additional administrative support where there is a need. Mrs. Bell asked if this will include schools other than the 10 reconfigured schools, and Dr. Robinson responded it does.

Dr. Goree concurred with Mrs. Bell's concern that there will be more people than there are vacancies, as well as her comments relative to the \$65,000, because the staff is committed to doing what is best for kids which will create situations where staff must be creative with financing. He also stated his agreement that the formula is a guideline, but there will be situations where additional teachers and/or administrators will be added to schools based on the needs of particular schools.

Mrs. Armstrong also shared her concern with the staffing at 1:26 for 4th grade as it is a LEAP testing year. Dr. Goree added that when looking at things such as attrition, staff will also look at administrators that are certified to teach and they could be placed in the classroom. He also added that he is also concerned with the higher staffing ratio at the middle grade, but in discussion of being budget neutral with the staffing, staff supports what is in place, and at the same time is looking at ways to make the needed adjustments and still be financially responsible.

Mr. Rachal agreed with the principals having the leeway to make decisions, but as a Board member, he must respond to the public and asked if it is possible to look at putting a variance in place, i.e. if each 4th grade class has 29 students, an additional teacher will be added. Dr. Goree shared he is aware of a district that did that and staff is looking at a creative way to address staffing while maintaining equity in the classroom.

Mr. Ramsey moved to call for the question to end debate and the motion carried with Board member Crawley opposed.

Vote on the motion carried unanimously.

USE OF CADDO FACILITIES

Mr. Rachal moved, seconded by Ms. Priest, to approve requests for long-term use of University Elementary facilities as recommended by staff and submitted in the mailout. Mr. Rachal noted that LaPrep has been reaching out to middle school students in an effort to help them raise their scores and be prepared when they reach high school and they are now looking to expand their program by adding 4th graders. Mr. Rachal commended Dr. Carlos Spaht at LSUS for this program and his heart for children. As Dr. Goree stated, there are many great things going on in

the district, and he would like to recognize Dr. Spaht at a future Board meeting. *Vote on the motion carried unanimously.*

SUPERINTENDENT'S REPORT

Update on Collaborations with RSD. Dr. Goree reported that he continues to have a weekly conference with the Recovery School District and everything now is centered around the Transformation Zone, and Board members will soon receive invitations to the Reimagine Campaign which will address how we are delivering instruction and setting up students for success in the Transformation Zone. He further reported that the University of Virginia was in town on Monday working with staff and will return the last Monday and Tuesday of the month to continue working on setting up a research based transformation of our schools.

SunGard Update. Superintendent Goree reported that weekly staff meetings are continuing as well as weekly phone calls with the SunGard leadership. Even though progress is being made, he stated there is still some concern relative to the validity of the information even though they have learned that some of the errors were human and staff is working to determine what human is responsible for those specific functions to identify and make corrections. Regarding the “hands off” period, staff is working on a remedy to this since it is affecting productivity of employees.

Administrative Assignments in Reconfigured Schools. Dr. Goree explained that several candidates were led through a very extensive process for the purpose of identifying transformational leaders and he clarified that because the search was to identify transformation leaders, it did not mean that principals were not successful but they were not transformational leaders, which transformation is what needs to happen. Today he also forwarded a list of assistant principals for these 10 reconfigured schools and staff will now focus on identifying teachers, counselors and clerical personnel at these sites.

ANNOUNCEMENTS AND REQUESTS

Miss Green expressed appreciation to Dr. Goree and Mr. Snow for attending her community meeting. She also thanked the Green Oaks Alumni who raised money for scholarships for Green Oaks graduates.

Mr. Hooks invited Board members to attend his community meeting on the 24th at 6:30 p.m. at Lakeshore Elementary in the auditorium.

Mrs. Bell thanked Dr. Goree for Ms. Leisa Edwards appearance at the Greenwood Chamber of Commerce meeting at which she shared up-to-date information on Common Core.

Mr. Rachal asked that he receive a copy of every essay that received awards at today's meeting. He also announced he would like to receive from staff suggestions on what needs to be done to reduce Caddo's cost for benefits (which is 25% of the entire budget). Also, he asked that members of the Grounds, Building and Security Committee to present to him two areas of concern and how they propose to address those concerns. Mr. Pierson noted that the essays are student records and unless the parents agree to release the essays, it may not be possible to copy and distribute them.

Also, relative to the request regarding Caddo's cost for benefits, Mr. Pierson suggested that the next time the Insurance Committee meets, this item will be discussed.

Ms. Priest announced and invited everyone to attend the Open House for the new magnet component at Oak Park on Sunday May 4th at 4 p.m.

President Pierson announced that a budget work session will be held on Thursday, April 17th at 1:30 p.m. and that information is placed at Board members' stations.

Mrs. Armstrong asked that staff readdress the possibility of matching Caddo's Spring Break with Bossier's Spring Break for the 14-15 school year.

Mr. Rachal announced that on April 24th the Caddo Career and Technology Center Foundation will hold its annual ceremony for awarding scholarships to 35 students. As a member of the Foundation, Mr. Rachal said he mentioned the possibility of the Board funding one of the scholarships, which will cost each Board member \$125, and if each Board member puts up \$100, he will make up the difference.

EXECUTIVE SESSION

Level IV Grievance. *Ms. Priest moved, seconded by Mrs. Crawford, to go into executive session for 20 minutes for the purpose of hearing a Level IV grievance. 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 7:25 p.m. *Mr. Ramsey moved, seconded by Ms. Priest, to uphold staff's recommendation at Grievance Level III and that the Superintendent review procedures in the Maintenance Department.*

Mr. Hooks moved, seconded by Mrs. Crawley, to allow Mr. Davenport to return to the CPSB Warehouse as a carpenter helper, with Mr. Davenport understanding that Mr. Umling will be his evaluator and that the Caddo Parish administrators will review their clocks and processes to insure the uniformity of enforcing the protocol for early clock-in. Mrs. Crawley stated she is only upset that this matter got this far and she doesn't understand a good solution; however, she believes professionalism would be very important in the situation.

Ms. Trammel stated that to add fuel to a fire is what the Board will be doing if they are placed back in the same place, so she cannot support the substitute motion.

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

Vote on the original motion carried with Board members Green and Hooks opposed and Board members Pierson, Crawley, Trammel, Priest, Crawford, Rachal, Ramsey, Armstrong and Bell supporting the motion.

Adjournment. *Miss Green moved, seconded by Ms. Priest, to adjourn. Vote on the motion to adjourn carried and the meeting adjourned at approximately 7:30 p.m.*

Dr. T. Lamar Goree, Secretary

Carl A. Pierson, Sr., President

April 15, 2014

The Caddo Parish School Board (**CPSB Insurance and Finance Committee**) met on Tuesday, April 15, 2014, at 2:30 p.m. in Room 1 at 1961 Midway, Shreveport, Louisiana with Chair Lillian Priest presiding and the following Committee members present constituting a quorum: Mary Trammel, Dottie Bell, Ginger Armstrong and Jasmine Green. Also present were Carl Pierson, Dr. T. Lamar Goree, Board Attorney Reggie Abrams, Larry Ramsey, Jim Lee, Debra Kappas, Randy Watson, Jackie Lansdale, Melody Brumble, and representatives from Gallagher.

Property and Casualty Insurance. Jim Lee stated that Caddo's property and casualty insurance is up for renewal this year and members from the current underwriter (Gallagher) are present to share with the committee details on the School Board's comprehensive package. Nancy Sylvester stated that Gallagher has been involved with the Caddo Parish School many years with Brady Harris serving as the Caddo agent. She explained that Caddo has been a member of the School pool; and while members in most pools share in the risk, this risk in this pool is only \$1.00, and a report was provided on how well Caddo has done in the area of reduced rates. With the next renewal being July 1st, she said they will within 30 days provide an analysis for Caddo on general casualty, automobile, employment practices, as well as property, terrorism and disaster management. Ms. Sylvester also added that they have brought a lot of loss control input to the District, but they are not sure if the District is taking full advantage of this aspect. They have also conducted onsite bus transportation training and copies of their DVDs are available for future trainings. Ms. Sylvester stated their goal is to help the District control its money, and new Risk Manager Debra Kappas will be looking at the claims to determine where claims are coming from.

Ms. Priest asked if the training is something that is brought at the beginning of each school year and Ms. Kappas explained this is something in her plan to address accountability as the State requires quarterly safety trainings.

The question was also raised and discussed relative to the necessity for use of a local agent (third party) or if this is something the District could do without; and following discussion, *Mrs. Bell moved, seconded by Ms. Trammel that the Insurance and Finance Committee recommend doing away with the 3rd party reviewer and that Gallagher handle it directly. Vote on the motion carried unanimously.*

Ms. Sylvester asked the committee if it would make a difference if Gallagher did not take the \$39,000, but Gallagher and Mr. Brady worked out their arrangement; and following discussion, *Ms. Trammel moved, seconded by Mrs. Bell, that the Finance and Insurance Committee recommend that Gallagher will take care of everything for Caddo and Gallagher will continue to work with Brady. Vote on the motion carried.*

Budget Information. Jim Lee provided everyone present with a copy of the calendar for working and adopting a calendar for the 2014-15 school year. He added a copy of the General Fund budget will be provided at the first budget work session at 1:30 p.m. on Thursday, April 17th. The second work session is scheduled for May 1st, followed by another work session on May 14th, and presentation to the public on May 16th. The 2014-15 budget, at this time, will be an item on the June Board meeting.

He further explained that following each work session, a copy of the proposed budget and presentation will be posted to the web site

Ms. Priest stated that as we progress through the budget process, should would like a list of positions, because she believes it is important to clean up a lot of the positions listed that continue to be created in the budget. Dr. Goree reported that staff has made progress in doing

this and is still assessing some of the positions. Ms. Priest further stated that in order to make changes, it is vital for the District to move into the 21st Century and necessary to do some cross training across the District. Dr. Goree responded that he is looking at how to better utilize personnel and changes are being made. Mr. Pierson said it is almost like getting back to cross training when someone was assigned to someone else that could carry on what needed to be done in that person's absence. Dr. Goree added that he met with his chiefs and they prepared a list of those in each department and what they do. Ms. Priest stated she hopes in going into this process that we look at ways to save the cost of sub teachers. Dr. Goree responded that as staff looks at how we are addressing the reconfiguration of schools, he too is concerned that a teacher who has not been effective in the classroom will be reassigned to another classroom, and there are principals with the same concerns. He stated that every effort will be made to place teachers and principals at the schools being held accountable as to who may come to their schools.

Old Business. Mr. Watson provided a proposed timeline for the insurance renewals, and reported that he will bring a recommendation to the Insurance and Finance Committee for submission to the Board.

There being no additional business, the meeting adjourned at approximately 3:35 p.m.

April 17, 2014

The Caddo Parish School Board (CPSB) met in a budget work session on Thursday, April 17, 2014 at 1:30 p.m. in its offices at 1961 Midway, Shreveport, Louisiana with President Pierson presiding and the following Board members present constituting a quorum: Steve Riall, Jasmine Green, Charlotte Crawley, Curtis Hooks, Lillian Priest, Ginger Armstrong and Dottie Bell. Board member Lillian Priest led the prayer and Pledge of Allegiance.

Mrs. Bell announced that services for the home-bound student that recently passed away are scheduled for this Saturday and she would like to make sure someone attends to represent the District.

Mr. Pierson announced that this meeting is a work session on the 2014-15 CPSB budget and explained the procedures to be followed in asking questions.

2014-15 School Year Budget. James Lee, chief financial officer, stated this is the first work session for the 14-15 budget and the proposed budget calendar is as follows: (1) Tuesday, April 15, presented copy of the General Fund Budget as well as the budgeted positions for the General Fund as compared to positions for the past six years, (2) Thursday, April 17, first budget work session (discussion of General Fund only), (3) Thursday, May 1, second budget work session (present entire budget package including all CPSB funds for discussion), (4) Wednesday, May 14, third budget work session if needed, and (5) Tuesday, June 17th, CPSB 2014-15 annual budget on agenda for adoption. Mrs. Crawley noted that several Board members will be attending the Southern Region Conference and will not be at the meeting on June 17th. Mr. Lee announced that staff plans to have the proposed budget available to the public on May 16th in response to several Board member's request that the budget be made public at least 30 days prior to the Board adopting it. Mr. Lee also reported that the notice of the adoption of the budget will be published in the Official Journal 10 days prior to the Board adopting the budget and a public hearing will be held on the date the Board has the budget on the agenda for adoption.

Mr. Lee highlighted the 2014-15 proposed budget, noting that it is a balanced budget, with the ending balance being a positive number. He also shared how the District completed last year, the General Fund Budget revised at the last Board meeting (March), as well as where staff predicts the District will be at the end of the year. Mr. Lee also pointed out that originally the proposed 2013-14 budget was approximately \$4 million in the red, and when revising the budget, the ending balance was lowered to \$3.9 million, and the prediction to date is approximately half that amount. Mr. Lee added that these are estimates on the data; and while he expected it to be better, he did note the budget is tighter this year than it has been in years past; and he still believes this number will be \$1 million or less. Mr. Lee also said he believes with this budget, the District is definitely on the right track to turning things around.

Relative to revenue, Mr. Lee reported that approximately 45% is local (property and sales tax), 54% is state (MFP), and a small portion (\$4 million) is Federal. On expenditures, Mr. Lee explained that Lines 1 and 3 total approximately 76.5% of the total budget, and the District is meeting the State requirement to spend at least 70% in the instructional area.

Mr. Lee further broke down the revenue percentages, explaining that the ad valorem (property taxes) are projected to be flat this year, and the tax assessor continues to be more conservative in his projections. The total millage rate for the General Fund is 57.65 mills, the total for the District is 75.66 mills, and new millage rates will be brought to the Board at its May meeting. Sales tax has been budgeted very modestly at 1.4% growth (\$73 million) and this is received in the form of a 1.5% sales tax out of the 8.6% sales tax for the parish. Finally, Mr. Lee reported that the MFP is being posted in accordance with the State's recommendation and under State

sources (revenue), approximately \$9 million is reflected from the State Supplement received, resulting in a net increase of approximately \$4.1 million.

Expenditures reflect staff is budgeting staffing in accordance with the policy formula and no change is recommended at this time. He noted the reduction in certified staffing positions as a result of the elimination of the remainder of Block scheduling and the reconfiguration of schools. The step increase, projected retirement costs, \$200 M&S money, leasing of eight new buses, ACT and LaPrep costs are also included. Relative to employee benefits, Mr. Lee reported this amount represents approximately 33% of the total budget, as well as retirement and health care costs, with Teacher Retirement increasing to 28%, 22% of which is the unfunded liability which the District is required to pay annually.

Mr. Lee reported that health care represents approximately 17.5% of the budget and is based on staff's best estimates. While staff just recently did a renewal, they will bring another renewal to the Board later in the year for consideration. Mr. Lee also noted there are many things that will go into effect with the Affordable Care Act, some of which are known and some of which are not known at the present time, thus staff's recommendation of an approximate 10% increase.

Mr. Lee explained that over the last six years, the District has reduced in size by approximately 1,000 employees, with all seven areas being reduced by approximately 15%. He also noted how the reduction of part-time sweepers, transportation, and Central Services has affected the classroom, verifying that when staff has had to bring reductions, they implemented those reductions as equally as possible across the board so as not to take away from the largest group of employees, the teachers.

Mrs. Bell noted her idea to use certified teachers on record as substitutes, because with the reconfiguration of schools, some teachers will not be placed; but since they would still be on salary and receiving benefits, the District could use these teachers in that capacity. She further explained that the District spent \$5,661,655 last year for substitute teachers, and she encouraged staff to use these teachers specifically in Grades 4-8 to lower the class size for tutoring as well as work alongside another teacher in the classroom. In high school, she suggested that the surplus teachers be used for end of testing groups and ACT facilitators to monitor tutoring and track student progress. In the 9th grade, Mrs. Bell recommended using these teachers in Math, ELA and below grade level students. Additionally, that she believes the certified teachers should be used to teach classes where a teacher might be out on a long-term leave. Dr. Goree responded that staff will consider the suggestions from Mrs. Bell, and further explained that when staff is looking at the budget, it always looks at students first and then how the District can be as financially fiscal as possible. He also explained that when staff looks at creating a pool of subs to support the schools, staff is committed to allowing principals to select teachers they interview who will provide the best service to their students; because if staff begins assigning teachers to schools, we are taking this away from the principals, and he believes principals own and provide the best level of support to the teachers they select. Superintendent Goree further added that some teachers will be lost due to attrition, but the District will be left with a pool of teachers; and staff will ask itself how we can best respect these teachers and provide the best service for students. Dr. Goree also stated that the pool of teachers for use in the schools will be paid full salary and benefits; and when they are used from the sub pool, the Board will see that \$5 million amount decline since we do not have to pay to bring in subs. He also believes you will see these teachers serving in long-term situations. Mr. Lee said it will depend on how many teachers are displaced; however, if these ideas are implemented, the District would see a savings in the area of sub teachers. Mrs. Bell said she does not want any teacher to feel as if she is being disrespectful, because she believes any teacher in the system is certified and can do the job, but she believes those on the District's payroll should be working. Dr. Goree said this will be a highly respected group of professionals and his expectations will be for them to have well

designed, planned lessons so when one of these teachers goes into a classroom, instruction will continue.

Mrs. Armstrong asked where will displaced principals and assistant principals be placed in this budget? Dr. Goree responded that staff is diligently working to place personnel, but at the same time, staff is not working to do forced placements. He asked that the Board allow staff some time to address this, because he believes the best decisions for the students have been made in selecting leaders in these schools. He reported that staff will meet next week to map a plan for where these staff will go; and reiterated that any administrator not putting forth effort to find a job, he will divert to some of their other certifications and place them in a classroom or the sub pool. Mrs. Armstrong stated the attorney continues to tell the Board it cannot lower their salary; but this needs to be addressed, because if they are not doing their job, she believes their salary should be aligned with the job they are doing. Dr. Goree added staff is in conversation with Mr. Abrams and there are other Districts in the state that do not agree with the way the process is being managed. He also stated if there is documentation supporting performance concerns, we need to provide that employee, while they are in the job we are paying them to do, notification that at the end of their contract, their salary will be adjusted.

Ms. Priest asked Mr. Lee if this budget reflects the estimated 1,500 employees that are currently not on employee benefits, i.e. health care, but they are eligible; and if so, what is the estimated cost? Mr. Lee said it does not include that figure, because that requirement by Federal law has been postponed twice and now is not due to go into effect until January 2015. So, at most, it would only affect the District for ½ year of this budget cycle (14-15). At this time, there are talks that it will be postponed again; but, staff is not absolute sure at this time. Mr. Lee further stated that if all 1,500 employees had to be added, the cost would be between \$10 and \$15 million. Ms. Priest asked if it is postponed, would it not behoove the District to really look close at personnel to operate a “lean” machine since it appears that this inflated health care cost will only continue to dig the District in a hole. Mr. Lee further stated that staff is attempting to get data on the law that requires auto enroll only for employees working more than 30 hours per week. Dr. Goree added that as part of the contract with UVA, they are conducting a system-wide assessment and a part of it is the staff has begun the process of cutting personnel and wants to continue the process of making sure a System is designed that can be as effective as possible. In presenting a balanced budget, Superintendent Goree explained staff looked at how it can reorganize to make certain we are more effective. Ms. Priest inquired about the breakdown of the budgeted positions under the Human Resources Department (Benefits Specialists, technicians and clerical). Mr. Lee agreed to provide this information prior to the next budget work session. Relative to school administration, Ms. Priest asked staff to clarify 62 principals, 67 assistant principals, and 174 school clerical. Mr. Lee said he will put together additional information on these numbers, but because some of the schools (high schools) are so large, they may have more than two because of their enrollment, and bookkeepers are counted in the clerical formula. Mr. Lee also clarified there is a staffing formula for clerical type positions at the schools, and staff will verify this information as well.

Mr. Hooks asked Superintendent Goree if any money has been allocated to the Medical Careers Program, and if so, how much? Dr. Goree announced that Mr. Daigle is excited about aggressively working to rebuild and strengthen this program. Mr. Lee noted that the staffing and the M&S remain the same for this program. Mr. Hooks asked staff to provide him the amount of money each school in District 5 is receiving for the 2014-15 school year, including Title I. Dr. Goree stated that Title I funds have not been broken out as of this date; however, it most probably will be available in June.

Mrs. Crawley asked about the reduction of six librarians in the schools. Mr. Lee explained this is based on the formula received from HR. Mrs. Crawley asked staff to provide her with a list of the schools that are losing a librarian. Mr. Lee responded that he will provide this year's

compared to what is being proposed. Mrs. Crawley asked about EAP and the possibility of outsourcing or evaluating this program and its effectiveness because she is seeing that in the proposed budget, the amount increased last year, and she asked how staff arrived at the proposed numbers. Mr. Lee explained that staff looked at this based on the fact there was no reduction in staffing in the EAP Program, but staff also looked at the estimated increase in benefits. Mrs. Crawley asked if we are currently auditing the effectiveness of this program. Mr. Lee said he only knows they are looking at HR and this is a part of HR.

Miss Green asked if the cafeteria monitors and aides will be placed in positions similar to the pool of teachers and principals who are not being proactive in looking for a job? Dr. Goree said everyone will have a job and at some point during the summer, the cafeteria monitors, aides, etc. will be placed. Relative to the concern regarding teachers and administrators, Dr. Goree assured Miss Green that staff only wants to make sure principals have the autonomy to select their key staff members.

Mr. Riall asked staff to clarify the increase of approximately \$3 million in expenditures for instructional services (General Fund) from 2013-14 to the proposed 2014-15 when it is anticipated that instructional services will lose 128 people. Mr. Lee explained that instructional services entails more than just people, but possibly some new programs. Also, a portion of that amount is for textbook adoption (normally increased about \$1.7 million, but this year recommended to increase to \$2 million), as well as increase in benefits. Mr. Riall asked where does the MFP money from the State come from? Mr. Lee said the majority comes from the State, and he is unsure if there are any Federal dollars in this amount. Mr. Riall asked that staff provide him with a response to this question. Ms. Priest responded there is a document she can share with Mr. Riall that breaks down the MFP as to its sources.

Mrs. Bell asked about the dispatcher in Transportation? Mr. Woolfolk responded Transportation has a dispatcher, but because one of the secretaries filled in when Transportation was without a dispatcher, that person is listed under secretaries. Mrs. Bell asked the superintendent about the reduction in instructional supervisors? Mr. Lee responded staff did not lose a supervisor, but the position is now Federally funded. Dr. Goree commended Mr. Lee and Academics for looking at the Federal and Grant monies to determine how we can best support the General Fund by utilizing grant dollars.

Mrs. Armstrong said in scrubbing the budget several years ago, one of the two Energy Managers was eliminated; and at this point she questions the need for an Energy Manager since energy across the parish is not centralized. She noted how the system at Keithville was ruined by being totally turned off and the need to totally redo the system, so she believes the custodians, along with alerts to teachers and principals, can monitor the energy savings in their buildings, creating a savings in cutting a position as well as savings in energy.

Ms. Priest asked Mr. Lee about the instructional services staff and if he can provide the Board with new programs, the cost for these new services and the dollar amounts that will be included. She believes the Board should be able to respond to the public what we are offering students in the coming year and what is being offered for students to be competitive.

Dr. Goree explained how resources were discovered that were not being effectively used and those we should be taking advantage of. Ms. Priest noted her concerns that there is a group of students being left behind.

Mrs. Crawley asked about the five vo-tech teachers and Mr. Lee said he will respond, because that is information given to him. Mrs. Crawley also asked about the surplus teacher pool and if a principal has a non-certified individual in a position year after year, she believes the scores for that particular class should be monitored closely and that non-certified teachers should be

replaced with these certified teachers. Dr. Goree stated that HR has letters for all these employees stating that at the end of the school year they are no longer an employee, and this allows the building of a culture of only certified personnel in these classrooms, which he believes will be a benefit of the certified sub pool. Mrs. Crawley said she was under the impression the Board added additional assistant principals, but when she looked at the numbers, she does not see an increase. Dr. Goree said we have the same number of positions, but at some point, there will be extra persons.

Miss Green asked for clarification on the fact that some principals will have to make cuts based on the new staffing formula, and if principals can ask for additional assistance from the certified pool of teachers? Dr. Goree responded that is correct; and the good thing about having a pool of certified teachers is if a Biology Class at a Green Oaks is not being productive, a group of teachers will meet and discuss a plan to assist the students. Miss Green asked if teachers have a choice whether or not they wish to attend? Dr. Goree responded they do not; however it is being established in an effort to make it as accessible as possible.

Mr. Riall asked Mr. Lee about the expenditures of \$6,852,000 and the 9 positions reflecting \$900,000 under General Administration. Mr. Lee explained the Board's salaries and insurance plans are listed under General Administration but are not included in the \$900,000. Mr. Riall asked the Superintendent about principals losing staff with the new staffing formula as a result of deleting the Block scheduling and if this will be addressed so students will continue to get their services. Dr. Goree responded Dr. Robinson follows a process where she meets with the principal to review the master schedule; and there are some challenges in staffing some of the programs since staffing is based on the number of students.

President Pierson announced that the next budget work session will be held on Thursday, May 1, 2014 at 1:30 p.m. The budget session was adjourned at approximately 2:43 p.m.

May 1, 2014

The Caddo Parish School Board (**CPSB**) met in a budget work session on Thursday, May 1, 2014 at 1:30 p.m. in its offices at 1961 Midway, Shreveport, Louisiana with President Pierson presiding and the following Board members present constituting a quorum: Charlotte Crawley, Mary Trammel, Lillian Priest, Bonita Crawford, Barry Rachal, Larry Ramsey, Ginger Armstrong and Dottie Bell. Board member Barry Rachal led the prayer and Pledge of Allegiance.

Mr. Pierson announced this is the second work session on the 2014-15 CPSB budget and following staff's presentation, the same procedures followed at the last work session will be followed in asking questions. He also announced a decision will be made at the end of the work session if there is a need to call a third work session.

2014-15 School Year Budget. Jim Lee, chief financial officer, provided copies of his presentation and the school budget package and announced that today's goal is to finish up with questions on the General Fund and cover other funds, i.e. Title I, Special Education, LA4, Capital Projects and Debt Service. Mr. Lee summarized the expenditures on page 1 of the proposed budget (\$482,432,440) which is down approximately \$3.6 million (.76%). He noted the areas where reductions were made and that the General Fund increased approximately \$1.5 million or .40%. He also explained the decrease in Special Revenue by \$3.5 million or 5.38% due primarily to the end of some School Improvement Grants, the decrease of approximately \$1.9 million or 8.15% due primarily to the completion of the QSCB spending, and Debt Service remaining relatively flat since no new debt has been issued or paid off.

Mr. Lee explained that the General Fund Budget is the same as was presented at the first work session since there have not been any additional requests from Board members that would change it. At this time, it is a balanced budget with the difference of revenue over expenses being approximately \$200,000.

Mr. Lee provided responses/explanations to Board members questions from the first budget work session relative to librarians, sources of MFP funding (State General Fund, SELF Fund and Louisiana Lottery), increase in vocational education positions (Career Pathways program), and reduction of the cost of benefits. He pointed out that in looking at reducing benefits, we have reduced this area as much as possible without affecting the District Plan's grandfather status. He and Randy Watson, director of insurance, will continue to work on this and be prepared to present something to the Insurance and Finance Committee in the fall.

Regarding special revenue funds, Mr. Lee pointed these out on Page 22 of the proposed budget package, and noted that in researching, in 2009-10, the District's special revenue funds totaled approximately \$100 million. This year it is \$61 million, or a 39% reduction. He explained this is due to reduced Federal spending and fewer available State grants, and he assured the Board that the Academic Affairs Division continues to seek new grants to provide additional funding to the District.

Mr. Lee highlighted the Capital Projects Fund which includes the remainder of the 2011 QSCB Fund (which they predict the remainder will be spent in 2013-14) and the property tax millages. The Debt Service Fund remains relatively the same as the District has not issued any new debt since 2008, no existing debt is scheduled to be completely retired, and this fund can only be used to pay general obligation bond debt which is \$91,485,000. He reported staff is working with the District's bond counsel on another refunding project which could save approximately \$500,000 to the taxpayers.

Mrs. Crawley asked about the pool of extra employees, assistant principals and teachers, and if this is the current number of administrators reflected in the budget or is it a number that will

need to be amended. Mr. Lee responded he understands this is the number of administrators currently on staff and the only way this will change is if a non-administrator is named to an administrative position. Mrs. Crawley asked if she understands we will not have extra assistant principals at schools that are above the number now. Mr. Lee said it is not in the budget. Dr. Goree responded that from his research there is a chronic situation in Caddo Parish where you will have administrators on special assignment, but staff will assure the Board that it will stay within the approved budget. He added there will be situations where someone is being paid out of the administrative column and they may not be in an administrative position; and for some of this, the District is contractually obligated to do but staff has accounted for it in the budget. He also explained that it is systematic and it will take a few years for staff to work through the contracts to make certain everyone is in the column for which they are being paid and also doing the job for which they are being paid. Mrs. Crawley stated her understanding that since this is all under the umbrella of restructuring the schools and employees being able to reapply for their jobs, which will affect teachers, custodians, bookkeepers, cafeteria, etc., will we stay within the numbers as new people are hired? Dr. Goree said he believes over the next three years we will see an improvement in the budget, but it will mean working through the staff that may be in assignments other than what they are being paid for. In classified personnel, Dr. Goree explained many of the overages will be taken care of through attrition; however, the surplus will be seen in teachers because of the reconfiguration of five schools and staff must get this to a manageable number before setting up the sub pool.

Ms. Trammel asked about the librarians because Woodlawn and Fair Park are each losing a position, and what is the projected enrollment for these? Dr. Goree responded that some special education adjustments have been made, and Dr. Robinson stated that the last projected enrollment for Woodlawn is approximately 750. Ms. Trammel asked how many 9th graders are included in the total of the 750 students, because she questions how one teacher will be able to effectively work with this many students. Dr. Goree responded there is one librarian at the larger high schools, but staff will provide the current accurate numbers that determine another librarian but it is possible to look at special cases. Ms. Trammel also asked about Career Paths at Woodlawn and if all classes will continue in the high schools. Dr. Goree stated that the budget efforts are around the Jump Start Program; and based on Jump Start, additional spots were added and staff will be prepared to support Career Paths for students. Relative to Woodlawn, he said staff is still committed to it being in the school even though at this time, staff is having a difficult time placing a teacher for it.

Mrs. Crawford asked if, in the shuffling of employees, a principal returns to the classroom (or a director is placed in a principal position), will the principal keep principal pay or once his contract as principal is up, will the salary be at the appropriate teacher pay? Dr. Goree stated that current Caddo practice is once someone receives a salary, they keep it; however, staff is working with counsel to explore options on how an employee can be returned to the appropriate salary. One thing identified that will be taken advantage of is whether or not there is effective documentation on that person whose position is changing and at the end of the two year contract, they will be returned to the appropriate pay. At the advice of counsel, this has not been done in Caddo Parish and as a result, there are persons being paid for jobs they are not doing. At this time, staff is working to clean this up. Mrs. Crawford stated her concern that for one person it may not be a lot of money; but collectively it could be a lot of money. Mrs. Crawford asked how much money does this represent (those being paid for a job different than what they are doing) and staff will respond.

Ms. Priest inquired about the response to her questions from April 17th, and Mr. Lee stated he will make certain that she receives these.

Mr. Rachal asked about the proposed 2.75% increase in MFP funds and if it had been voted on and approved at the State level. Mr. Lee said it has not been and the State is actually considering

this at their meeting today, and staff placed it in the budget because the Legislature has been pressing BESE to add the 2.75 which is what was presented to the Legislature for approval, but who in the past has said no. Mr. Lee also stated they have followed the lead of the Governor in the past. Mr. Rachal noted the difference in numbers on the Capital Projects Fund? Mr. Lee explained the 20.1 is revenue and the 20.8 is expenditures and this is what they are expecting. Mr. Rachal also asked about revenue of 20.1 and Mr. Lee referred to the proposed budget. Mr. Rachal asked if, at this time, the prediction is we will spend more than what is brought in, and Mr. Lee stated that is what is budgeted at this time; however, there is an \$8 million fund balance which includes approved projects, debt service and projects that have not been paid. Mr. Rachal asked if these funds are allocated, and Mr. Lee clarified it would have to be shifted to General Funds, and it must be used for additional capital needs.

Mr. Ramsey commended staff because this is the first budget in 12 years of serving on the Board that has had a positive ending balance. He further stated his belief that Jump Start is an area we have fallen short in and asked if he understands correctly that funding is in the budget to do what needs to be done to develop this program effectively. Dr. Goree responded affirmatively and that the District is fortunate to have Gayle Flowers on staff as she is on the leading front relative to how Jump Start is being implemented and revamped in Louisiana. Mr. Lee added that it is not added in the Special Revenue Fund listing because it was not properly awarded at the time the proposed budget was printed, but there is also a Jump Start Grant to help with this program. Mr. Ramsey asked about the award amount and Mr. Lee responded he will get that information for Mr. Ramsey. Mr. Ramsey said he believes it is very important that we aggressively support submittal for grants because it will be key to funding this program in the future. He also added if any consideration has been given to hiring a grantwriter.

Mrs. Armstrong asked Mr. Lee to explain the \$5,500 increase in the Employee Assistance Program (Central Services)? Mr. Lee explained this line item includes the salaries for two employees (administrator and a clerical), M&S as well as travel and other expenditures; and in looking at the estimate for the end of the current year, he stated it is possibly lower because they have not spent a lot of M&S this year; however, staff is budgeting it the same for 14-15 as was budgeted for 13-14 even though they have not spent all that was budgeted for last year. Mrs. Armstrong inquired as to how much does staff use this department? Dr. Robinson responded that the services of EAP are used consistently, more than regularly, all of the time.

Mrs. Bell asked how many librarians does Huntington have? Dr. Goree stated that in looking at the number of reconfigured schools, some of the numbers may not be the same as she is referencing on the MiniFacts. Dr. Robinson responded that Huntington had one librarian, but because of the numbers, Huntington will now be allotted two librarians. Mrs. Bell also asked how many Art teachers does Walnut Hill have? Dr. Robinson responded that Walnut Hill has five enrichment teachers based on their population. Dr. Goree explained that staff would need to check with the school, because the school has an allotment of five enrichment teachers and the school decides how they wish to utilize those. Mrs. Bell asked how many Art teachers Southwood has, Caddo Magnet, etc.? Dr. Robinson explained they do not have the individual school rosters, but will get that information and share with her. Mrs. Bell asked how many enrichment teachers at Byrd, Captain Shreve, Woodlawn, all schools over 1,000 students. Dr. Robinson clarified that enrichment teachers serve the elementary schools, and Mrs. Bell stated she understands, but questions the fairness of a school with 1,700 students from ECE through 8th grade only having one librarian, but a high school with 1,200 students can have two librarians. Mr. Lee reminded Mrs. Bell that there are no enrichment teachers at the high schools, and Dr. Goree responded that for budgeting purposes there is a K-8 formula that staff follows based on the number of students; and if a school, like Walnut Hill, has 1,700 students, there will be more teachers and it is the principal's discretion as to how those extra positions are used. Dr. Goree responded that staff will provide the information requested; however, when staff provides the requested information, staff would also provide the ratio as to how the schools are staffed. At

that point, any special circumstances that may exist may be presented. Mrs. Bell asked about surplus librarians and surplus art teachers from schools being closed and that staff consider using these surplus teachers in the schools that have unique situations. Dr. Goree added that staff is looking to get to a formula that works for all schools.

Mr. Pierson asked about the \$91,485,000 listed in Debt Service and how far down that amount has to go before the millage must be reduced? Mr. Lee stated he has reported to the Board that we have the capacity to issue some debt in the near future without increasing the debt service amount; however, if nothing is done in 2015 relative to adopting the millages then, we will have to reduce the millage from 6 mils to 5 mils. Mr. Pierson asked if we reduce it, does that lessen the amount the District can go out for bonds without having to ask for a millage increase? Mr. Lee said that is correct and referenced the most recent opportunity the District had to do so and the Board opted not to do so and the millage was reduced that year from 7 to 6 or 130 to 40. Mr. Pierson stated that he mentions this so Board members can begin discussion with constituents regarding how the millage works and that it is not an increase in taxes. He also stated there are teachers at K-6 grades; and if they came out of AU, and are now in a 4-6 configuration or a K-3 configuration, how will principals' salaries be affected, since they are based on student population. Dr. Goree explained that in most situations, it was neutral; however, there were some situations where it would have caused a decrease in pay but staff did not reduce anyone's salary based on the reconfiguration, and this was figured into the budget.

Mrs. Bell asked Mr. Lee to explain the revenue money received from the casinos as well as the Louisiana Lottery. Mr. Lee stated the District receives revenue from two casinos located in Caddo Parish (Sam's Town and Diamond Jacks) and we can only use the interest. The money from the Louisiana Lottery does not come to the District, but is a funding source for the State MFP.

Mr. Ramsey asked that staff provide a breakdown on the travel line items and possibly some areas that could possibly be cut and/or consolidated. Mrs. Armstrong added that travel also includes itinerant teachers and she would like for this to be broken out also.

Mr. Rachal asked that a bulletin/public relations page, relative to what the State Legislators continue to do and how it negatively impacts the District, be put together for publishing in the paper and sharing with the Board members. Mr. Rachal stated we need to be more pro-active, fight for what we know is best for education, and educate the public on what the State is doing to our children.

Ms. Priest asked about the projected benefits and the 19 bills currently before the Legislature that directly affect retirement, because all but approximately five of those should be opposed to by the Board. She added that one going through the committee would put more undue cost on the District, and asked if staff is looking at this. Mr. Lee explained staff continues to monitor Legislation, because some legislation can be good while some may not be good for the District.

Mrs. Crawford asked staff to verify that the \$200 M&S is still in the budget, and Mr. Lee confirmed that is correct. She also asked if any extra money will be used at the Transformational Schools and is it included in this budget? Dr. Goree stated that at this point, 99% of everything for the Transformational Zone has been Federally funded through grant monies.

Ms. Trammel asked if the amount librarians receive for purchasing books has been reduced? Mr. Lee said this year's budget is the same as last year's budgeted amount. Ms. Trammel asked how the allocation amount is determined. Mr. Lee responded that most allocations are per pupil.

Regarding art, Mrs. Crawley stated that everyone in the community is still upset about not having a drama teacher at Caddo Middle Magnet; and because she was advised she could request

that this be added at budget time, she also believes input should be allowed from the public as to whether or not the school has a drama teacher. She added she knows about the plan for after school, but she believes there is a need to have a drama teacher, even if it is an itinerant teacher. She encouraged staff to look at the pool of extra teachers and the possibility of placing a drama teacher at Caddo Middle Magnet from that pool. Dr. Goree said staff will follow up on this request. Mrs. Crawley expressed her appreciation for what the superintendent has done; and if she is afforded the opportunity to serve another four years, she desires to see at the end of that four-year term a pool of future leaders and the salaries to be brought in line for those in leadership roles in the schools. Dr. Goree also shared that in seeking principals for the 10 transformational schools, the University of Virginia shared how difficult it was to attract the best possible candidates because of the current pay schedule for leaders in the schools.

Mr. Pierson stated his agreement and the need to convince the community that if this is to change, the community will have to step up as well. Mr. Pierson thanked Mr. Lee and the staff.

Mrs. Armstrong asked that staff also look at the salaries paid to K-8 principals because they are also out of line with what those in these positions are doing. Mr. Lee stated that K-8 principals are paid at the middle school principal rate. Mrs. Armstrong said she believes they need to be paid more since they have elementary and middle school responsibilities. Dr. Goree announced staff will release an RFP to begin the search for an organization to support the District in its strategic planning, and Human Resources will be a part of that strategic plan. Mrs. Armstrong noted that it was Rahmberg that stated they should not be paid, and she totally disagrees with this and some of the other decisions Rahmberg has made.

Mr. Rachal asked staff to look at the possibility of returning a grantwriter to the District.

Ms. Trammel asked what does a District do in a situation where employees have a poor performance, is it possible employees will be released? Dr. Goree said absolutely, because when things happen that are “gross negligence”, and staff feels that employee is a problem to the organization, staff will release that employee.

Mr. Pierson announced that the next budget worksession will be scheduled for May 14, 2014 at 1:30 p.m.

There being no additional business, the meeting adjourned at approximately 3:00 p.m.

May 6, 2014

The **Caddo Parish School Board (CPSB)** met in special session on Tuesday, May 6, 2014 at 4:30 p.m. in its offices at 1961 Midway, Shreveport, Louisiana with President Pierson presiding and the following Board members present constituting a quorum: Steve Riall, Jasmine Green, Charlotte Crawley, Curtis Hooks, Mary Trammel, Lillian Priest, Barry Rachal, Larry Ramsey, Ginger Armstrong and Dottie Bell. Also present were Superintendent Lamar Goree and Legal Counsel Reginald Abrams. Mr. Pierson led the prayer and Pledge of Allegiance.

Resolution Giving Supplemental Approval to the Issuance of General Obligation School Refunding Bonds and Providing for Other Matters in Connection Therewith. *Ms. Priest moved, seconded by Miss Green, to approve the following resolution for supplemental approval for the sale of not exceeding Seventeen Million Five Hundred Thousand Dollars (\$17,500,000) of General Obligation School Refunding Bonds of Parishwide School District of Caddo Parish, Louisiana; and providing for other matters in connection therewith.*

RESOLUTION

WHEREAS, this Parish School Board adopted a resolution on February 19, 2013 giving preliminary approval for the issuance of not exceeding \$17,500,000 of General Obligation School Refunding Bonds (the "Refunding Bonds") of Parishwide School District of Caddo Parish, Louisiana (the "Issuer") for the purpose of refunding all or any portion of the Issuer's outstanding General Obligation School Bonds, Series 2006 (the "Series 2006 Bonds"); and

WHEREAS, this Parish School Board now desires to supplement said resolution of February 19, 2013 to provide with respect to the sale of the Refunding 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. The Refunding 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 1.50% of the principal amount of Series 2006 Bonds being refunded.

In response to Mr. Rachal's question relative to savings to the taxpayers, Jim Lee reported that with the current market conditions, it is anticipated the savings will be approximately \$.5 million. Mr. Rachal also asked how much savings does this total for the past five years, and Mr. Lee stated it is approximately \$2.5 million. Ms. Priest said she believes this to be a great opportunity for the superintendent and Board president to prepare a photo op to the media on these savings to the taxpayers. Dr. Goree agreed and staff will follow up. *Vote on the motion carried unanimously.*

Approval of Construction Bids. *Ms. Trammel moved, seconded by Mrs. Bell, to approve the following bids as recommended by staff and submitted in the mailout on the bid tabulation sheets: (1) Redesign and Rebid Project 2013-140, "West Shreveport Re-Configuration"; (2) Henderson Construction, with a Base Bid and Alternate 1, for the sum total of \$296,977 for Project 2015-211, "Sunset Acres Paving"; and (3) Carter Construction, with a Base Bid, for the sum total of \$498,000 for Project 2015-204, "Werner Park Elevator".*

Mr. Hooks asked for clarification on the West Shreveport project and Mr. Woolfolk explained the lowest bid came in at \$3.3 million which was approximately \$1 million over budget, so it is staff's recommendation to reject this bid and redesign and rebid the project. He added staff believes in redesigning the project there are some minor changes that can be made to get the cost down and still serve the needs in that building. Miss Green asked if the intentions for West

Shreveport will remain the same; and Dr. Goree confirmed the intentions will be the same, but staff wants to be financially responsible and work in the confines of the amount approved by the Board. Miss Green also questioned the \$.5 million cost for an elevator at Werner Park and why this is being done, was a second floor added to the building? Mr. White clarified that it is a new elevator at a cost of \$498,000 and Werner Park has always been multi-level, actually consisting of three levels. He reminded the Board that approximately five years ago, the Department of Justice agreed to drop a suit, i.e. Fairfield, with the agreement that the District would continue with at least one elevator a year to provide handicap accessibility in multi-level buildings. Werner Park is one of the last one's we can address by adding a single elevator to correct this at the school. From this point on, Mr. White reported there will be a need for multiple elevators in schools with multiple buildings.

Mrs. Bell asked if this redesign and rebid will delay the opening of West Shreveport, and Dr. Goree responded that the goal was to start the move before January by moving one department at a time approximately one month apart; but this will push that date back some. Mrs. Bell asked if there is a plan to make the opening of the coming school year more convenient for parents, and Dr. Goree responded that is staff's intention and is working on an alternative plan for the opening of school.

Vote on the motion carried unanimously. A copy of the bid tabulation sheets is filed in the official papers of the May 6, 2014 CPSB Special Session.

Personnel Recommendation. *Mr. Hooks moved, seconded by Ms. Trammel, to approve the personnel recommendation as recommended by the superintendent and submitted in the mailout. Vote on the motion carried unanimously.*

Adjournment. *Mr. Hooks moved, seconded by Miss Green, to adjourn the special session. Vote on the motion carried unanimously, and the special session adjourned at approximately 4:48 p.m.*

T. Lamar Goree, Ph.D., Secretary

Carl A. Pierson, Sr., President

May 6, 2014

The **Caddo Parish School Board (CPSB) Executive Committee** met in regular session on Tuesday, May 6, 2014 at approximately 4:48 p.m. (immediately following a special called meeting) in its offices at 1961 Midway, Shreveport, Louisiana with President Pierson presiding and Mary Trammel being present constituting a quorum. Others in attendance were Steve Riall, Jasmine Green, Charlotte Crawley, Curtis Hooks, Lillian Priest, Barry Rachal, Larry Ramsey, Ginger Armstrong, Dottie Bell and Superintendent Lamar Goree and Legal Counsel Reginald Abrams. Mrs. Crawford was absent. The prayer and pledge were omitted.

Presentations. President Pierson announced that the presentation is being rescheduled for the May 20th meeting.

ESTABLISH THE AGENDA AND PROPOSED CONSENT AGENDA

Superintendent Goree highlighted the proposed items for the Board's consideration on May 20, 2014 and the following discussion ensued.

Capital Projects. Mr. Rachal asked staff if HVAC projects listed were not done in the last seven years. Mr. White explained that those HVAC systems were replacing window units; however these are existing central units that had not failed in 2004 and now are in need of replacing failing equipment.

Sales and Use Tax Commission 2014-2015 Budgets. In response to Mrs. Bell's question to clarify, Mr. Lee explained that the Sales Tax Administration budgets are authorized by the City and the School Board and City Council must approve their budgets.

Adopt the Millage Rates for 2014. In response to Mrs. Bell's request for clarification, Mr. Lee explained that every year the School Board must adopt the millage rates paid by the taxpayers on property taxes in conjunction with the assessor's office.

Revision to 2013-14 CPSB Pupil Progression Plan. Chief Academic Officer Keith Burton explained that this proposed revision to the current Pupil Progression Plan results from recent action by BESE to allow Districts to provide waivers to 4th grade students who may not have made the Approaching Basic-Basic combination on the Leap test. He further explained this will be the last year for Districts to give the Leap because we are transitioning to a new promotion policy, so in essence this is a transition revision, and staff is asking the Board to allow the District to provide this opportunity for the elementary schools to look at a scaled score in ELA and Math and send a recommendation to the SBLC to look at another option for promotion rather than strictly looking at Leap Basic and Approaching Basic combination. Mr. Burton added that because next year PARCC assessments will not be received until the end of the summer, it will be too late next year to use a student's test score for promotion, so other criteria for readiness and proficiency need to be established. At this time, two scaled scores will be provided as a threshold; and if a student meets that scaled score in English or Math, the SBLC may consider that student for promotion. Mrs. Bell asked with the District not receiving PARCC scores until the end of the summer, how will students be promoted? Mr. Burton stated that will be a decision made by the Pupil Progression Plan Parental Review Committee and staff in establishing a new Pupil Progression Plan for next school year, establishing the criteria for determining if a 4th grade student is ready to promote to 5th grade, and the same for 8th grade students promoting to the 9th grade. Also, summer remediation will continue to be offered for 4th and 8th grade only since those are pivotal years. Mr. Riall asked Mr. Burton what grades will have the PARCC testing, and Mr. Burton stated 3rd through 8th grades, and currently High Stakes Testing only occurs in 4th and 8th grade.

President Pierson announced that Items 6.01, 7.01-7.03, and 8.01-8.05 are consent agenda items. *Ms. Trammel moved, seconded by Mr. Pierson, to approve the proposed agenda and consent agenda for the May 20, 2014 CPSB meeting as presented. Vote on the motion carried unanimously.*

POLL AUDIENCE

Jackie Lansdale, president of Red River United, expressed appreciation to the Board for its support of the resolution opposing legislation that would eliminate payroll deduction of employee organization dues, reported that the legislation that would disallow charter schools to by-pass local districts (A, B and C Districts) has moved through the House to the Senate, the MFP is also continuing to move forward, and she reminded everyone that the Most Improved Student Celebration will be held at Southwood High School on May 13th at 6:00 p.m.

Mr. Rachal expressed appreciation to Ouachita Independent Bank for their support in sponsoring the Student of the Year Banquet and providing Caddo's elementary, middle and high school winner with a new iPad.

Superintendent Goree also expressed his appreciation to Victor Mainiero and the incredible job done in serving as the District's Director of Communications and Marketing.

Mrs. Bell also congratulated Huntington High School for their successful accreditation.

Adjournment. *Ms. Trammel moved, seconded by Mr. Pierson, to adjourn. Vote on the motion to adjourn carried unanimously and the meeting adjourned at approximately 5:13 p.m.*

May 14, 2014

The Caddo Parish School Board (CPSB) met in a budget work session on Wednesday, May 14, 2014 at 1:30 p.m. in its offices at 1961 Midway, Shreveport, Louisiana with President Pierson presiding and the following Board members present constituting a quorum: Jasmine Green, Charlotte Crawley, Mary Trammel, Bonita Crawford, Barry Rachal, Larry Ramsey, Ginger Armstrong and Dottie Bell. Also present were Dr. Lamar Goree, superintendent, and Reggie Abrams, legal counsel. Mr. Rachal led the prayer and Pledge of Allegiance.

Mr. Pierson announced this is the 3rd work session on the 2014-15 CPSB budget; and following staff's presentation, the same procedures followed in the first two work sessions will be followed in asking questions today.

2014-15 School Year Budget. James Lee, chief financial officer, stated that today's goal is to hopefully answer all of Board members' questions and be able to approve the 14-15 school year budget at the meeting on June 24th. He shared the following information: (1) summary of expenditures for 2013-14 and proposed for 2014-15 reflecting a slight reduction (which is mostly in the special revenue funds and some capital projects funds); (2) General Fund budget (which remains the same as presented in the first work session) reflecting a projected revenue of \$390.6 million, and an excess of revenue over expenditures of approximately \$195,513; (3) answers to questions at the second budget work session (i.e. school clerical staffing, Jump Start, librarians and library clerk numbers at Woodlawn, Fair Park and Huntington); (4) reduction of six librarians; (5) travel budgets (amounts for in parish and out of parish); (6) adding CEEF Operating Fund (approximately \$300,000) to the expenditures; and (7) the list of capital projects for the 2014-15 school year.

Mrs. Bell asked about plans to replace the broken seats in the auditorium and cafeteria at Walnut Hill. Mr. Lee responded if it is not on the approved project list for the coming year, it would be considered an emergency or health issue to be added to the budget. If funds are available and the Board approves it, Mr. White can schedule it. If funds are not available, Mr. White would look to see what project could possibly be delayed in order to add this project to the current year. Mr. Woolfolk explained funds are available for emergency issues; and if this is a health and safety issue, staff will look into addressing it. Dr. Goree asked that Risk Management look into this.

Mrs. Armstrong asked what schools are included in the asbestos abatement? Mr. Lee explained money is set aside in the event asbestos is discovered in any construction project. Mr. Woolfolk added that one of the biggest issues with asbestos is whenever carpet is being replaced and asbestos in tile is discovered, the asbestos must be removed before the carpet is reinstalled.

Mr. Rachal asked about budget adjustments throughout the year and, for planning purposes, what needs to be planned ahead for and what impact will there be on the budget, because the Board will approve this budget and will not see it again, but only the adjustments brought to the Board. He would like to know what staff is planning for in the future. Dr. Goree responded that his experience is to live within his budget, so he believes the District can do business for the next 365 days within this budget; and some of the major things, i.e. strategic plan, have been budgeted. Mr. Rachal stated his understanding, but this is a one-year budget and the public wants to know what is going on in the future and not just one year at a time. Dr. Goree explained that he has been sharing with groups throughout the city that many things relative to the future needs of the District will come from the bond process. He also stated that, at this time, the District's budget is how the belt can be tightened and how the District can better manage what it has and produce a greater product; however, there will be a time where the District will need to seek additional revenues from the taxpayers, the Government, grants or other sources, and is something that needs to be addressed in the strategic planning process. Mr. Rachal asked if he understands that the superintendent's goal is to present by the end of the year a more

strategic plan for the entire district. Dr. Goree said that is correct and that there will be an opportunity for any stakeholder in the school district to play a role in the process.

Mrs. Crawford asked about the bleachers at Youree Drive and the need for them to all be the same color. Mr. Lee explained that a list is created every year based on requests from the principals and how much can be done is scheduled year by year. Mrs. Crawford asked if the principal asked for bleachers, is it not on the list? Mr. Woolfolk added if there is a situation where the bleachers are a risk factor, staff will fix/repair them; however, if they are not the right color and the principal didn't request that they be painted/replaced, staff does not intercede in these situations.

Ms. Trammel asked about unfilled positions being in the budget, and the possibility of removing them. Mr. Lee stated it is dependent on whether or not there is still a plan to fill the position; and if a position is not filled, the superintendent may choose to remove it from the budget. Dr. Goree explained the effort to do this, and he asked Ms. Trammel to let him know about any specific position so staff can follow up.

Mrs. Crawley expressed her appreciation for this year's budget process because it has been the least painful budget since she began serving on the Board. Relative to travel, she noted the increase in special education travel. Jim Lee responded that while staff budgeted \$130,000 this year; it is possible that \$130,000 will be spent. Dr. Goree did note that he and Mr. Burton are scrutinizing the travel requests to insure that it is needed travel.

Miss Green noted that her elementary schools are keeping their 6th grades and asked if there will be money in the budget to provide the extra T buildings they may need. Dr. Goree said the problem they ran into was if there were enough classrooms, because science labs, computer labs, etc. have been set up; however, he is aware that the Maintenance Department is working with them. Mr. Woolfolk stated staff will make sure the space they need is available, and Dr. Goree assured her staff is committed to these schools keeping the labs the school has set up. Miss Green asked about the cost to move a T Building, and Mr. Woolfolk stated approximately \$100,000 to \$125,000.

Mrs. Crawford asked for an update on what the Legislature is doing and if it will affect this budget? Mr. Lee said at this time, it will be for the 15-16 year, but as of yesterday, a final decision relative to MFP had not been made. Mrs. Crawford asked about vouchers and charters and if this budget includes what is needed, and Mr. Lee stated that is correct.

Mr. Pierson asked about W2s on automobiles that are taken home and Mr. Lee responded that is still the case if the car is driven home. If an employee drives their personal car to work and uses the District car during the day, they do not receive a W2.

Mr. Rachal asked if we have allocated in the current budget the 2.75 increase in MFP even though it has not been approved? Also, has staff counted what legislation, if passed, will provide the District to offset the virtual school expenditure? Mr. Lee said there are not that many students enrolled in a virtual school, and it is something new, so staff has not included it; and if there is a change, he added it will probably be very small. Mr. Rachal asked if the likelihood is slim that we will not get the MFP increase, and Mr. Lee said that is his belief. Mr. Rachal asked if there is a contingency plan in place in the event that we do not receive it, and Mr. Lee responded that if we do not get the 2.75, revenue will be reduced approximately \$6-\$8 million, and it would be necessary to revisit the budget. Mr. Lee added he is comfortable about receiving the 2.75 increase because (1) it is in the model BESE forwarded to the state to be considered, and (2) a lot of Legislators have been pushing BESE to put it back in the model. Mr. Rachal asked where are the 20 contingency positions? Mr. Lee explained they are included in the regular teacher number, and some have been utilized. Mr. Rachal asked that staff keep a tally on the

contingency positions used; because he would like to know that they are being used and how they are being used. Dr. Goree explained it is a “rainy day fund” and when a budget is cut as much as possible, there will be special situations; but the advantage of the contingency positions is we will retain the money for those we don’t use. Mr. Lee stated that at this time, there are plans to use seven of these positions and staff will provide the Board with updates. Dr. Goree stated that in looking at the staffing ratio, the effort will be made to not use any of these positions because we need to develop a process where we plan accordingly and do not need the extra spots. He also commended staff for their efforts in moving into an area of very conservative management---looking at what is needed, the cost, and proof this is increasing student success.

Mrs. Armstrong stated there has been conversation relative to the energy managers and what they do; however, it is still in the budget. She asked that staff provide an audit of the energy manager position to determine if it is a needed position and if the principals and teachers on the campuses could not be accountable for following procedures to reduce the amount of energy used. Dr. Goree responded that over the next year, it is his goal to look at each department and each position in depth to determine the need for each of them, i.e. the grant writer position and creative ways we can accomplish this without adding a full position.

Mrs. Bell asked that travel (in-parish \$247,000) be broken down as to who is getting reimbursement, i.e. supervisors and directors by departments/areas/positions. Dr. Goree responded that staff can readily provide this information because staff is looking at how this can be reduced and how we can be smarter in this area. Mrs. Bell asked if there are checks and balances for these reimbursements, and Mr. Lee explained that when staff turns in for reimbursement, it must be approved by their supervisor and a director, and if it is for a director, that director’s division chief. Mrs. Bell also asked if there is a list of displaced employees as a result of the schools being closed and/or reconfigured and if they are being placed somewhere, i.e. bookkeepers? Dr. Goree assured Mrs. Bell that everyone will have a job; and at this time, staff is moving people around. He added that he meets with Academics and Human Resources on a weekly basis to look at the numbers and he is waiting to see the numbers resulting from attrition, retirement that will help place some of these employees. While a bookkeeper, for example, may not land in a bookkeeper position, they will be placed in a position. Mrs. Bell asked about salaries for secretaries with 25 years’ service who may be placed in an office clerk position? Dr. Goree stated that in support of the District’s culture, the salary will not change; however, even though past practice has been to keep the salary forever, he will provide a response in the future as to how this will be addressed. Mrs. Bell asked if an employee on leave files a grievance, do they continue to receive a check while they are sitting at home. Mr. Lee responded it depends on the type of leave they are on, i.e. an employee on administrative leave with pay continues to receive a check. Mrs. Bell said she believes the Superintendent should look into this type situation.

Regarding travel, Mr. Pierson noted that those who use their personal car and are reimbursed mileage do not actually receive a lot of money when maintenance, tires, etc. are taken into consideration. He added he appreciates how staff has carefully looked into this situation.

Ms. Trammel asked about guard service, SROs, etc. at the schools and the difference. Mr. Lee responded that he will bring clarification from Mr. Murry on this item.

Mrs. Crawley asked when will staff complete the Human Resources audit. Dr. Goree explained it is very close to completion and should be available to the Board in the near future. Mrs. Crawley said she never thought Caddo had too many bus drivers and questioned how the District will be able to eliminate six driver positions. Mr. Woolfolk explained we cannot fill them all and there are subs to make up the difference. He further explained that every year staff looks at the routes and how they can be adjusted and/or eliminated, and staff believes it can cut six positions.

Mrs. Crawford asked if the cut in the Summer Meal Program is because of Federal cuts to Federal programs? Mr. Lee responded this is a Federal Program based on what they expect the revenue to be next year. Mrs. Crawford asked if the cost for the cafeteria meals will increase, and Mr. Lee stated he is unsure; however, he will get with Debra Harris to follow up. Mrs. Crawford asked that a message be conveyed that those serving in the program are mindful of who they are serving, because we do not want them to fill bad.

Mr. Rachal said he asked about the grant writer and the need for a similar position who will not only write grants, but assist others in how to write grants. Dr. Goree stated his agreement and staff is looking at current positions and retirements. He further stated there is a need in the area of communications to add someone; and as staff looks at reorganization, it is looking at how it can make this happen and keep a balanced budget. Dr. Goree added he and staff are committed to keeping a balanced budget, and at this time, it is time sensitive. Mr. Rachal stated he will be requesting that a grant writer with adequate salary be added to the budget.

Mrs. Armstrong asked if the communications person will be replacing Mr. Mainiero, and Dr. Goree reported that staff is currently interviewing for someone to take Mr. Mainiero's place; and in looking at the magnitude of what needs to be done in the District, it is important to get in front of everyone with our marketing if we are going to be competitive. Also, in looking at the candidates and the magnitude of what Mr. Mainiero has brought to the table, staff sees this as a more than one person shop. In the future staff will look at how we can create an assistant's position, approved by Rahmberg, because living in an era of social media, it is a lot and can be overwhelming. Mrs. Armstrong stressed the District's need for someone with the professionalism Mr. Mainiero brought to the position in speaking with the media and being before the public.

Mr. Pierson expressed appreciation to the staff for their preparations and for the Board members who have prepared and participated in this budget process in the effort to be good stewards of what the public has provided it. Additionally, he believes it is necessary to place in the long-range planning committee, the idea of a new bond issue and to begin moving in what we want our District to look like in the future, the needs and what it will take financially to provide and meet the needs of the children.

There being no additional discussion, the work session adjourned at approximately 2:45 p.m.

May 20, 2014

The Caddo Parish School Board (CPSB) met in regular session on Tuesday, May 20, 2014 at 4:30 p.m. in its offices at 1961 Midway, Shreveport, Louisiana with President Pierson presiding and the following Board members present constituting a quorum: Steve Riall, Jasmine Green, Charlotte Crawley, Curtis Hooks, Mary Trammel, Lillian Priest, Bonita Crawford, Barry Rachal, Larry Ramsey, Ginger Armstrong and Dottie Bell. Also present were Dr. Lamar Goree, superintendent, and Reggie Abrams, legal counsel. Mrs. Crawford led the prayer and Pledge of Allegiance.

APPROVAL OF MINUTES OF THE APRIL 15, 2014, APRIL 17, 2014, MAY 1, 2014 AND MAY 6, 2014 CPSB MEETINGS

Ms. Priest moved, seconded by Mrs. Bell, to approve the minutes of the April 15, 2014, April 17, 2014, May 1, 2014 and May 6, 2014 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 Pierson and Superintendent Goree presented each with a certificate in recognition of their accomplishment. Administrators, family and friends present were also recognized.

Youree Drive Middle School Advanced State Band. The Youree Drive Middle School Advanced State Band shared a musical selection titled “Thunder” that is student written, student performed and student organized. Geoff Wilson is the facilitator for the group.

Youree Drive Middle School “KYDS” Won Best Middle School U.S. Education TV Awards. The following Youree Drive “KYDS” were recognized for being honored with the Best Middle School U.S. Education TV Award at the 2014 Student Television Network Convention: 7th graders Cameron Jack, Hannah Renfro, Shelby Sandefur, Mariel Taylor and Misaab Wadi; and 8th graders Anna Gregory and Alyse Kirkaldy. Youree Drive was awarded \$5,000 for best exemplifying the platform in terms of live feeds, news production, community involvement and advertising.

Regional & State Science & Engineering Fair Winners. The following students were recognized as winners in the regional and state science and engineering fair: Division A Category 1st Place Winners are Chiara Digilirmo, Blanchard; Garrett Butler, Eden Gardens; Laney Fouts, Eden Gardens; Gergely Szarvas, Eden Gardens; Ethan Mackowiak, Riverside; Joseph Clary, South Highlands; Team Lacie & Leslie Johnson, University; Ashini Modi, South Highlands. Miss Modi was also selected Overall Division A Winner and South Highlands was named the Division A Sweepstakes Award winner. Division B Category 1st Place winners are Maja Johnson, Herndon Magnet; and Team Robert Brown & Sunjay Letchuman, Caddo Middle Magnet. Robert Brown and Sunjay Letchuman were also recognized as the Overall Division B Winner and Caddo Middle Magnet was named the Sweepstakes Award winner. Junior Division winners are Team Robert Brown & Sunjay Letchuman, Caddo Middle Magnet; and Laura Derbonne, Caddo Middle Magnet. Division C Category 1st Place Winners are Brandalyn Smith, Northwood; and Elijah Ash, Kyle Dockendorf, Moez Hayat, Vincent Huang, Brianna Jett, Nicholas Larson, Vijay Letchuman, Margaret McNew, Sarah Rokaw, Yale Rosen, William Stewart, Brandi Sun, and Venkatesh Sivaraman from Caddo Magnet High. Venkatesh Sivaraman was named Overall Division C Winner and Caddo Magnet High received the Division C Sweepstakes Award. The 2014 State Science & Engineering Fair 1st place winners in the Senior Division are Venkatesh Sivaraman and Morni Modi from Caddo Magnet. Venkatesh

Sivaraman (Caddo Magnet High) was also recognized for receiving the Intel Excellence in Computer Science and Anna Leskova (Caddo Magnet) for receiving the Iota Signa Pi Award.

Caddo Career & Technology State Auto Skills Contest Winners. Kendall Lawson and Christopher Stuteville were recognized for winning scholarships to Ford Motor Co.'s ASSET program and more than \$20,000 in other scholarship opportunities and prizes. By winning the Louisiana competition, Christopher and Kendall moved one step closer to becoming the best student automotive technicians in the country. The national competition will be in Dearborn, Michigan, June 8-10, 2014.

2014 Louisiana Skills USA Championship Gold Medalists & Elected State Officers. First place winners and students elected as state officers for 2014-15 in the CC&TC and North Caddo competed in the LA Skills USA Championships April 2-4, 2014 in New Orleans are: Junine Asuncion and Henry Belt (Caddo Magnet High); Andrew Black, Ethan Carlisle and Cherilyn Crumpton (Byrd); Dakota Darfler, Andrew Davies, Karla Debrae, Derek Delo, Mary Demarigny and Mathew Dixon (Caddo Magnet); Jade Edgefield (North Caddo); William Green and Max Guzman (Captain Shreve); Hannah Jackson (Byrd); Kash Keith (Northwood); Natilie Pereira (Captain Shreve); Tanikwa Scott (Huntington); Lexus Sutton (Byrd); Janai White (Captain Shreve); Angeliq Williams (Northwood) and Devin Yarborough (Caddo Magnet).

Caddo Career & Technology Center Scholarship Foundation. Gard Wayt, chair of the Caddo Career & Technology Center Scholarship Foundation, expressed appreciation to the board for sponsoring one of the annual scholarships and shared with Board members a program on the winners and sponsors of this year's scholarships. Fifteen hundred dollar scholarships were awarded to 40 students, and he recognized members of the Foundation Board: Ron Adams, Susan Huen, Mr. Berg, principal at CCTC; Gayle Flowers, school director; Willie Phillips, and Larry Ramsey and Barry Rachal from the Caddo Parish School Board. Mr. Wayt highlighted the requirements for applying for these scholarships and announced that with this year's 40 scholarships, the Foundation has awarded 619 scholarships over the past 19 years, representing \$900,000. He added that information on the 40 students who won the scholarships is provided for the Board members as well as a list of the scholarship sponsors.

Barret Paideia Library Awarded \$5000 Grant. Cassie Harwell, Instructional Coordinator, and Janie Simpson, Barret Librarian, were recognized for writing a grant that awarded the Barret Paideia Library \$5,000 from the Laura Bush Foundation for America's Libraries.

Newly Appointed Administrators. Charles Lowder, director of certified personnel, recognized the following newly appointed administrators: (1) Patrick Greer, Director of Curriculum, and (2) Victor Mainiero, Area Director of School Performance (high schools).

VISITORS

Jon Glover asked what legacy will be left behind that demonstrates our school system and its performance as the school year comes to an end. Students are wondering about their test scores and if they were successful or not. In the past, students were not tried and tested to the extent the students are today; and she questions if the students today are better off with the practices that have been instituted for the sake of education. Ms. Glover stated she had the opportunity to attend every stakeholders' meeting held within the last month; and what she recognizes is there are similar fears permeating the schools system, i.e. Common Core, the unknown, as well as anyone who does not have a clear understanding. She shared how frightened she is for the Caddo Public School System because she has witnessed the many methods of learning that have evolved everyday; and the lack of understanding and/or appreciation of what they are offering the children, if they are offering them anything. She has constantly pled with the Board and administration to insure that educational opportunities are experienced equally by every child in

Caddo Parish. She heard in the community meetings a lot relative to the Race to the Top concept, and asked if anyone can explain to her what it means to “Teach to the Top.” Do we negate those not at the top or that resources are unlimited for those at the top? She said Caddo does not have time to expend energy on one aspect of the children, because the whole system is in danger. She cautioned the Board about getting their act together to hopefully avoid losing our School System. Ms. Glover said she has never been a proponent of magnet schools, because she believes it promotes separatism, which results in division and eventually a break down of the system. She questions if Caddo has done so to the point of “we have lost our way.” As a child, she never understood what it meant to be separate, but because of the Brown vs. the Board of Education case, she was given an opportunity to experience the educational system as a whole. Ms. Glover added that while the masses of students at the elementary schools are failing, no one is providing any statistics as to why the masses of students in the inner city are failing, and she would like to know what is truly going on that promotes this failure. Because it is important that every child has equal educational opportunities, she stated if that is not what the business of the organization is, failure will continue to be seen. She extended appreciation for the great job the Superintendent did at the stakeholders’ meetings, sharing with everyone information that all needed to know to help appreciate the new practices being instituted. She also asked the Board to help the constituents to better be able to appreciate where we are today and to be able to face the “bumpy” ride ahead. The constituents must know that the children are truly the essence of why we are here.

Shannon Sullivan, American Federation of Teachers, stated that in working with Red River United the members were concerned about paid maternity leave, so last year their organization helped sponsor the legislation which now provides for paid maternity leave for teachers. They also helped sponsor the legislation which now offers sanitary conditions, privacy and time for lactation. Members have this year expressed concern about the current extended sick leave policy requiring someone to take 10 consecutive days of leave; thus they are helping to sponsor HB717. She shared with the Board a video and asked them to remember that when a person applies for extended sick leave, it is not that they are taking advantage of the situation of conditions, but they are dedicated professionals.

Ken Krefft stated it is his 16th time since 1984 to address the Board on how the District can be better prepared for tornadoes by building storm proof buildings. He encouraged the Board to work in the coming months with Homeland Security and Caddo Sheriff Steve Prator and be proactive when building multi-purpose rooms to storm proof them, because every school and every building needs a safe, secure place for the students and employees.

ESTABLISH THE AGENDA AND PROPOSED CONSENT AGENDA

Superintendent Goree highlighted items for the Board’s consideration. President Pierson recommended items 6.01-6.03, 7.01-7.03, 8.01-8.08 and 13.01 as the consent agenda.

Mr. Lee updated the Board on the resolution passed at the last meeting for refinancing General Obligation bonds and staff estimated a savings of approximately \$500,000. Now that it is final, the actual savings will be approximately \$844,000 with an overall savings in refunding over the past 12 years of approximately \$5.2 million. Dr. Goree added that staff will do a press release on this savings to the taxpayers.

Ms. Priest moved, seconded by Mr. Hooks, to establish the proposed agenda and consent agenda. Vote on the motion carried unanimously.

CONFIRM THE CONSENT AGENDA

Ms. Priest moved, seconded by Ms. Trammel, to confirm the Consent Agenda (6.01-6.03, 7.01-7.03, 8.01-8.08 and 13.01). 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 Personnel Recommendations. The board approved the personnel recommendations as recommended by the superintendent and submitted in the mailout.

6.02 Personnel Transactions Reports. The board approved the personnel transactions report for the period of April 1, 2014 through April 30, 2014 as submitted in the mailout.

6.03 Renewal of Administrative Contracts. The board approved the renewal of administrative contract(s) 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) Sam Ash Quikship Corp., totaling \$5,054.00; Washington Music Center, totaling \$14,677.00; Casio Interstate Music dba Interstate Music, totaling \$2,774.70 and Taylor Music Inc., totaling \$11,414.00 for the purchase of band instruments; (2) Unity Education Resources, totaling \$28.49 per case of 8½ x 11 and \$43.89 per case of 8½ x 14 for the purchase of copy paper for all schools; (3) Alert Services, Inc., totaling \$399.30; Boudreaux Athletics, totaling \$32,261.00; BSN Sports, totaling \$68.00; Medco Supply Co., totaling \$1,154.63; Riddell/All American, totaling \$2,052.26; Moore-Sigler Sports World, totaling \$3,802.25, and Steadman's Sports Center of LA, totaling \$325.00 for the purchase of football equipment, C. E. Byrd High School; (4) M. L. Bath, totaling a discount percentage of 47.7% for the purchase of office supply – catalog; and (5) Ferris Office Smart for the purchase of printer supplies for district use. A copy of the bid tabulation sheets are filed in the official papers of the May 20, 2014 CPSB meeting.

7.02 Sale of Used Food Service Grease (Re-Bid). The board accepted staff's recommendation to re-bid the sale of used food service grease as an informal quote at a later date as indicated on the bid tabulation sheet and submitted in the mailout.

7.03 Capital Projects. The board approved the following bids as recommended by staff and submitted in the mailout or placed at board members' stations: (1) The Payne Company, with a Base Bid, for the sum total of \$133,600 for Project 2015-301, "AC Steere HVAC Kindergarten Wing"; (2) Pro-Build Construction, with a Base Bid, for the sum total of \$185,696 for Project 2015-209, "Mooretown Paving Improvements"; (3) Bowman Grading & Asphalt, with a Base Bid and Alternate 1, for the sum total of \$264,616 for Project 2015-212, "Werner Park Paving"; (4) RRAC Contractors, with a Base Bid and Alternate 1 and Alternate 2, for the sum total of \$214,850 for Project 2015-303, "81st Street Restroom"; (5) Reject all bids, and redesign and rebid Project 2015-206, "Woodlawn Re-Roofing, Phase II"; (6) HMR Electrical Contracting, with a Base Bid, for the sum total of \$219,200 for Project 2015-402, "Green Oaks Stage Lighting"; (7) The Payne Company, with a Base Bid, for the sum total of \$148,900 for Project 2015-302, "Captain Shreve HVAC Business Center"; (8) Martin Construction & Design, with a Base Bid and Alternate 1, for the sum total of \$129,994 for Project 2015-221; (9) ELA Group, with a Base Bid and Alternate 1, for the sum total of \$216,700 for Project 2015-214, "Lakeshore Paving & Canopies"; (10) Tri-State Aluminum Products, with a Base Bid and Alternate 1, for the sum total of \$109,129,86 for Project 2015-213, "Cherokee Park Canopies & Handicap Ramp". Recommendations for Project 2015-208, "Caddo Middle Career Paving", Project 2015-202, "Title IX at Fair Park", and Project 2015-215, "Creswell Canopies at Bus Loop" will be brought to the Board on June 3, 2014 Special Call Meeting. A copy of the bid tabulation sheets is filed in the official papers of the May 20, 2014 CPSB meeting.

8.01 Request 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.

8.02 Sales and Use Tax Commission of 2014-15 Budgets. The board approved the 2014-15 Sales and Use Tax Commission Budgets as submitted in the mailout.

8.03 Adopt the Millage Rates for 2014. The board adopted the resolution setting the millage rates levied on taxable property in Caddo Parish at 75.66 mills for 2014 as submitted in the mailout.

8.04 Long-term Use of School Facilities. The board approved requests for the long-term use of Caddo school facilities as recommended by staff and submitted in the mailout.

8.05 Change in June CPSB Meeting Date to June 24, 2014. The board approved changing the CPSB meeting date in June from June 17, 2014 to June 24, 2014.

8.06 Approval of Board Appointments to the 2014-15 PPP Parental Review Committee. The board approved Board member appointments (Districts 1-7, 10 and 12) to the PPP Parental Review Committee as submitted in the mailout.

8.07 Revision to 2013-14 CPSB Pupil Progression Plan. The board approved the proposed revision to the 2013-14 CPSB Pupil Progression Plan as recommended by staff and submitted in the mailout.

8.08 Adopt Resolution Providing for the Issuance and Sale of General Obligation School Refunding Bonds, Series 2014 and Providing for Other Matters in Connection Therewith.

The board adopted the following resolution providing for the Issuance and Sale of Fifteen Million Eight Hundred Ten Thousand Dollars (\$15,810,000) of General Obligation School Refunding Bonds, Series 2014, 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 2006, dated March 1, 2006, of which \$16,485,000 is outstanding (the "Series 2006 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 2006 Bonds, consisting of \$15,220,000 of Series 2006 Bonds which mature March 1, 2017 to March 1, 2031, 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 Eight Hundred Ten Thousand Dollars (\$15,810,000) principal amount of its General Obligation School Refunding Bonds, Series 2014 (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 2014, 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 Company, N.A., 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 June 25, 2014, 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, 2014.

"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 Company, N.A., 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 2006, dated March 1, 2006, consisting of \$15,220,000 of Series 2006 Bonds which mature

March 1, 2017 to March 1, 2031, 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 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 "General Obligation School Refunding Bonds, Series 2014, 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 Eight Hundred Ten Thousand Dollars (\$15,810,000) principal amount of Bonds of the Issuer to be designated "General Obligation School Refunding Bonds, Series 2014, 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 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, 2014, 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>
2015	\$ 85,000	2.000%	2023	\$ 500,000	4.000%
2016	85,000	2.000	2024	1,025,000	4.000
2017	765,000	2.000	2025	1,070,000	4.000
2018	790,000	2.000	2026	1,130,000	4.000
2019	820,000	3.000	2027	1,180,000	3.000
2020	850,000	3.000			
2021	865,000	3.000	2029	2,500,000	3.250
2021	25,000	4.000			
2022	930,000	4.000	2031	2,715,000	3.375
2023	475,000	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 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 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, 2025 and thereafter, will be callable for redemption by the Issuer in full, or in part, at any time on or after March 1, 2024, 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:

<u>Year</u> <u>(March 1)</u>	<u>Principal</u> <u>Amount</u>
2028	\$1,225,000
2029	1,275,000*

* Final Maturity

The Term Bonds maturing on March 1, 2031 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:

<u>Year</u> <u>(March 1)</u>	<u>Principal</u> <u>Amount</u>
2030	\$1,330,000
2031	1,385,000*

* Final Maturity

ARTICLE VI 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:

(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 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 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 "gross 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 Company, N.A., 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 Company, N.A., 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.

i) 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 May 8, 2014, 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, 2016, 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 20th day of May, 2014.

/s/ Theodis Lamar Goree, Jr.
Secretary

/s/ Carl A. Pierson, Sr.
President

Student Readmission Appeal. The board approved staff's recommendation for student F.J. The parents are in agreement with staff's recommendation.

SUPERINTENDENT'S REPORT

Update on Collaborations with RSD. Superintendent Goree reported that he is now doing bi-weekly meetings with the RSD; and the Transformation Zone continues to do update calls with the University of Virginia in preparation for the summer planning trip for principals and the Transformation staff. Mrs. Bell asked if Caddo is receiving any money from the RSD for funding some of the mandates? Dr. Goree responded that so far everything that has been done has been from grant funds; and to date, no General Fund dollars have been used. He further explained that the process with the RSD is unfunded, but they do provide access to grants for support.

Update on SunGard. Dr. Goree reported that he continues to receive weekly updates on SunGard in efforts to determine if the system will be productive for the District.

Administrative Assignments. For 2014 School Year. Dr. Goree explained that staff has looked at data, i.e. discipline, academic performance and the principals' needs and requests to determine where additional support is needed. As a result, several of the displaced administrators have been placed in positions in the District.

Mr. Abrams explained that general discussion should not take place about any of the items presented unless a motion is made.

ANNOUNCEMENTS AND REQUESTS

Mr. Riall asked if the District will transform to the 4-day work week for the summer, and the superintendent confirmed it.

Ms. Trammel asked about test scores and when will the Board members receive the information on their schools. Dr. Goree explained that staff is working on a concise form and the Board should receive information later in the evening. He reported that at the 4th grade, we saw a small growth; and at the 8th grade, we saw a decline (about 3 points), and there are some bright spots that he looks forward to the Board seeing these.

Mrs. Bell asked when will we know about the labeling of schools (A, B). Ms. Gallant stated it will probably be at the end of July.

Adjournment. *Mr. Ramsey moved, seconded by Ms. Priest, to adjourn. Vote on the motion to adjourn carried unanimously and the meeting adjourned at approximately 6:53 p.m.*

T. Lamar Goree, Ph.D., Secretary

Carl A. Pierson, Sr., President

June 3, 2014

The **Caddo Parish School Board (CPSB)** met in special session on Tuesday, June 3, 2014 at 4:30 p.m. in its offices at 1961 Midway, Shreveport, Louisiana with President Pierson presiding and the following Board members present constituting a quorum: Steve Riall, Jasmine Green, Charlotte Crawley, Curtis Hooks, Mary Trammel, Larry Ramsey, Ginger Armstrong and Dottie Bell. Board members absent were Bonita Crawford, Lillian Priest and Barry Rachal. Also present were Dr. Lamar Goree, superintendent, and Reggie Abrams, legal counsel. Mr. Pierson led the prayer and Pledge of Allegiance.

Superintendent Goree highlighted items for the Board's consideration and announced that Item 1.05 "Proposed Charter Application(s)" is postponed until Tuesday, June 10th at 4:30 p.m. President Pierson announced this item will be considered at a special call meeting of the Board on June 10, 2014 following a public hearing on the applications as well.

RECOMMENDATION FROM INSURANCE AND FINANCE COMMITTEE, RE: PROPERTY AND CASUALTY INSURANCE

Mrs. Bell moved, seconded by Mr. Ramsey, that the Board approve the recommendation from the Insurance and Finance Committee regarding the property and casualty insurance as submitted in the mailout. The recommendation from the Insurance and Finance Committee is to discontinue use of the local agent, with regards to the district's property/casualty insurance, and that Arthur J. Gallagher & Company handle our policies directly with Caddo's Risk Manager. Vote on the motion carried with Board member Green absent for the vote.

BIDS – CONSTRUCTION AND CAPITAL PROJECTS

Ms. Trammel moved, seconded by Mrs. Bell, to approve the following bids as recommended by staff and submitted in the mailout on the bid tabulation sheets: (1) ELA Group, with a Base Bid, Alternate 1 and Alternate 2, for the sum total of \$233,375 for Project 2015-208, "Caddo Middle Career Paving"; (2) Carter Construction, with a Base Bid, for the sum total of \$144,800 for Project 2015-202, "Title IX at Fair Park"; (3) M&M Builders, with a Base Bid, for the sum total of \$169,898 for Project 2015-215, "Creswell Canopies at Bus Loop"; and (4) M&M Builders, with a Base Bid and Alternate 1, for the sum total of \$278,948.76 for Project 2015-210, "Mooringsport Paving". Vote on the motion carried unanimously. A copy of the bid tabulation sheets are placed in the permanent file for the June 3, 2014 meeting.

REQUESTS FOR USE OF SCHOOL BUSES

Mrs. Bell moved, seconded by Mr. Riall, to approve the requests for use of Caddo Parish School buses as recommended by staff and submitted in the mailout. Vote on the motion carried unanimously.

PERSONNEL RECOMMENDATIONS

Mr. Riall moved, seconded by Mr. Hooks, to approve the personnel recommendations as recommended by the superintendent and submitted in the mailout. Vote on the motion carried unanimously.

ADJOURNMENT

Ms. Trammel moved, seconded by Mrs. Bell, to adjourn. Vote on the motion to adjourn carried and the meeting adjourned at approximately 4:40 p.m.

June 3, 2014

The Caddo Parish School Board (**CPSB**) **Executive Committee** met in a regular session on Tuesday, June 3, 2014 at approximately 4:40 p.m. in its offices at 1961 Midway, Shreveport, Louisiana with President Pierson presiding and Board member Trammel present constituting a quorum. Other Board members present were Steve Riall, Jasmine Green, Charlotte Crawley, Curtis Hooks, Larry Ramsey, Ginger Armstrong and Dottie Bell. Also present were Dr. Lamar Goree, superintendent, and Reggie Abrams, legal counsel. The prayer and Pledge were omitted.

PRESENTATIONS

Dr. Rosetta Jones, Vice Chancellor for Academic and Student Affairs, Southern University Shreveport-Bossier, addressed the Board on the new initiatives at Southern University for a new vision to advance and grow Southern University-Shreveport. Dr. Jones stated that she hopes her 25 years in college education will bring some skilled sets to Southern University Shreveport that will help create new programs and advance their mission by strengthening the relationships in the community, specifically with the Caddo Parish Public School System. Some of the new initiatives will be two-year degree programs, a one-year certification program, and dual enrollment opportunities for juniors and seniors to help better address the needs in North Louisiana. Mrs. Bell encouraged Dr. Jones and Southern University to continue doing what they do for students in this area.

ESTABLISH THE AGENDA AND PROPOSED CONSENT AGENDA FOR THE JUNE 24, 2014 CPSB MEETING

Superintendent Goree highlighted items for the Board's consideration at its June 24th meeting and the following discussion ensued.

Bids-Purchasing. Ms. Trammel asked staff to clarify the Smartboard item on the bids list, because she was under the impression that Smartboards were in all schools. Dr. Goree stated that there has not been a consistent implementation of Smartboards across the District, and the District is moving in the direction that they are in all schools.

Miss Green asked staff to clarify items for salvage, because her schools may be in need of some of the items. Lisa Lloyd explained that items in salvage are items that are no longer usable or have been determined obsolete (i.e. technology).

Request to Waive Re-payment of Medical Sabbatical Leave. Board member Bell asked staff to clarify this request and Mr. Lee explained that while a teacher is on sabbatical leave, they receive 65% of their salary and the District continues to provide our portion of their benefits/retirement. If they do not return at the end of their sabbatical, that amount is owed back to the District. Because this teacher is not able to return to work, she is asking the Board to waive her requirement to repay.

Appointment of Official Journal. Jim Lee explained that the recommendation for the CPSB's Official Journal is *The Times*, but staff will continue to use *The Caddo Citizen* and *Shreveport Sun* for advertising.

Appointment of Fiscal Agent. Jim Lee reported that bids for the Fiscal Agent were just received, and he will have the recommendation backup to the Board in ample time prior to the June 24th meeting.

Increase in School Lunch Prices. Debra Harris, director of Child Nutrition, explained that this request comes to the Board as a result of a Federal mandate that the price the District charges for

lunch should be at least what the Federal Government reimburses the District, which is \$2.65, and the District could implement it over a course of time.

In 2011, the District approved a 10 cent increase and beginning the 2014-15 school year, and because the audit in January said that the lunches need to be increased, staff is recommending a 15-cent increase. She added the cost to students for free or reduced breakfast and lunch will not change. Ms. Harris further explained to Mr. Hooks what the Federal Government is requiring.

Mr. Hooks stated that he doesn't believe it is fair and asked if there is a raise for employees in next year's budget? Superintendent Goree stated it is not in the budget being presented to the Board for approval on June 24th; however staff realizes that surrounding districts are giving raises and in order to be competitive, it is necessary that we look at this.

Miss Green asked if she understands we will see increases over the years to come, and Ms. Harris confirmed that is what the Act states; and we cannot see when it will stop because as it increases, the reimbursement also goes up. Ms. Harris added that staff is working to keep our funds at a point where we do not have to raise meal prices, but that we are self-sufficient.

Mrs. Armstrong asked if it is more expensive to prepare a pre-cooked meal (i.e. pizzas) than it is to cook fresh food? Ms. Harris responded that it depends on the staff available and the food available, so they constantly look at meal items staff can prepare based on the amount of equipment in-house, to do what needs to be done. She also stated the new guidelines require that more fresh fruits and vegetables are offered across the board, and they are doing that as much as possible since children are not used to eating a lot of fruits and vegetables.

Ms. Trammel stated that Child Nutrition does an excellent job, but she has noted several instances where the food in some cafeterias was not as pleasant or tasty as others. She also asked about alternate menus other than a salad bar. Ms. Harris explained that K-3 is the standard, traditional menu, and the salad bar is added for 4th and 5th grades. The sixth through 12th grades have the option of a sandwich-type meal added to their choices.

Mrs. Bell reminded the Board that, as Ms. Harris reported, this is mandated by the government and there is nothing we can do about it. She also asked to see the plan for the children that pay by the month and their account is empty, or for children whose parents do not pay, as to how the school provides a lunch for them. She reminded everyone that the Board last year approved extra money to be in the office to cover students who do not have lunch money. Mr. Hooks stated his agreement with Mrs. Bell's comments and also his concern about the amount of food that is thrown in the trash every day. He commended Ms. Harris for the good job she does, and that this is out of her control; however, this is a concern for him. Ms. Harris explained to Mr. Hooks what she is required to do to have the students meals reimbursed, and Mr. hooks clarified he is referencing food leftover after everyone has been served, and Ms. Harris responded that policy is to forecast, learn how many students will eat in the cafeteria, so they can predict how much needs to be cooked. Any leftovers are covered, labeled, dated and placed in the freezer to be used at a later date. The only items to be thrown away are items considered to be hazardous food items, i.e. anything with eggs, mayonnaise, etc. that could cause possible food poisoning.

Mrs. Crawley asked if some of the wasted food is as a result of the limited seat time for children to eat. Ms. Harris said she believes it does because most schools have 20-30 minutes; and this is from the time they leave their class for the cafeteria, wash hands, go through the line and sit down to eat, which may only be 10 minutes. Dr. Goree stated that staff is working with all principals relative to their master schedule process so all students are given 30 minutes so hopefully the students will have 20 minutes to eat their lunch. Mrs. Crawley asked about children throwing their plate away and buying ice cream(s). Mr. Pierson responded that may be a matter to take up with that child, and Mrs. Crawley added she believes the school shouldn't be

able to sell the ice cream in such an instance. Ms. Harris explained that the parent that pre-pays has the option of telling the school what their children can do; and if the money goes only on meals, that is the only way the money can be used. However, if the school is informed by the parents that they can buy extras, they can do so. Mrs. Crawley asked if students on free meals throw it away can they get extras, and Ms. Harris said they can after they receive a meal, and she has no control over that.

POLICY GBDB (RETIREE HIRING POLICY)

Attorney Reggie Abrams explained that this policy tracks State Law regarding the hiring of retirees, and it deals with the retirement benefits. The distinction is that the Caddo Parish policy is not to hire retired teachers as full-time classroom teachers except in instances of critical shortage. So instead of it being a preference that we hire a non-retiree, you do not hire a retired teacher at all unless it is in a critical shortage area. Mr. Abrams added that with this limitation, it means that the District must advertise to declare it is a critical shortage area. He added that the law does not require this because the law states that those who retire before a certain date will be grandfathered in. Secondly, it means we will not be hiring any retirees except in the critical shortage areas. He also explained that if a retiree is hired in an administrative position, they will be hired for a one-year term only, and the District has been using a two-year contract formula. He added that the remainder of the policy is basically definitions of retirees, retired teachers, how they can return to service, etc.

Mr. Riall asked if this policy recommendation was received from the company Caddo hired to look at the policy manual? Mr. Abrams said it is and the only difference is mandating that we do not give preference to retirees over non-retirees. Mr. Riall shared his concern that principals continually come to him about hiring retirees because Central Office tells them they cannot. He requested that Attorney Abrams put this in the policy so everyone understands where we stand in hiring retirees. Mr. Abrams added that another distinction is retired members (other than teachers) who retired prior to 2009 and went back to work; and they also can return to work, but prior to hiring a retired member, the employee must acknowledge in writing that their retirement benefits will be suspended.

Ms. Trammel asked who determines the critical shortage areas, and staff stated it is advertised positions that we are unable to fill with someone who meets the qualifications. Mrs. Bell asked about the shortage of bus drivers reported to the Transportation Committee, and Mr. Abrams explained they are included in the policy for shortages, but not critical.

Miss Green asked Mr. Abrams if she understands correctly that the State came up with this law and Caddo is just now putting it into its policy manual. Mr. Abrams responded that Caddo has been following this law since the State implemented it, but it was not written in the particular policy format presented. Miss Green asked about principals coming out of retirement and because she doesn't see this as a critical need. Mr. Abrams said there are not exceptions and paragraph two of the policy states that an administrator will be hired for a one-year term only. Also, they would have had to retired on or before May of 2009 and gone back to work; they must be grandfathered in person. Dr. Goree added that in that situation, there were characteristics and qualifications being looked for in a candidate and at that point, any one retired and returned to work prior to that date was a fully eligible candidate.

Miss Green also asked if there is a list of those grandfathered in, and Dr. Goree responded that Human Resources is aware of those candidates and through the State.

UNENFORCEABLE POLICIES IN POLICY MANUAL

Mr. Abrams explained a lot of the District's policies are under review and a lot of policies, because of Acts 1 and 2, relative to employee issues are unenforceable, so he is asking the Board to authorize staff to remove those policies from the policy manual and that State law be followed until all policies are updated and placed in the manual.

Superintendent Goree stated that the District is required to follow the law and an attempt is being made to update the District's policies and if we have a policy that is not following the law, it should be pulled from the manual. Mrs. Crawley stated that the Board is in charge of policy and these need to be brought to the Board. Dr. Goree shared his agreement and that it is staff's intent to be totally transparent in the process and bring to the Board a list of policies that fall into this category. Dr. Goree agreed and that this can be handled as the Board wishes through the wording of the motion. Mrs. Crawley added that supporting documents are to be at the work session so Board members can ask questions, and she doesn't see this happening at the June 24th meeting. Mr. Pierson stated that he believes staff is asking for the authority to remove the unenforceable policies and bring the remaining back to the Board for approval, because if we have a policy that is unenforceable by State law, we are not following that policy; and to protect us and the quality of the policy, it must come back to the Board for approval. Dr. Goree again stated that the Board has something in writing that does not support law, law will always supersede that policy; and taking this step will help the District when someone states this is what the policy says.

Mrs. Armstrong stated this is nothing more than State law superseding the local policy and we will follow the State law, so the policies still in place actually became inactive over the years as new laws were put into place. As these come up in the review of policies and we can no longer abide by them, but State law only, they need to be purged from the policy manual. Mrs. Crawley stated that she believes it goes beyond State law, and Dr. Goree explained that those instances would not qualify and would need to come to the Board as a separate action item.

Mr. Riall asked Mr. Abrams about the future of Acts 1 and 2 since they have been challenged. Mr. Abrams stated that it is not finalized at this time, and until it is finalized, the District must follow the law. Mr. Riall asked if we are doing this based on Acts 1 and 2, what will happen if these two are overturned. Mr. Abrams responded that we would have to change the policies again; however, Act 1 has been in effect since 2012.

Mr. Hooks asked about Level IV grievances and why the Board hears them when the Superintendent has the authority to hire and fire. Mr. Abrams clarified that a Level IV Grievance is an employee complaint on procedures and is not a policy that will come back as unenforceable.

Mr. Ramsey said that when the Board engaged the Forethought group to review the District's policies, one of the duties was to update and revise changes as the State law changed or were made, and it appears the process is running behind. He added that this step is a reminder that we need to get some of these policies updated to reflect what State law says. He asked that Mr. Abrams help move this process along.

Mrs. Bell asked Mr. Abrams to bring an update on the recent Legislative Session and new laws enacted.

Mr. Pierson announced that Items 6.02, 7.01-7.03, 8.01, and 8.03-8.08. *Ms. Trammel moved, seconded by Mr. Pierson, to approve the proposed agenda and consent agenda for the June 24, 2014 CPSB meeting as submitted. Vote on the motion carried.*

POLL AUDIENCE

Jackie Lansdale, president of Red River United, commended the Superintendent for his comments relative to making sure students have a defined time for lunch. She also addressed the retiree policy, and noted the only problem would be supplanting when there are teachers that need a place, and there are several teachers in Caddo that are struggling because they are in the surplus. She also reminded the Board that when you create people that have absolute authority/power, absolute power corrupts absolutely; and when you create principalities, you create tyrants/dictators and there is no counter-balance whatsoever, but a nightmare in the District. Regarding unenforceable policies, Mrs. Lansdale said she looks forward to having the opportunity to sit with the policy committee on this because it does deserve a look; because just because State law says something does not mean there is not a broader interpretation. She said there are a number of things in State law that if the Board looked at closely, it would not be doing it for its employees. She reminded the Board that Acts 1 and 2 are unconstitutional and Act 2 is gone. The arguments on Act 1 will be heard in June with the earliest ruling probably in August.

Adjournment. *Ms. Trammel moved, seconded by Mr. Pierson, to adjourn. Vote on the motion to adjourn carried and the meeting adjourned at approximately 6:04 p.m.*

June 10, 2014

The Caddo Parish School Board (**CPSB**) met in special session on Tuesday, June 10, 2014 at 4:30 p.m. in its offices at 1961 Midway, Shreveport, Louisiana with President Pierson presiding and the following Board members present constituting a quorum: Steve Riall, Jasmine Green, Charlotte Crawley, Curtis Hooks, Mary Trammel, Lillian Priest, Bonita Crawford, Barry Rachal, Larry Ramsey, Ginger Armstrong and Dottie Bell. Also present were Dr. Lamar Goree, superintendent, and Reggie Abrams, legal counsel. Mr. Pierson led the prayer and Pledge of Allegiance.

PUBLIC HEARING ON CHARTER SCHOOL APPLICATIONS: (1) Leaves of Gold (2) Algiers Charter School Association (3) Central City Academy

Representatives from the Leaves of Gold application shared a video recently produced by the *Shreveport Times* depicting the program(s) she has offered to students and would like to continue to offer students through the Leaves of Gold Academy, as well as testimonies of families that have left the public school systems in Shreveport and Bossier and enrolled their children in her program. Debra Harville stated that because their application was denied by the third party reviewer, she is working with David Shepherd at the State Department. Mrs. Harville said this is her 46th year of teaching, having taught in public schools as well as private/parochial schools; and she has a desire to work in conjunction with public school teachers to help students who may have a need to work at a slower pace or special needs that are difficult to meet in a classroom where the curriculum is moving at a faster pace than they can keep up with. She hopes that Leaves of Gold Academy can provide a structured classroom that will meet their needs on a flexible basis as well as use a multitude of strategies she has learned in her 46 years in teaching.

Mr. Rachal asked that while he has the summary on each charter application, he requested that in the future the full packet be shared with the Board for review prior to the meeting. Ms. Trammel asked for clarification and does she understand correctly that when the Board is notified that the applications are available for the Board to review, that review must be done in the office. Dr. Goree responded that is correct.

Kimberly Williams, third party charter reviewer, shared with the Board that in reviewing the three charter school applications, and after meeting with the committee to interview each applicant, it is her recommendation to (1) deny the Leaves of Gold application, (2) approve the Algiers Charter School Association's application, and (3) deny Central City Academy (Ray of Hope)'s application.

She explained that the recommendation to deny the Leaves of Gold application is based on the application did not evidence everything just seen in the video, the majority of the application was letters of support, the budget was not in proper format, there was no curriculum presented nor plan for use of data, and the evaluation was based on what was presented, which was an incomplete application. She said there were also some concerns after conversation with the applicant that there is a feeling of attempting to make a public school into a private school and that the applicant does not completely understand the limitation placed on public schools.

Ms. Williams stated that following the review and interview with the representatives from the Algiers Charter School Association, the recommendation is to approve, with the approval being to give them up to three schools beginning in 2016 (conversion schools) working with the district. She further stated that because Algiers has a track record of success with the students in the demographics that are the most at risk and the most identified. She reported that Algiers has turned around schools and have done so across the population. What they are doing in their current schools was also evaluated. She feels that Algiers will be a tool given to Caddo to use to transform schools as opposed to just opening a charter school, and they are committed to

partnering with the district and working with the district to determine where the needs are and making the right placements using Best Practices. Mr. Abrams also commented that they will accept the students within the district boundaries of the schools they are currently attending and not solicit students from all across the parish. He also explained that this is not bringing in any new schools, but actually will work with the current schools; and they will be the ones convincing parents and teachers that their program is a good, successful program. We also have through December of 2015, based on the contract Caddo has with the RSD. Dr. Goree reemphasized the point that it is a tool we do not have to use in the event we progress positively in all schools in Caddo.

Ms. Williams presented the final application (Central City Academy – Ray of Hope Foundation) and their recommendation to deny it. She explained that when the application was presented, it did not meet the minimal eligibility requirements, it did not include all the required documentation, there was no academic or professional development plan, nor an identified plan for transforming students, and thus the reason for their recommendation to deny.

Mrs. Bell asked about the application for Algiers because she did not see a budget, and she questions where the money for this charter would come from. Ms. Williams responded they will use MFP funds from the State. Mrs. Bell restated her request is will the funding come from the District's MFP, which will include transportation, child nutrition, etc. Ms. Williams explained that the only obligation Caddo will have for shared services is the legal obligation relative to transportation (which they will purchase from Caddo Parish), and is the only service we are required to provide. Mrs. Bell asked how are the teachers paid, and Ms. Williams responded they are paid from the MFP. Mrs. Bell asked if she understands correctly that only the students in her district will be permitted to attend her school? Ms. Williams responded that is correct; however, she said it is important to note the reverse choice where a student can choice out, but Algiers has committed to working with the parents and teachers to get them to work with them. Mrs. Bell referenced Dr. Goree's comment that Caddo is working to fix all its schools; however, until the State should take over a school, can Caddo continue to use this company, but we are not obligated with a contract until 2016 when they will open. Mr. Abrams explained that the motion will state something different.

Mr. Riall called for a point of order because the comments are based on a motion and there is no motion on the floor.

Miss Green asked Ms. Williams about the three schools by 2016, and Ms. Williams clarified it is up to three schools beginning in 2016 and it will be Caddo's schools.

ACTION ON CHARTER SCHOOL APPLICATIONS: (1) Leaves of Gold (2) Algiers Charter School Association (3) Central City Academy

Mr. Ramsey moved, seconded by Mr. Rachal, to deny the charter application of Leaves of Gold Academy in accordance with the recommendation of the third party charter reviewer. Vote on the motion carried.

Mr. Riall moved, seconded by Mr. Hooks, to deny the charter application of Ray of Hope Foundation in accordance with the recommendation of the third party charter reviewer. Vote on the motion carried.

Mr. Ramsey moved, seconded by Mr. Rachal, to approve the charter application of Algiers Charter School Association for up to three Type 3 charter conversion schools based on the needs of the District with the understanding that the applicant will obtain the consent of the majority of parents and staff beginning in June of 2016 as recommended by the third party charter reviewer.

Mr. Ramsey stated that in reviewing the application and we have a third party reviewer that provided the summary information, he wholeheartedly supports this motion. Mr. Rachal asked the superintendent his thoughts on supporting the Algiers application. Dr. Goree stated that it is Louisiana Law and a process in place for reviewing the charter applications and determine if there is a way we can partner with these organizations to meet a need. He said in going through the process and reviewing the application, there is a possibility Caddo may need to partner with this organization. He further stated that it is staff's hope that as a result of the hard work every day, Caddo will not need this organization because staff is looking to see all Caddo schools acceptable and performing at the exemplary level. Also, their track record indicates they are reaching students in failing schools; and by approving this, it gives Caddo yet another option if we do not see the kind of growth that the children deserve.

Mr. Rachal asked if he understands correctly that they will receive a portion of the local revenue that the School Board receives. Ms. Williams responded that is correct, and they will receive the total state and local MFP allocation. Mr. Rachal asked what is the local cost? Mr. Lee responded approximately \$4,000 of the local revenue plus the MFP. Mr. Rachal stated that he wants the public to understand that this is being funded with MFP funds, and any students attending the charter will receive the dollars they would have received if attending the public schools. Mr. Rachal asked how many schools is Algiers working in? Ms. Williams said they have six schools, and Mr. Rachal asked how long have they been in operation and when/where did they start. Ms. Williams stated they have six schools, the oldest began in 2005 (preK-8), one in 2007 that is a 9-12, and one in 2013 that is a successful merger of two high schools in New Orleans. These schools have grown over time.

Adrian Morgan, chief executive officer of the Algiers Charter School Association, shared the programs and successes of their six schools in the New Orleans area. He said they are very excited about the proposed new program and the successes it can bring to Caddo. Mr. Rachal said he does see some major benefits in using this company; however, if we do not get these schools turned around.

Mrs. Bell asked who owns the school, and Ms. Williams said the School Board does. Mrs. Bell asked if the three schools in her district do not make the improvement and Algiers takes them, how will they operate? Ms. Williams said it will remain a public school and a Type 3 is the conversion of the District's existing schools. Mrs. Bell asked if the school improves to A or B status, will it be returned to Caddo? Ms. Williams responded the school will remain a Type 3 charter school indefinitely until the Board and the operator agree to transition it back. The question will then be has the school reached an academic place to continue to do at or better than the programs currently offered in the school. Mrs. Bell asked if this school will fall under the same law as Linwood and Linear? Ms. Williams explained that as a Type 3 they abide by the same general policies, so there is continued liability and oversight. With Linwood being a Type 5 charter, it is less restrictive. Mrs. Bell asked about the State rule of what the District can do if a charter school does not reach the goal, and Ms. Williams said the Board can shut them down because a Type III has the Board's oversight and authorization and after so many years, if they do not reach the bar, then the Board can act on it.

Mrs. Bell asked what is different, what can this charter school offer that the public school cannot offer? Mr. Morgan explained that he believes in terms of the experience between the student and the teacher, there is very little difference. It's not about what is going on between the student and teacher every day in terms of the commitment and the effort, but the structure in which the student and teacher operate. He further stated there are limitations built into the structure....i.e., tenure status.

Ms. Trammel asked about the accountability and will the 12 Board members hold the charter accountable, because relative to another charter approved by the Board, no report has been

provided to the Board as to how it is operating and if it is working. Ms. Williams explained that as part of the first contract with the School Board, she will do an annual review of the charter; and since the school year just ended, she will submit a report to the superintendent in August. She further stated that she will receive a report from the charter school and she will look at this and submit a report to the Board. Ms. Trammel stated that she believes the Board requested a quarterly report on the charter school and how it is progressing and asked if the Board will receive such a report. Superintendent Goree noted this request was raised relative to the Magnolia Charter School and a request has been submitted to the school. As soon as Magnolia responds to his request, he will provide a summary to the Board on how Magnolia is performing. He added he believes it is perfectly reasonable that if it is approved by the Board, a regular report on the performance of the school can be provided.

Ms. Trammel stated if the State of Louisiana decides that the money to operate is no longer available, is MFP money and tax dollars the only money the charter will receive. Ms. Williams explained that relative to their finances with their six schools, all six schools operate very much in the black and they do so with MFP funds only.

Mr. Hooks asked how student success is measured? Ms. Williams responded student success is measured the same way Caddo measures its students successes, and they must achieve certain benchmarks. Mr. Hooks asked how will teaching and learning be modified based upon the need of individual students? Ms. Williams explained it is explained in the application what is needed, and principals are allowed to make modifications immediately when needed to meet the needs of the students.

Miss Green asked Ms. Williams if Algiers Charter School has a charter named Einstein or John McDonna. Ms. Williams said they do not, and there are numerous John McDonna Charter Schools. Miss Green noted that she does her follow up and Ms. Williams agreed and that she too does detailed research, and these conversations have taken place to ensure that Caddo is not walking into a bad situation. Miss Green asked the superintendent what buildings will be considered, and Dr. Goree responded hopefully none, but any decision staff makes will be based on academic performance, and this is a backup plan. He also said he doesn't want to appear that we, as staff, do not feel weak and can see great success in all our schools. But, in looking at historic data, Caddo has schools that this has been said of them, and this adds an option. Ms. Williams reminded the Board that its timeframe with the Recovery School District is short.

Mr. Riall moved, seconded by Mr. Ramsey, to call for the question. Vote on the motion to end debate carried with Board members Crawley, Armstrong and Bell opposed.

Vote on the main motion (Algiers Charter Association Academy) carried unanimously.

Adjournment. *Mr. Ramsey moved, seconded by Mr. Riall, to adjourn. Vote on the motion to adjourn carried and the meeting adjourned at approximately 5:38 p.m.*

T. Lamar Goree, Ph.D., Secretary

Carl A. Pierson, Sr., President

June 24, 2014

The Caddo Parish School Board (CPSB) met regular session on Tuesday, June 24, 2014 at 4:30 p.m. in its offices at 1961 Midway, Shreveport, Louisiana with President Pierson presiding and the following Board members present constituting a quorum: Steve Riall, Jasmine Green, Charlotte Crawley, Curtis Hooks, Lillian Priest, Bonita Crawford, Ginger Armstrong and Dottie Bell. Board members Mary Trammel, Barry Rachal and Larry Ramsey were absent. Also present were Dr. Lamar Goree, superintendent, and Reggie Abrams, legal counsel. Ms. Priest led the prayer and Pledge of Allegiance.

CONSIDERATION OF MINUTES

Ms. Priest moved, seconded by Mr. Hooks, to approve the May 14, 2014, May 20, 2014, June 3, 2014 and June 10, 2014 CPSB minutes as submitted in the mailout. Vote on the motion carried.

RECOGNITIONS AND PRESENTATIONS

Victor Mainiero, director of communications and marketing, on behalf of the board, recognized the following staff members and students for recent achievements. President Pierson and Superintendent Goree presented each with a certificate in recognition of their accomplishment. Administrators, family and friends present were also recognized.

Southwood's FIRST Robotics Team Wins First Place in Regional Autonomous Robotics Circuit Competition. The following Southwood High School Robotics team members were recognized for winning first place in the high school division for the 2013-14 school year at the Regional Autonomous Robotics Circuit (RARC) competition: Galen Bias, DeQuaylan Collins, Matthew Moore and Wesley Roberts. Mr. Mainiero announced that the Southwood team beat Caddo Magnet, Captain Shreve, North Caddo, Airline, Benton, Haughton, LSMSA, Ruston, Minden and Natchitoches Central. Support was provided from the Biomedical Research Foundation, Capital One Bank and JC Penney. Each team took home a \$500 cash prize. Joe Couvillion, mentor, William Fegley, team sponsor and Susan Tompkins, MST coordinators were also recognized.

Arthur Circle Teacher is "One Class at a Time" Winner. Jessica Dowden, Arthur Circle Special Education teacher, was recognized as the newest "One Class at a Time Winner". The grant received will be used for the expanded expression tool that allows students a way to organize their thoughts not only in oral expression, but in written expression as well.

Barret Paideia is Awarded Grant from International Paper Foundation. Barret Paideia Academy was recognized for being awarded a grant from the International Paper Foundation in the amount of \$5,831.15. This grant will be used to purchase materials and supplies for the literacy programs at Barret Paideia Academy.

Newly Appointed Administrators. Charles Lowder, director of certified personnel, introduced the following newly appointed administrators: (1) Michael Ilgenfritz, principal, Caddo Parish Magnet High School; (2) Col. Eric Sweeney, JROTC Supervisor; (3) Paesha Finister-Wright, SPED Placement Facilitator; (4) Cassie Harwell, Professional Development Specialist; (5) Marjorie Manuel, Elementary Math & Transformation Specialist; and (6) Sabrina Anderson, Elementary Literacy Transformation Specialist. Dr. Mary Nash Robinson introduced Al Graham, newly appointed director of classified personnel, who will fill the position occupied by Cleveland White, who is retiring. She also recognized Col. Daniel Durr and Cooper Knecht members of the Superintendent's Cabinet that are retiring and today is their final Board meeting.

PUBLIC HEARING ON 2014-15 CPSB CONSOLIDATED ANNUAL BUDGET

President Pierson announced that the public hearing on the 2014-15 CPSB Consolidated Annual Budget open. With there being no speakers, Mr. Pierson declared the public hearing closed.

VISITORS

Jon Glover shared a portfolio of information on the District's School Performance Scores, noting that Caddo ranks 59th in Louisiana. While Caddo Districts 1, 8, 9, and 11 appear to be on key for attaining educational success, Ms. Glover expressed her concern about the ineffectiveness in Districts 2, 3, 4, 5, 6, 7, 10 and 12; and even though she has brought her concerns forth many times, thus far there have been no results depicting success. Her question to the Board is where does the District go from here. Relative to the service provider coming aboard to address 10 of the targeted schools, she would like to know about the additional schools. Because education is important to her, Ms. Glover said she cannot emphasize enough the importance of everyone fitting into the criteria for success. She said if we cannot successfully exercise the practices that dictate success, then she believes we are not only sacrificing our children, but the school system as a whole and asked if this is the legacy Board members wish to leave for their constituents.

Brady Harris reported that he has been since 1980 the property and casualty insurance agent for the Caddo Parish School Board, holding the responsibility to monitor the market, see what was available, and place the coverage in a facility that in his opinion was the best combination for the Board. He further explained that in 2003 he was approached by the Baton Rouge office of AJ Gallagher to consider an insurance program they put together for Louisiana public schools and made it available to those schools' insurance agents. After analyzing and careful consideration, he reported that it was a good deal for the Board and to place insurance with that company. A graph depicting what has transpired since that decision was made and in 2013 a decision was made where the School Board is paying \$300,000 less than paid in 2010 for considerably more coverage. He also explained that Gallagher charged a fee in addition for him; and while the fee was not excessive, it was, in his opinion, justified. Mr. Harris referenced the recommendation from the Insurance and Finance Committee and the Board's approval of that recommendation, and the decision to terminate him as the agent for the CPSB and deal directly with AJ Gallagher. Mr. Harris noted that Gallagher was in no way involved in this decision by the CPSB Committee. He also said that since that decision was made, no one from the committee, the Board, or the administration has shared with him that decision after 10 years. Mr. Harris stated that (1) the school board accessed this Gallagher program and realized the savings because of him and his decision to place the coverage with Gallagher; and (2) he is immensely proud of the service he rendered to the School Board over the past 10 years and that every decision he made was done so in the context of what was best for the Caddo Parish School System.

Jackie Lansdale, president of Red River United, announced that Bossier teachers will receive A 1.5% increase divided through their millage (taxpayer) at the beginning of the new school year and they will also receive \$703 of the MFP dollars received last year as a one-time supplement. This year the Board has decided to make it permanent and will also receive a \$600 13th check and \$725 be-back check at the beginning of the school year. These incentives bring the new teacher in Bossier at \$41,423. The salary (in the salary schedule) for a new teacher in Caddo is \$41,144. Mrs. Lansdale noted that last year \$790 was allocated as a supplement and it was put into the MFP as growth monies and the Legislature has recommended that the 2.75 is made permanent and that is a permanent part of the District's salary structure. Mrs. Lansdale encouraged the Board to consider this recommendation which will place the Caddo teacher slightly above the Bossier teacher salary. She also asked that the Board consider repeating what it did last year for non-teacher employees and that it become a permanent structure as well. She also reported that Bossier explored going to a twice monthly pay, something Caddo has done for 15 years, and made the decision to not do so due to payroll costs to do so. Believing it to be very

beneficial, especially to new employees, Mrs. Lansdale stated it is their hope that Bossier will revisit that decision. They also requested that every employee have direct deposit, which also ultimately provided payroll savings. She also noted the differences in the two districts and that a huge reduction has been seen in classified numbers, but a permanent increase is what they want to see. Mrs. Lansdale stressed the importance that the Board take the monies from MFP and develop them into a salary development structure allowing employees to receive a permanent salary increase for the first time since 2009.

An additional area needing work is to put procedures together for due process hearings for tenured teachers as a result of the changes in state law. She added in doing so, there is also a need to put together a list of 10 arbitrators from lawyers, retired judges, mediators or from a list from BESE. Mrs. Lansdale said this law is an improvement even over the original tenure termination law; and while it is still not what they want, it is a start. She also noted that they feel any erosion of due process is considered a deep professionalism of their profession – public education; and that is when they see teachers removed arbitrarily from their school or Board policies deleted without consideration or discussion or policies and procedures misapplied, because due process is the essential and fundamental right of any just society.

Daryl Roberson (CAE) introduced Dr. Elizabeth Sullivan, the new CAE President.

ESTABLISH THE AGENDA AND CONSENT AGENDA

Superintendent Goree highlighted items for the Board’s consideration and President Pierson announced that Item 8.08 “Unenforceable Policies in Policy Manual” is pulled and Items 6.01-6.03, 7.01-7.03, 8.01-8.02, 8.04-8.07 and 8.09-8.13 are the consent agenda. *Ms. Priest moved, seconded by Mrs. Bell, to approve the agenda and consent agenda for the June 24, 2014 CPSB meeting as presented. Vote on the motion carried unanimously.*

CONFIRM THE CONSENT AGENDA

Ms. Priest moved, seconded by Mr. Hooks, to confirm the consent agenda. 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

6.01 Personnel Recommendations. The board approved the personnel recommendations as recommended by the superintendent and submitted in the mailout.

6.02 Personnel Transactions Reports. The board approved the personnel transactions report for the period of May 1, 2014 – May 31, 2014 as submitted in the mailout.

6.03 Request to Waive Re-Payment of Medical Sabbatical Leave. Move to approve the requests to waive re-payment of medical sabbatical leaves as submitted in the mailout.

Item No. 7

7.01 Purchasing Bids. Move to approve the following bids as recommended by staff and submitted in the mailout on the bid tabulation sheets: (1) Detel, totaling \$549,980.00 for the purchase of Smart Boards for All Schools; (2) Unity Education Resources, totaling a discount percentage of 55.1% for the purchase of Office Furniture Catalog; (3) Fire Sprinkler Services, totaling \$15,915.00 for the Sprinkler Inspection & Repair Sprinkler Systems; (4) Blue Bell Creameries, totaling \$81,756.00 and Oak Farms Dairy, totaling \$1,365,030.00 for the purchase of Milk and Dairy Products; (5) Flowers Baking, totaling \$195,700.00 for the purchase of Bread

and Bread Products; and (6) Oak Farms Dairy, totaling \$1,341,375.00 for the purchase of Fruit Juice. *Bid tabulation sheets are filed in the official meeting record for the June 24, 2014 meeting.*

7.02 Authority to Hold Salvage Sale. The Board authorized staff to hold an auction sale of surplus furniture and equipment on August 2, 2014.

7.03 Capital Projects Bids. The Board approved the following bid as recommended by staff and submitted in the mailout: (1) Terry's Roofing & Sheet Metal, Inc., with a Base Bid for the sum total of \$158,000 for Project 2015-205, "North Highlands Roof Repairs & HVAC". *A copy of the bid tabulation sheet is filed in the official papers of the June 24, 2014 CPSB meeting.*

Item No. 8

8.01 Appointment of Official Journal. The Board appointed *The Times* as the official journal for the 2014-15 year as recommended by staff and submitted in the mailout.

8.02 Appointment of Fiscal Agent. The Board approved JP Morgan Chase as the fiscal agent for the period of July 1, 2014 through June 30, 2019.

8.04 Increase in School Lunch Prices. The Board approved the increase in the school lunch prices as recommended by staff and submitted in the mailout.

8.05 Resolution to Adopt the 2014-15 Consolidated Annual Budget. The Board adopted the 2014-15 Consolidated Annual Budget as submitted by staff in the mailout.

8.06 July Board Meeting. The Board approved holding only one Board meeting in July and that the July Board meeting will be held on Tuesday, July 15, 2014.

8.07 Policy GBDB (Retiree Hiring Policy). The Board approved the proposed revisions to Policy GBDB (Retiree Hiring Policy) as submitted in the mailout.

8.09 Out of State Travel (General Fund). The Board approved the request for out of state travel (General Fund) as recommended by staff and submitted in the mailout.

8.10 Approval of Revised Organizational Chart. The Board approved the proposed revisions to the Organizational Chart as recommended by the superintendent and submitted in the mailout.

8.11 Long Term Use of BTW. The Board approved the request for long-term use of Booker T. Washington as recommended by staff and submitted in the mailout.

8.12 Request for Use of Buses. The Board approved the request for the use of CPSB buses as recommended by staff and submitted in the mailout.

8.12 Ratification of MOU Between CPSB and VOA of North Louisiana, re: Communities in Schools. The Board ratified the MOU between the CPSB and the VOA of North Louisiana as recommended by legal counsel and submitted in the mailout.

PROPERTY AND CASUALTY INSURANCE RENEWALS 2014-15

Ms. Priest moved, seconded by Mr. Riall, to approve staff's recommendations for insurance coverages and authorize the superintendent or his designee on behalf of the CPSB to reject uninsured/underinsured bodily injury coverage on the automobile liability policy.

Mrs. Crawley asked staff to clarify the relationship between the visitor that spoke and this recommendation. Jim Lee explained that Arthur Gallagher is Caddo's Agent of Record and Mr. Harris is a local agent; and the matter of the commission paid to Mr. Harris was discussed at a recent meeting of the Insurance and Finance Committee as well as the work he does for Caddo above what Gallagher does for Caddo. Because it was believed there is no additional benefit, the question was raised as to why Caddo pays an additional commission; and the committee voted to bring the recommendation to the Board to remove Mr. Harris as the local agent, which the Board voted to accept at the last Board meeting. Mrs. Crawley remembered it being brought up approximately five years ago, and a decision was made to stay with the company and asked Mr. Lee if he knew how much we pay this third party. Mr. Lee responded it is approximately \$39,000, and Mrs. Crawley said she doesn't believe that is very much considering the size of the policy and the work involved.

Mrs. Armstrong asked if she understands correctly that the recommendation is to make AJ Gallagher the agent of record and cut out the local representative (Mr. Harris)? Mr. Lee said that is the recommendation. Mrs. Armstrong noted the tremendous service from AJ Gallagher in searching the market in the District's best interest; however she has mixed emotions about cutting the local agent of record out of the picture.

Mr. Riall called for a Point of Order since the Board has previously voted on that matter and is not a matter of the motion on the floor. Mrs. Armstrong stated her understanding; however, she wanted to make her point as to the fact as to who has been the agent of record as well as the service we have received from AJ Gallagher.

Mrs. Crawley stated that Mr. Abrams shared with her that Gallagher will continue to use Mr. Harris and they will pay any expenses.

Ms. Priest, chair of the Insurance and Finance Committee, shared that this matter was discussed thoroughly in several committee meetings as well as receiving additional information. She explained that a list of items were asked for as provided by the third party; and when representatives of Gallagher met with the Insurance and Finance Committee, the committee went through the items and the committee agreed that Gallagher could provide what was needed for those 10 items; therefore the recommendation from the Insurance and Finance Committee.

Mrs. Bell, a member of the committee, also expressed her concern about the local money; but when learning that AJ Gallagher would continue to use Mr. Harris, she supported it.

Mr. Riall moved, seconded by Ms. Priest, 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.

SUPERINTENDENT'S REPORT

Update on Collaborations with RSD. Superintendent Goree reported that last week the transformation zone principals and key personnel traveled to the University of Virginia for an intense week learning more about the school turnaround process. He stated he is very excited with the quality of work with the UVA and believe the efforts of the principals and the efforts going into the transformation schools will make a tremendous difference for kids. He expressed appreciation to all the stakeholders for the huge contributions to the 10 transformation schools.

SunGard Status. Dr. Goree reported that staff will bring a recommendation to the Board at its July 15th meeting, on the direction of SunGard. While progress has been seen, he added staff is still looking to make the best decision for Caddo.

Administrative Appointments (Informational). The superintendent announced that the administrative appointments in the mailout are presented for the Board's information.

Update on Follow-up of Transportation Audit. Dr. Goree announced that as requested by the Board, an update on the follow-up audit of the Transportation Department audit is provided for the Board's information.

Request for Leaves. Approved certified and classified requests for leaves were provided for the Board's information.

ANNOUNCEMENTS AND REQUESTS

Steve Riall announced that the Audit Committee will meet at 2:30 p.m. on Tuesday, July 15, 2014.

Dottie Bell requested additional information on the Attendance Department's move to Central Elementary.

Charlotte Crawley asked staff to share with the Board when it will begin looking at the MFP (adding amount to the salary schedule).

Dr. Goree introduced Sue Gerlock, principal at Dalton Elementary School in the Mansfield Independent School District, who is shadowing Billy Snow as part of completing her doctoral program at Stephen F. Austin.

Adjournment. *Mrs. Armstrong moved, seconded by Miss Green, to adjourn. Vote on the motion to adjourn carried and the meeting adjourned at approximately 5:35 p.m.*

Dr. T. Lamar Goree, Secretary

Carl A. Pierson, Sr., President

July 15, 2014

The Caddo Parish School Board (CPSB) **Audit Committee** met on Tuesday, July 15, 2014 at 2:30 p.m. in its offices at 1961 Midway, Shreveport, Louisiana with President Pierson presiding and the following Board members present constituting a quorum: Steve Riall, Charlotte Crawley, Barry Rachal, and Ginger Armstrong. Also present were Dr. Lamar Goree, Superintendent; Reggie Abrams, legal counsel, Dottie Bell and Mary Trammel, as well as staff members from the HR Department, IT Department and Auditing. Mr. Riall led the prayer and Ms. Trammel led the Pledge of Allegiance.

Update on SunGard. Sharon Golett, director of Information, shared an update on SunGard reporting that work has been ongoing with the corporate office to address concerns and improving the system. She reported that the latest activities included closing out the fiscal year and having everything in place for staff and start of school, completing requirements for insurance to be in compliance with the Affordable Care Act and tracking buses and field trips.

Relative to security, it was reported that security settings have been addressed based on budget descriptions. Also, staff is looking for ways to improve and allow staff (insurance and HR) to continue to work through the “hands off” time. Additional improvements in this area will be to devise a time schedule for payroll processing and make departments aware of windows of opportunity. Dr. Goree noted the importance of the fidelity of the information and he believes we are making progress with the system; and he must look at what is being done to improve the system versus the cost of replacing the system, which the District is not poised to make that recommendation at this time. Dr. Goree also said while he thought this month he would be able to report to the Board his position to support or not support, there has been too much progress made to date for him to make a recommendation at this time. He added his only concern is the fidelity of the past information and its accuracy.

Staff also responded to questions relative to “human errors” noted in the audit report, number of pay periods (20 in June) which increases the amount of “hands off” time for various departments, having one pay-period would eliminate a lot of the daily issues.

In response to the Committee’s request for a recommendation, Dr. Goree said he will bring a recommendation to the Board in August along with a recommendation on a pay raise.

Human Resources Audit Recommendations. Jeff Howard announced that copies of the Human Resources Audit were mailed to members of the Board and Dr. Robinson and the Human Resources staff are present to answer questions, along with Allison May who conducted the audit. Discussion was held on the various types of leaves and the concern that a leave was approved for someone to attend nursing school, for someone to teach at a charter school, etc. Jeff Howard explained it is Auditing’s recommendation that the Superintendent needs more information on leave requests so he can make the best decision for the district. Mr. Abrams explained that, regarding an employee taking a leave to teach at the charter school, State Statute in 2012-13 required that the Board allow this; and at this time, he is not sure this stipulation is still in place. Mr. Pierson also clarified that a leave without pay is one where an employee could go and get another job and still maintain their position with the School District when they return; and a leave with pay is for education and must be approved every year.

Discussion also ensued on the Superintendent approving all leaves and the fact that certain leaves should be approved by the Board.

Mrs. Armstrong stated she believes the staff needs to be trusted to approve leaves because when reporting different types of illnesses, etc. this is out of the Board’s purview. She also asked if

there are any charters where Caddo pays for retiree benefits; and staff responded that none of the charters in Caddo participate in the State Retirement Plan.

Board members discussed the Audit recommendations and staff responded as follows:

- **Recommendation 1 – The administration should not add additional staff outside of the staffing formula without obtaining Board approval. All administrators who are currently considered surplus should be considered for any future openings before additional personnel are hired in these positions.** Mr. Lee responded that staff currently follows this practice.
- **Recommendation 6 – The administration should implement a tracking system to monitor the actual number of counseling sessions the EAP provides to the employees and calculate the cost per visit. If the cost continues to appear excessive, the administration should explore other options for providing these services.** Dr. Goree responded that there is a need for this service, but he will agree maybe there is also a need to look at other options. Mr. Lee responded that when someone is referred to EAP, they are given an option to go through EAP; and regarding the issue of confidentiality, having someone in the district serve in this capacity has been discussed.
- **Recommendation 8 – If an applicant has prior experience with a non-public school and they do not complete the sexual misconduct form, HR should contact the former employer to determine if they are eligible for rehire. This contact should be documented.** Mrs. Bell asked if new hires are drug tested? Allison May responded that all drivers (buses) are tested, i.e. any safety sensitive employee.
- **Recommendation 9 – New employees should complete Form L4 when they are hired, and this information should be used to record the Louisiana withholding information in SunGard.** Dr. Robinson responded that L4 and W4 are the same information and HR will continue to use the W4. The auditor commented that withholding for state taxes could be different than their federal taxes so the employee should complete both forms.
- **Recommendation 12 – When an employee has a position change, HR should ensure that the employee signs the new job description, which should be maintained in the employee’s file. All positions should be supported by a recommendation from the applicable administrator and maintained in the employee file. All changes should be processed in SunGard in a timely manner to prevent errors in payment and overpayments should immediately be recouped from the employees.** Mrs. Bell encouraged staff to look at ways this type error can be caught or eliminated. Staff will continue to comply with the advice of counsel regarding this matter and to notify employees of their fiduciary responsibility to repay any overpayments immediately.
- **Recommendation 13 – The District should revise administrators’ contracts to allow their salaries to be reduced if they are transferred to a lower position. Administrators’ evaluations should properly reflect their performance.** Mr. Rachal asked if he understands correctly that if we move someone to another position we can’t reduce their pay, and Mr. Abrams clarified that Statute trumps in these situations. Dr. Goree also added that districts doing this (reduce the position and reduce the salary) are placing employees on position assignment. Mrs. Crawley stated that districts that follow this have progressive discipline policies in place and Caddo does not have such a policy.
- **Recommendations 14 and 15 - Regarding evaluations, HR personnel should develop a plan to ensure all employees have the necessary documents to complete their annual evaluations; and that Administrators shall forward all intensive assistance plans and follow up documents to HR so the documents can be included in the employee’s evaluation.** Staff noted that the District Personnel Evaluation Plan identifies and describes the documents which comprise a complete performance evaluation for certified employees. Dr. Goree also added that as we move forward, staff is making every effort to provide training to preparers so they can be held accountable. He also

stressed the importance of how problems are addressed at the school and if we are going to do a better job of holding people accountable, it will be through evaluations.

Discussion was also held on employees not performing their job-related responsibilities, and Mr. Abrams explained that employees not doing their jobs should be called in and addressed that staff is recommending demoting their position.

Following discussion, *Mrs. Armstrong moved, seconded by Mr. Rachal to approve for submission to the CPSB at its meeting today, July 15, 2014, the recommendation from the Human Resources audit. Vote on the motion carried unanimously.*

Need for Future Audits. Jeff Howard announced that a follow-up to the Energy Audit is forthcoming and the next scheduled audit is the Risk Management Department.

Mr. Riall announced that the Payroll audit will be back on the agenda.

There being no additional comments, the meeting adjourned at approximately 4:00 p.m.

July 8, 2014

The Caddo Parish School Board (CPSB) met in special session on Tuesday, July 8, 2014 at 4:30 p.m. in its offices at 1961 Midway, Shreveport, Louisiana with President Pierson presiding and the following Board members present constituting a quorum: Steve Riall, Jasmine Green, Charlotte Crawley, Curtis Hooks, Mary Trammel, Lillian Priest, Bonita Crawford, Barry Rachal, Larry Ramsey, Ginger Armstrong and Dottie Bell. Also present was Reggie Abrams, legal counsel. Mr. Rachal led the prayer and Pledge of Allegiance.

RESOLUTION CERTIFYING PUBLIC EMERGENCY REPAIRS AT BOOKER T WASHINGTON HIGH SCHOOL

Steve White, director of capital projects/construction, explained that on Wednesday, July 2, 2014, during an asbestos abatement, there was a fire in Wing C of Booker T. Washington High School within the abatement area. He reported that the fire resulted in fire damage on the 1st floor and smoke damage on the 2nd floor of the C Wing. Staff met with the District's Risk Manager and brought in companies to begin cleanup of areas not under asbestos abatement containment; and at this time, staff is looking to have the 2nd floor areas of C Wing, D Wing, hallway and office areas cleaned by Saturday, July 12th. He stated there is significant damage in the 2nd floor of C Wing; and he has currently been unable to visit the first floor of C Wing as it is still under the asbestos abatement containment. Currently, Mr. White announced that both parties (CPSB and contractor doing the asbestos abatement) are investigating the cause of the fire but the cause has yet to be officially determined. However, staff is preparing to start cleanup as soon as possible so the school is ready to receive students on August 11th.

Ms. Priest moved, seconded by Mr. Rachal, to approve the resolution certifying public emergency repairs at Booker T. Washington High School and to authorize staff to begin repairs in order for school to be open on August 11th.

Mr. Rachal asked if photographs are available on the damage? Mr. White responded the District's insurance carrier has some photographs; however, they have been unable to disturb the area where the fire took place but the fire investigators and those representing Caddo Parish School are scheduled to arrive on Friday and staff is expected to be able to return to the area to clean up, complete the abatement and assess the actual damage. Mr. Rachal asked if the City Fire Department is going through the investigation, and Mr. White responded that the Shreveport Fire Department made initial investigations the day of the fire; and to date, he has not received any official word on the possible cause of the fire. Debbie Kappas confirmed that it is currently under investigation by the Shreveport Fire Department and the scene will remain secure due to the abatement and the pending investigation. Mr. Rachal asked if he understands correctly that at this point there is no estimate on the damage since no one has been able to look at the damage? Mr. White stated that staff does not have a precise estimate at this time because the extent of the damage has not been determined; however, staff anticipates all the ceilings to be a total loss, there is damage to some of the lockers, there is heavy content damage; but because the concrete reinforced frame is undamaged, there is no structural damage. Mr. Rachal asked if this request/motion is for a blanket cost. Mr. Abrams explained that the way the motion is written, it gives staff authorization to move forward and have the school ready for opening on August 11th, and since the insurance has a \$1,000,000 deductible on this property and the insurance company is doing the investigation; if the District is able to show that the contractor is responsible, then the contractor's insurance would take care of damages and Caddo would look for reimbursement from the contractor's insurance for any expenses to the school system. Mr. Rachal asked Mr. White about a ballpark estimate of the damages; and Mr. White responded that his initial guess without doing a thorough investigation of damages on the first floor, would be between \$200,000 and \$250,000; and this does not include the smoke damage on the second floor, i.e. finishes to concrete floors, glazed block walls, plaster, and concrete deck to the floor above. Mr. Rachal

asked if staff sees any problems in accomplishing these repairs and having the school ready to open on August 11th? Mr. White indicated there is no day to spare, but staff will make it happen.

Mr. Hooks asked if he understands that Caddo will receive reimbursement if the contractor is at fault? Mr. Abrams responded if Caddo can prove they are at fault, then Caddo will request reimbursement from the parties involved. Mr. Hooks asked if a dollar figure is not needed for the motion. Mr. Pierson said he does not believe so, because he understands staff will continue to report on the damages and progress to clean up and repair the damage. Mr. Hooks stated his concern that it appears the Board is giving someone a blank check to spend what they need, and if the Board gives staff permission to proceed, he believes the Board needs to know an amount. Mr. Lee added staff does not have an exact number at this time because staff is unable to get into the first floor; however anything needing done over \$150,000 must go through a 30-day bid process. At this time, Mr. Lee stated staff knows the cost will well exceed \$150,000; and as soon as staff can access the first floor and obtain concrete estimates, a report on the cost of repairs will be provided to the Board. Mr. Hooks stated his understanding that the school needs to be ready, so it appears the Board has no choice but to approve moving forward; however, he feels he is accountable to the taxpayers to be a good steward of the taxpayers' dollars.

Mrs. Bell asked what occupies Wing C, and Mr. White responded approximately 20 classrooms, four of which house administration. Mrs. Bell asked what will be done if these rooms are not ready for students on August 11th, is there a Plan B? Mr. White explained an option would be to utilize West Shreveport. Mrs. Bell encouraged the Board to support the motion on the floor.

Miss Green said she does not have any problems with moving forward and asked staff for clarification on precise location of the damage, including any explanations as to the cause. Mr. White further clarified the location of the damage, how the heat from the fire caused damage on the second floor and that at this time he has only received speculation as to the cause so he prefers to wait until the official report on the investigation is received. Miss Green asked if this project will hold up the completion of other projects, and Mr. White responded it will not.

Mr. Riall moved, seconded by Ms. Trammel, 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.

Adjournment. *Mr. Riall moved, seconded by Mr. Ramsey, to adjourn. Vote on the motion to adjourn carried and the meeting adjourned at approximately 4:56 p.m.*

T. Lamar Goree, Ph.D., Secretary

Carl A. Pierson, Sr., President

July 15, 2014

The Caddo Parish School Board (CPSB) met in regular session on Tuesday, July 15, 2014 at 4:30 p.m. in its offices at 1961 Midway, Shreveport, Louisiana with President Pierson presiding and the following Board members present constituting a quorum: Steve Riall, Jasmine Green, Charlotte Crawley, Curtis Hooks, Mary Trammel, Lillian Priest, Bonita Crawford, Barry Rachal, Larry Ramsey (arrived at approximately 5:00 p.m.), Ginger Armstrong and Dottie Bell. Also present were Dr. Lamar Goree, superintendent; and Reggie Abrams, legal counsel. Ms. Priest led the prayer and Pledge of Allegiance.

CONSIDERATION OF MINUTES

Ms. Priest moved, seconded by Miss Green to approve the minutes of the June 24, 2014 and July 8, 2014 CPSB meeting as submitted in the mailout. Vote on the motion carried.

PRESENTATIONS AND RECOGNITIONS

Newly Appointed Administrators. Charles Lowder, director of certified personnel, introduced the following newly appointed administrators: (1) Ginger Gustavson, curriculum professional development specialist for math 6-12; (2) Diane Atkins, area director of school performance; (3) Mary Nash-Wood, assistant director of marketing & media services; and (4) William Strother, director of communications and marketing.

Mr. Strother, on behalf of the board, recognized the following staff members and students for recent achievements. President Pierson and Superintendent Goree presented each with a certificate in recognition of their accomplishment. Administrators, family and friends present were also recognized.

Arthur Circle “Destination Imagination Team” Takes First Place in the State-Wide DI Competition. Mr. Strother recognized the following members of Arthur Circle’s Destination Imagination team that won 1st place at the state tournament and earned a spot to compete in global finals in Knoxville, Tennessee: Brendan Anderson, Ben DeLouche, Hannah Eldridge, Hadlee Hoffman, Nova Honeycutt, Madison Mercon and Isabella Ramos. Linda Endicott is the team sponsor and Ramona Myrick is the principal.

2013-2014 Caddo Public Schools Counselors of the Year. The following were recognized as the 2013-2014 Counselors of the Year: (1) Adreinnie Tucker, Elementary Counselor, Summerfield Elementary; (2) Pamela O’Guinn Johnson, Middle School Counselor, Caddo Middle Career & Technology; and (3) Connie Barnes, High School Counselor, Northwood.

Two Caddo Schools Awarded a \$70,000 Grant from the Women’s Philanthropy Network in Cooperation with The Community Foundation. South Highlands (Principal Mary Harris) and Arthur Circle (Principal Ramona Myrick) were recognized for receiving a \$70,000 Stem to Steam grant from the Women’s Philanthropy Network in cooperation with The Community Foundation. This grant will be used to transform the schools through a science and arts integration partnership by providing training, professional development, technology, supplies and all the resources needed to implement the arts/science/robotics integration program.

Dr. Scott Vetter, Woolf Professor of Geology at Centenary College. Dr. Scott Vetter was recognized for writing grants for over 20 years to provide professional development for Caddo math and science teachers. These grants totaled approximately \$2.5 million at no cost to Caddo. Everyone present thanked Dr. Vetter for his untiring work, many contributions and dedication to the Caddo Parish Public Schools, educators and students.

VISITORS

Jackie Lansdale, president of Red River United, asked that the CPSB Executive Committee honor CPSB Policy GBM and schedule a meeting with the employees at the beginning of the school year.

Jon Glover stated that despite extraordinary accomplishments achieved, she is present to bare tidings of not so great joy. Even though she has been accused of posing threats to bosses and not demonstrating loyalty to our system, she said her only objective has been to bring about a change that demonstrates academic success for every student; and if this causes any discomfort for those who have experienced such practices, she offers her apology. She asked if Board members had considered the information shared at the last Board meeting, because disparities do exist. She questions how of the 12 separate districts, eight (8) are deemed ineffective. Prior to this report, Ms. Glover reported she came forth to ask the Board to look more closely at the school system's performance; because she saw a large population of Caddo's students who were not achieving Academic success and parents are now noticing this same thing and seeking refuge in other walls of learning. Ms. Glover also stated it's the public school system that is the entity providing the resources for Academic success; but a steady diet of information that does not support any difference in practices that support or produce academic success is what everyone has fed on for too long. She encouraged the Board to do the job it has been entrusted to do by engaging in practices that promote academic success for every student in Caddo Parish. Because the District is about to begin a new School Year, she asked the Board to ask themselves what is different about last school year and will we truly implement practices that support academic information for every student in Caddo Parish and make this legacy successful.

Dr. Cynthia Moore-Alexander, a Shreveport graduate, shared a brief overview of their proposal on Miles for Smiles mobile dentistry services, expanding on her belief in the mission and passion of this program that will offer comprehensive dentistry from a mobile unit to students in Caddo Parish that are not presently being offered this service and the names of those that support the use of mobile units. She said the provider out of Lafayette has had an MOU in place since 2009 for providing dental care to students residing in Louisiana (Caddo Parish) at David Raines. She also noted that they are not planning on closing the other stores, but to add support based on data obtained from Caddo's public records; and based on the date reviewed, it appears there is a need for an additional provider for the 42,687 students of Caddo Parish. She said she believes they are more vested in the community as well as extremely qualified to reduce the number of students not being served. She also knows that the superintendent and the Board members embrace the triangular relationship between the schools and the community, and that the Board and the superintendent care about the quality of dental services offered to all students, and it is important not to assume this is not important to families and others in the community. Dr. Moore-Alexander also stressed the importance for everyone to collaborate, and make decisions that are best for students. She said they are only asking for a MOU and for the opportunity to show by example what they were taught in Caddo Parish and to do so at no cost to the District.

ESTABLISH THE AGENDA AND THE PROPOSED CONSENT AGENDA FOR THE JULY 15, 2014 CPSB MEETING

Superintendent Goree highlighted items for the Board's consideration and the following discussion ensued.

Request to Waive Repayment of Sabbatical Leave. Ms. Priest asked staff to explain how we get to someone asking for their repayment to be waived. Dr. Mary Nash-Robinson explained that the employee was on a medical sabbatical leave last school year and she has been deemed disabled to return to work, so she is requesting the use of some accumulated and extended sick leave and that she not have to repay the District for her medical sabbatical leave time. Dr.

Robinson further stated it is staff's recommendation to approve the waiver of repayment of medical sabbatical salary, but not approve the request for her to use any accumulated time.

Capital Projects Bids. Jasmine Green asked staff to clarify the bid on the lighting retrofit for Huntington as she remembers the Board voting on this last year. Mr. White explained that a year ago was Phase I of the project; and because a lighting retrofit for a high school costs approximately \$1.2 million, the project was broken into phases. He further explained that last year the majority of classroom lighting upgrades were completed; and this year the auxiliary spaces are being addressed, which is the final phase of the project. Miss Green also asked when the West Shreveport renovations will begin, and Mr. White responded that this project is on tonight's agenda. Miss Green asked when will work begin, and Mr. White said not until it is approved by the Board and then it takes approximately one month to complete the contracts and get insurance and bonds turned in before starting. Dr. Goree added that tonight's item is approval of contracts to do the work on projects already approved by the Board.

Property/Bus Rental Requests. Miss Green asked when did this come about, and Dr. Goree responded that this request is for the use of the facility at Newton Smith (the grounds for practice of Southern University soccer teams). Miss Green asked how long has staff known about this? Mr. Woolfolk responded that we received the request on June 19th to use the facility. Miss Green asked about long-term use and how long do they want to use it in the event there is a need to use the facility for something else? Mr. Woolfolk responded the request for use is July 16 – December 16. Miss Green asked if they need it beyond December 16, will they come back to the Board for approval of another agreement, and Mr. Woolfolk stated that is correct. Miss Green asked if she understands correctly that this is just the playground, and Mr. Woolfolk said it is only the grounds, no use of the facilities.

Superintendent's Goals for the 2014-15 School Year. Ms. Priest thanked the Superintendent for providing the Board his goals for the coming school year and encouraged the Board to support the Superintendent in his goals, noting his plan to address the C, D, and F Academically Unacceptable schools. Mrs. Crawford echoed Ms. Priest's comments and that it was nice to see performance goals with specific numbers. Mrs. Armstrong also stated her appreciation of the goals the Superintendent has set for the school system and the education of our students.

Approval of Special Education Interagency Agreements and Contracts. Mr. Rachal noted the list of proposed agreements and contracts; however, it does not include a list of services that each will provide. He noted the fact that they were made available in the Superintendent's office; however with technology today, and since he was out of town, he would like to see the information emailed or at least a description of the services each will provide.

Louisiana Compliance Questionnaire. The board adopted a formal resolution approving the Louisiana Compliance Questionnaire as recommended by staff and submitted in the mailout.

Start the Process to Rename the Jerry Burton Stadium to the Jerry Burton Memorial Stadium. Mr. Riall stated that Coach Burton was an icon at Northwood and the football field is currently named for him. With Mr. Burton passing away a couple of weeks ago, the school is asking that the stadium be renamed the Jerry Burton Memorial Stadium.

Permanent Salary Adjustment to Certified and Classified Employees. Mr. Ramsey noted the backup information on the Legislative intent, but asked if current numbers (amounts) are available for the Board and will they be consistent with the new school year. Dr. Goree responded that staff is currently working on a schedule with plans to bring a recommendation to the Board in August that will show an across the board increase for all employees and one that will protect the integrity of the current pay schedule. Mr. Ramsey wants to make sure that everyone understands the amount allocated in the 2013-14 supplement may not be the same

amount each year, but staff is committed to everyone at least seeing that amount and maybe even more in a permanent pay increase. Mr. Ramsey asked if the motion will be to insert the law passed by the State during the last Legislative Session and update the information? He said he believes the motion needs to be very specific.

Mrs. Bell presented information from her research for a proposed salary adjustment for certified and classified employees; and being pleased that the Board's approved budget for the 14-15 school year is in the black, she is asking that this amount be permanent and that every employee receives a permanent pay raise. She said she spoke with Dr. Goree, Mr. Abrams and Mr. Lee to confirm her proposal and Mr. Lee told her yes and that staff was working on this to make a recommendation to the Board in August. Mr. Lee reported that he and Dr. Goree held some basic conversations on what can possibly be done and if the Board approves this item and recommends the staff to bring forth a recommendation for implementing, staff will do so. Mrs. Bell stated that is what she plans her motion to be, and she thanked Mr. Lee for working with her and explaining to her what staff is hopefully going to be proposing in August. If passed by the Board, she hopes it would be a nice check for everyone in September.

Mary Trammel stated she believes the question is to make sure the verbiage is correct and she is 100% behind employees getting a raise no matter what we can give them.

Mrs. Bell stated that her motion will be *that staff bring a recommendation for a pay raise for all staff at the next Board meeting.*

Mr. Rachal asked if he understands the proposal will be to make it permanent; but the only thing the Board is approving tonight is to ask the Superintendent to bring back the proposal of the total amount, and it was confirmed that was correct.

Mrs. Crawley asked for clarification of "percentage", and Dr. Goree explained that the Rahmberg Study recommended that the only way to protect the structure of the salary schedule is to not do across the board amount (i.e. \$500), but to implement percentage pay raises. He further explained that staff is looking to make sure each employee receives a certain amount as a minimum and to look at how it affects the structure. Mrs. Crawley said her only issue is Rahmberg did not take school-based teachers into consideration and since we are about students, she believes it gets out of balance when a pay scale is set up that way. Dr. Goree said staff is committed to give everyone as much as we can, and staff is also looking at ways the recommendation can be maximized.

2014-15 Caddo Parish Performance Evaluation Plan. Mrs. Crawley asked if in the evaluation there is a last date a principal can do/write up an observation for the year? Mr. Lowder explained that principals have 15 days to complete evaluations based on the observation score given an employee, and some evaluations may not be completed until student data is received (in July); however, staff did not do that this year but based everyone's evaluation on SLT's and observations, not student data. Mrs. Crawley asked if a teacher's SLTs are good and their evaluation not so good, do they get another observation? Mr. Lowder responded that the teacher can request it, but they are not automatically obliged to receive one. Mrs. Crawley said she was informed otherwise, and Mr. Lowder responded the book states differently. Mrs. Crawley said her issue is principals who get behind and then do all their evaluations after school is out rather than doing them throughout the year so teachers can learn what the principal expects. Mr. Lowder explained that the final evaluation is combining the two observations and the two SLTs to arrive at the evaluation. Mrs. Crawley said she thinks she is really talking about the second observation being written up as the teacher is checking out for the year which makes it difficult to do a 15-day rebuttal. She further stated she believes evaluation is about doing so from the top down; and she believes it will be great when receiving the principals' evaluations. Mr. Lowder added that principals do have a deadline for completing evaluations and that is July 31st.

Mr. Pierson stated he believes everyone understands and at some point, we need to be encouraging the principals to complete the evaluations in a manner that will help teachers to make wise and proper use of those things found negligent, etc., which he hopes will be done in the future. Staff was encouraged to make these things happen.

Proposed Revisions to CPSB Policy GBM. Mr. Hooks stated his concern is in the 2nd and 3rd paragraph because he feels that the employee in the last grievance heard by the Board was done an injustice. He said administration did not support him so he came to the Board. He asked Dr. Goree if this is staff admitting they made a mistake by not placing this employee back in his job, and Dr. Goree responded absolutely not. Mr. Hooks asked that staff explain the proposed revisions to him, and Dr. Goree stated that anytime we learn of a supervisor, manager, leader doing something inappropriate to an employee based on them filing a grievance, staff will take immediate action. While he respects that Mr. Hooks does not believe that happened in that situation, Dr. Goree said this policy reiterates that is what will happen in such a situation. Mr. Hooks said to his knowledge no one was threatened, but he believes this young man was harassed. He added if the Board approves the revisions and prints this policy, it needs to be upheld. Dr. Goree added that anytime this is done, it is done to protect the employees. Mr. Hooks said he believes if Dr. Goree told the truth he would agree with him also.

Mrs. Armstrong asked if the Superintendent would in the coming year lead the principals to conduct the teachers' evaluations on days other than "party" days, and days other than those prior to a holiday, etc. She believes it unfair to evaluate teachers when the students are not focused on academics on those particular days. Since it is the principal's job to make their school better for the students, and if anything supplants that idea, she believes they are in the wrong chair. Dr. Goree stated his agreement; and even though this is Human Resources and a matter of practice/policy, it is really an academic issue and Mr. Burton is currently planning a retreat with the Academic Division. He added he is excited about the area directors returning to their grade level focus; and he and Mr. Burton are working diligently to develop a structure so area directors work with principals in areas they are most familiar with to make good decisions relative to employees' evaluations as well as completing them in a timely fashion in an effort to improve instruction.

Mrs. Bell also stated her agreement with the comments relative to the timing of the evaluations. Ms. Priest also expressed appreciation for the comments as this has always been a concern of hers to do a better job of the evaluation process from administrators through teachers in the classroom which holds them accountable. If the District is to be held accountable, everyone in the District must be evaluated. Mr. Hooks apologized to Dr. Goree because Dr. Goree has made a great difference since coming to the District. He added he knows this happened prior to Dr. Goree's arrival and he believes staff should have handled this before he arrived. Mr. Hooks said he should have said to the Superintendent if he was sitting in his (District 5) seat, he (Superintendent) would probably agree with him.

Approval of Service Provider for District-wide Strategic Planning. Mr. Rachal stated that he did not see anything in the backup that explained the scope of this provider's work. Dr. Goree stated that staff can provide the packet of information the provider submitted. He further stated that he and staff are very excited about this provider and how they will utilize strategic planning to bring the community in on how the District is planning for the next 3-5 years. He reported that this company did a very impressive presentation and it is apparent that this company will far exceed what we required in the initial outline. While he feels comfortable, Mr. Rachal stated he would feel a lot more comfortable if he had received this additional information in advance of voting on it.

Mr. Ramsey stated he visited with the Superintendent relative to implementing a strategic planning process before coming up with a Strategic Plan and he believes this is a necessary component of that process. He expressed appreciation to the Superintendent and staff for their efforts to get us to this point. Dr. Goree said staff reviewed the applicants and brought in two groups to do site (face-to-face) interviews with staff. Mrs. Bell asked that a presentation be made to the Board.

Approval of Revisions to CPSB Policy re: Grading Scale for High School. Mrs. Crawford stated that the District is basically on a seven point scale for high school and Mr. Burton informed her that he has asked for approval from the state; however, the state has only granted approval for two small groups on the top end and not the entire high school population. Mrs. Crawford stated she believes if we are going to do it for one small group, it should be done for all high school students or not at all. She said Bulletin 741 is what governs this and she is asking staff to develop the approval to ask that all high school grades be included in a ten-point scale. Dr. Goree stated that State Statute limits what the Board can change to a ten-point scale and operating dual scales in the District has not worked before. Mr. Burton explained that Bulletin 741, developed by the BESE Board, allows the local Board the opportunity to implement a dual scale.....one for regular courses (seven-point scale), and (2) the flexibility for gifted and talented courses, advanced placement courses, and dual enrollment courses to be on a 10-point scale. The only leeway is the recommendation for a 10-point scale for these courses, and it is his suggestion that this be done not only for high school but also for middle school, and possibly elementary, since Caddo has so many students in Gifted and Talented course work. Mr. Burton also stated this will alleviate many of the problems in high school because many of Caddo's high school students are in dual enrolled courses and the college grading scale is actually easier than Caddo's grading scale. Dr. Goree added that from a competitive standpoint, he agrees, and it would be nice if it were possible to do this for all students because Caddo's students are at a disadvantage when competing with students from other states since most states operate on a ten-point grading scale. However, the Board does have the power to remedy this to a certain degree for the advanced, unGT students. Mr. Burton also shared that not all principals responded (some were unavailable because of the summer break); but of the ones that responded, 100% were in favor of the change. Mrs. Crawford asked if Mrs. Bell's motion will be bought back in a special session prior to the start of school? Dr. Goree indicated if the Board brings forth a motion at tonight's meeting; and approves it, staff will move forward. Mr. Riall said that he is not seeing any backup information on this item and Mrs. Crawford said she has it, but she left it at home; and at this time, she is only asking staff to move forward.

Ms. Priest asked that if the Board does consider this request at tonight's meeting, doesn't it require a 2/3 vote to move forward? Mr. Pierson explained that the Board Attorney has advised that the 2/3 vote is not required because there was not a meeting to bring this item up to the Board. Mr. Rachal asked if there is still a motion on the floor and it is not contested, can it still be voted on.

Mr. Ramsey said he knows staff has conducted research on this and is looking at what can be done legally. He is appreciative that Caddo has arrived to a point where it can do something.

Mrs. Crawley stated that she thought we were asking for a waiver to do this, and Mr. Burton responded there is no such thing as a waiver from a mandate in BESE policy; however Bulletin 741 has changed in that it gives an opportunity to request a waiver for Gifted and Talented; however, it is now worded that this is mandated for all regular courses, which leaves an opportunity for the local district to use this for Honors and other course work. Mrs. Crawley stated that while she supports this, the classes are structured according to ability, so she questions why someone is at a more rigorous grading scale because they are Gifted, when it is not more rigorous to you than it is to a regular student.

Mr. Pierson explained that 741 only addresses high school and Mr. Burton clarified that it now addresses K-12th grades, and he read the mandate in Bulletin 741.

Mr. Rachal reminded everyone that the Board went through this same process approximately four years ago when the School System was on a seven-point scale and the Board changed it back to a ten-point scale. He shared his excitement that the Board is addressing this and noted how BESE brought this forward. He believes we will at least be able to address some of the students. Mr. Rachal also asked if the Board had addressed this issue with BESE, and Mr. Burton said everyone is being encouraged to make as many contacts as possible with not only their BESE member, but also with the Legislator and the possible introduction of legislation to address this matter at the state level. Mr. Rachal; asked if it is necessary to put together a resolution from the Board to present to local Legislators, State Legislators, etc. Mrs. Armstrong stated that while she realizes it is a long time before the next Legislative Session, BESE and the State Superintendent are still working, and should would like to see the Board pass a resolution at its next meeting to send them our position and desire for a 10-point grading scale for all students.

Mrs. Crawford stated that her motion will be *to implement the ten-point scale for the AP, Dual Enrollment and Gateway (GT) classes and that staff begin working to get approval of a ten-point grading scale for all students.*

Approval of HR Audit Recommendations from Audit Committee. Steve Riall reported that the Audit Committee met earlier today and is recommending approval of the recommendations from the Human Resources audit. Ms. Trammel was in the Audit Committee and she would like to see added to the motion that updates are brought to the Audit Committee within 120 days to make sure that the recommendations are implemented. Mr. Rachal commented on the open discussion at today's Audit Committee meeting; and he is very appreciative that some pro-active activity has begun with staff already addressing the majority of the recommendations.

Mr. Pierson announced that Item 8.02 is pulled and he recommended the following items as the Consent Agenda: 6.01, 6.03, 7.01-7.02, 8.01, 8.03-8.10, 8.12 and 13.01.

Permanent Salary Adjustment to Certified and Classified Employees. Jackie Lansdale, president of Red River United, thanked Board member Dottie Bell for bringing this recommendation and shared her concern for how the percentage increase may mean employees receiving less than the minimum amount as well as employees receiving more than the minimum amount. She is pleased this is coming so Caddo remains competitive and can say Caddo's employees will receive the first permanent pay increase since 2009.

2014-15 Caddo Parish Performance Evaluation Plan. Mrs. Lansdale noted the importance of paying close attention to performance evaluations, as Act 54 of 2012 has become very important to teachers since it could mean whether or not a teacher receives a pay raise, a performance increase or maybe even keep their job. She also noted that Act 54 does not say that one (SLTs or observations) trumps the other, and she will vehemently argue this; but according to the way the State Department wrote Bulletin 130, if SLTs (VAM) are not successful, you fail regardless of what the observation reflects. She believes this is problematic because they have struggled to get SLTs accurately written in Caddo; yet it has not happened in the way it is to happen (make projections for the coming year based on last year's student data, working collaboratively with the principal). She said sorry SLTs were written this year and as a result teachers received good observations, but were told they were ineffective because of the poorly written SLTs. If this happens another year, they are at risk of being in the unemployment line. Mrs. Lansdale reported that she went to Billy Snow with information on what was going wrong with observations and encouraged the Board members to look at this based on what Act 54 states. She stated while she is very grateful the committee went with what Act 54 says, her problem is

she brought to the committee the question of what exactly is a pre-observation conference and the need for something to be in the data to reflect that this happened, but the committee would not agree to it. She said she would like to bring it back to Mr. Burton and the Board's committee the need for this documentation. She said post observations cannot be group settings and needs to be addressed. Also, under the Standards of Effectiveness, she believes the District should take the position that if it (Board) believes the SLTs were inappropriately written, then those sitting around here should be able to say that and validate that. She encouraged the Board to keep that authority because it is the Board's authority to say if it is not right, it can't be validated and she asked the Board to encourage staff to do so as well. Relative to Mrs. Crawley's comments earlier, she stated her agreement to not wait until school is out to give someone an evaluation, because the purpose is to give someone an opportunity to get a re-evaluation if they need to do so. She stated school days are school days and when the school day has ended, it has ended; and she does not want to argue with administration about what is a work day and what is a school day. Mrs. Lansdale encouraged the Board to let evaluations be about teaching and learning and not about "gotcha".

Proposed Revisions to Policy GBM. Mrs. Lansdale asked the Board to look at "grievance is a complaint" because that is what state law says, because she could not get the committee to agree with her on this. She also stated she doesn't have a problem with the change at Level II to remove the directors and allow the superintendent to choose who the Level II officer will be; however, she believes there should be a pool of people to draw from, i.e. teachers, administrators, someone from school plant. Because the whole idea of a grievance is to resolve it at the lowest possible level, this will not happen if you get someone who will always rubber stamp everything, and it will always come to the Board, so she believes a fresh set of eyes is needed. Also, on Level III she believes the verbatim transcript, court reporters, attorneys, etc. are so expensive, this is another reason the resolve should be at the lowest level, because once it reaches Level III a lot of money has been invested and she believes it is incumbent at that point for the Board to hear it.

Approval of Revisions to CPSB Policy re: Grading Scale for High School. Attorney Abrams explained that if this will be for all students in Gifted and Talented, Honors and AP courses, it will be necessary to suspend the rules (by unanimous vote) to change the item that states for high school, and allow public comments before the Board votes.

Approval of HR Audit Recommendations from the Audit Committee. Mrs. Lansdale stated that she wishes to draw a correlation between what is being done at this point and the number of employees in the audience who were surplus from the reconstituted schools and have not been placed. She noted that other people have been hired, others have been promoted from the classroom to counselor positions when there are counselors that have not been placed. She also noted a former policy on reductions and how school staff members were to be removed from a location and moved to another setting; but because of Act 1, this was removed. She stated there was a reason for including this and that is to have a protocol/procedure in place as to how these things should be handled and to have a level of fairness in how it is carried out. Mrs. Lansdale said too many people have been harmed by this and it is wrong when employees have 30 years in and because of this, they are out of jobs. She said she believes this needs to be looked into (do these people have jobs, did they get interviews); and she is only sorry that those affected were not still in the audience to hear that she did bring it to the Board's attention.

Ms. Priest moved, seconded by Mr. Hooks, to establish the agenda and the proposed consent (Items 6.01, 6.03, 7.01-7.02, 8.01, 8.03-8.10, 8.12 and 13.01) agenda for the July 15, 2014 CPSB meeting as submitted. Vote on the motion carried unanimously.

CONFIRM THE CONSENT AGENDA

Ms. Priest moved, seconded by Mrs. Crawley, to confirm the consent agenda. Vote on the motion carried unanimously and 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 as recommended by the superintendent and submitted in the mailout.

6.03 Request to Waive Repayment of Sabbatical Leave. The board approved the request to waive re-payment of medical sabbatical leave as recommended by staff and submitted in the mailout.

Item No. 7

7.01 Purchasing Bids. The board approved the following bids as recommended by staff and submitted in the mailout on the bid tabulation sheets: (1) VCC Janitorial Supply, totaling unit price of \$64.89 and Neer Enterprises, totaling unit price of \$30.25 for the purchase of garage supplies. The bid tabulations sheets are filed in the official papers for the July 15, 2014 CPSB meeting.

7.02 Capital Projects/Construction Bids. The board approved the following bids as recommended by staff and placed at Board members' stations: (1) J.D. Electric, with a Base Bid, Alternates 1, 2 and 3, for the sum total of \$389,156 for Project 2015-403, "Huntington Lighting"; (2) Thrash Construction Services, with a Base Bid, Alternates 1 and 2, for the sum total of \$2,742,838 for Project 2013-140, "West Shreveport Renovation Re-Bid"; and (3) Project 2015-206, "Woodlawn Re-Roofing, Phase II", is postponed and rescheduled to bid August 5, 2014. Bid tabulation sheets are filed in the official meeting records for the July 15, 2014 meeting.

Item No. 8

8.01 Property/Bus Rental Requests. The board approved the request to use the Newton Smith grounds as recommended by staff and submitted in the mailout.

8.03 Approval of Superintendent's Goals for 2014-15. The board approved the Superintendent's Goals for 2014-15 as submitted in the mailout. A copy is filed in the official meeting record of the July 15, 2014 meeting.

8.04 Approval of Special Education Interagency Agreements and Contracts. The board approved the Special Education Interagency Agreements and Contracts for providing needed services to Caddo's students as recommended by staff and submitted in the mailout.

8.05 Louisiana Compliance Questionnaire. The board adopted a formal resolution to approve the Louisiana Compliance Questionnaire as recommended by staff and submitted in the mailout. A copy of said resolution is filed in the official papers of the July 15, 2014 meeting.

8.06 Start the Process to Rename the Jerry Burton Stadium to the Jerry Burton Memorial Stadium. The board approved beginning the process for renaming the Jerry Burton Stadium to the Jerry Burton Memorial Stadium.

8.07 Permanent Salary Adjustment to Certified and Classified Employees. The board approved staff bringing a recommendation for a pay raise for all staff at the next Board meeting.

8.08 2014-15 Caddo Parish Performance Evaluation Plan. The board approved the 2014-15 Caddo Parish Performance Evaluation Plan as recommended by staff and submitted in the mailout and placed at Board member stations.

8.09 Proposed Revisions to CPSB Policy GBM. The board approved the proposed revisions to CPSB Policy GBM as submitted in the mailout.

8.10 Approval of Service Provider for District-wide Strategic Planning. The board approved the bid of Evergreen Solutions, LLC, totaling \$89,500.00 for the purchase of district-wide strategic planning services.

8.12 Approval of HR Audit Recommendations from Audit Committee. The board approved recommendations of the Human Resources Audit as recommended by the Audit Committee.

Item No. 13

13.01 Student Readmission Appeal. The board approved the student readmission appeal for PS as recommended by staff and submitted in the mailout and whose parents are in agreement.

APPROVAL OF REVISIONS TO CPSB POLICY RE: GRADING SCALE FOR HIGH SCHOOL

Mrs. Crawford moved, seconded by Mrs. Bell, to suspend the rules to amend 8.11 Revisions to Grading Scale for all students in Caddo Parish in the GT, Dual Enrollment, Honors and AP classes. There being no speakers, Mr. Ramsey moved, seconded by Mr. Riall, to call for the question and vote on the motion to end debate carried with Miss Green and Mrs. Crawley opposed. Vote on the motion to change the item carried unanimously.

Mrs. Crawford moved, seconded by Mrs. Bell, to approve staff utilizing the grading scale below for all students at elementary, middle and high schools in Gifted and Talented, Dual Enrollment, Honors and AP classes: 90-100 is an A; 80-89 is a B, 70-79 is a C, 60-69 is a D and 59 and below is an F. Mrs. Crawford stated in fairness for all students, she believes this is something the Board needs to do. Vote on the motion carried unanimously.

SUPERINTENDENT'S REPORT

Status of Collaborations with RSD. Superintendent Goree reported that approximately two weeks ago representatives from the RSD conducted a very productive site visit. Dr. Goree reported the RSD indicated they were very impressed with the Reimagine School efforts and they believe Caddo is on the right tract for seeing great changes in the schools covered under the RSD contract.

Update on SunGard Status. Dr. Goree stated that Caddo is currently working through a process with SunGard to improve and identify some of concerns addressed with SunGard in order to determine if it is a system we will continue to operate as the District's Business, Payroll and Human Resources system.

Personnel Recommendations and Requests for Leaves. The superintendent also reported that personnel recommendations and requests for leaves are also presented for the Board's information.

ANNOUNCEMENTS AND REQUESTS

Ms. Trammel asked staff to provide the Board a status report on employees (teachers) that have not been placed.

Miss Green asked when there is something dealing with her schools that staff contact her about those requests. She also asked that staff provide her in writing what is going on with Newton Smith and all the activities that will be taking place at Newton Smith, as well as all that is going on in her elementary schools to get campuses ready to receive the 6th graders. Miss Green also noted the visitor with Miles for Smiles and asked staff to communicate with this program to see what they have to offer Caddo schools.

Mrs. Bell asked everyone to pray for Mary Moore, teacher at Huntington High School, who lost her 30-year old daughter. She also announced that Walnut Hill High School (1956-1971) will hold its reunion this weekend.

Mrs. Crawley stated that in checking with other Districts that use committee meetings, she learned that most have a set calendar so Board members know when committee meetings will be held. She believes if all committee meetings were held on Board meeting days, at 2:30 or 3:00, it would not be as chaotic as it has been on other days. Mr. Pierson said he will encourage the Committee Chairs to hold committee meetings on Board meeting dates.

Mrs. Armstrong asked the Board to remember Larry Ramsey in their prayers as he is having surgery on Wednesday.

Ms. Trammel asked that someone advise her whether or not Caddo added sexting to its policy.

Adjournment. *Miss Green moved, seconded by Mr. Rachal, to adjourn. Vote on the motion carried and the meeting adjourned at approximately 6:47 p.m.*

T. Lamar Goree, Ph.D., Secretary

Carl A. Pierson, Sr., President

July 23, 2014

The Caddo Parish School Board (**CPSB**) **Transportation Committee** met on Wednesday, July 23, 2014 at 10:30 a.m. in the Superintendent's Conference Room at 1961 Midway, Shreveport, Louisiana with Chair Mary Trammel presiding and the following Board members present constituting a quorum: Steve Riall, and Dottie Bell. Also present were Dr. Lamar Goree, superintendent, Reggie Abrams, legal counsel, Carl Pierson, James Woolfolk, Otis Jones. Mr. Riall led the prayer and Pledge of Allegiance.

Employee Concerns. Mary Patricia Goss, bus driver in Caddo for over 20 years, and Jim Jackson, were present to share concerns with the Committee. Ms. Goss shared her concerns over favoritism in the department, long delays in getting paid for extra work, deductions from her check without explanation, deductions based on inaccurate absences, drivers no longer driving field trip runs because of the length of time to get paid for them, etc. Attorney Abrams reminded everyone that because this is a personnel matter and a grievance has been filed, this should not be discussed in a public forum. Mrs. Bell noted that it is a personnel issue that involves money, and the need to process these in a more timely fashion. Mr. Abrams clarified that anytime a complaint is filed with a Board member, the Board member should contact the Superintendent to follow through on it. Superintendent Goree responded staff is and will continue to look into these concerns to respond to extra work in a more timely fashion. Staff will clearly present this information during bus driver inservice times.

Act 654. Otis Jones shared information on Act 654 of the 2014 Legislative Session which requires that children must enter and exit on the right side of the bus and can no longer cross any street/highway in front of the bus. This law will go into effect August 1, 2014; and at this time, bus directors statewide are attempting to decide how to proceed. Mr. Abrams clarified that the statute is clear and the law must be followed until the law is changed; and an Attorney General cannot delay this implementation; and districts not following the law do not want to be found guilty of gross negligence.

Mrs. Bell asked about situations where there is no place for buses to turnaround without traveling long distances out of the way to do so in order to pick up children on the right side. Mr. Jones shared with the committee how this legislation came about and that the authors of the bill have stated this was not the intent of the bill, but now that it is law and must be implemented, the cost will double and districts are struggling to implement by the start of school. Mr. Woolfolk explained that staff is already looking at the four-lane situations; but relative to two-lane roads, there is no way it can be done without increasing the work load for drivers, the time it takes to run the routes, amount of gasoline....all which contribute to an increase in cost to the district. Mr. Abrams indicated that while it may not be feasible to implement by the start of school; the District must have documented evidence that it is not possible to do so by the start of school and a documented plan that the District is working to get this implemented.

Discussion was held on the complaints that will be filed by parents, i.e. late buses, increased distance to bus stops, and Mrs. Bell asked that they be told what to tell parents when this happens. Mr. Abrams stated that at this time he is hearing there will not be any changes; but it is up to the Board to come up with the policies and procedures necessary to implement the District following this law, and an indication that this is in progress needs to be done by August 1st. Mr. Jones reiterated Mr. Woolfolk's comment that the system has begun working on the four-lane routes (22), so the effort has been made and the question is will this suffice for the August 1st deadline. Mr. Abrams responded that this is a good idea and also noted that the Attorney General will not be able to help us, but only the Legislature (next Session) can help with changing the law. However, in the meantime, he believes the District can come up with a policy to begin implementing the process with the four-lanes first.

Discussion was also held on the stipulation of buses pulling off onto the shoulder for students to exit the bus on the right side of the bus and the problem with buses pulling off on the shoulder and then attempting to flow back into traffic. While this is not logical, staff reported it will continue to break out the elements of implementing this law to show Caddo's efforts to comply.

Adding a safety expert for input was also discussed and it was agreed that this will also add to Caddo's efforts to address being in compliance with the law.

After discussion, Mr. Riall moved, seconded by Mrs. Bell that Attorney Abrams will bring a proposed policy relative to the new bus law (Act 654). Vote on the motion carried.

Mrs. Bell also moved, seconded by Mr. Riall to bring to the Board a recommendation that we secure the services of a safety expert along with the cost for possible recommendation to the Board at its August meeting.

Committee members also asked that a bus trip be scheduled for the committee to see first hand what this new law is requiring the District to do.

Leaves and Absences. Mr. Jones recapped one of the major issues in Transportation being absenteeism; and in looking at this issue, he noted how long overdue addressing this issue is not only for Transportation but other departments as well.

Attorney Abrams highlighted the proposed revisions (additions and deletions) in all CPSB policies addressing absences and *Mr. Riall moved, seconded by Ms. Trammel, to recommend to the CPSB approval of the proposed changes to District policies on leaves and absences. Vote on the motion carried.*

Adjournment. *Mr. Riall moved, seconded by Mrs. Bell, to adjourn. Vote on the motion to adjourn carried and the meeting adjourned at approximately 11:40 a.m.*

August 5, 2014

The Caddo Parish School Board (**CPSB**) **Executive Committee** met on Tuesday, August 5, 2014 at 4:30 p.m. in its offices at 1961 Midway, Shreveport, Louisiana with President Carl Pierson presiding and Bonita Crawford and Mary Trammel present constituting a quorum. Other Board members present were Steve Riall, Jasmine Green, Charlotte Crawley, Curtis Hooks, Barry Rachal, Ginger Armstrong and Dottie Bell. Also present were Dr. Lamar Goree, superintendent, and Reggie Abrams, legal counsel. Mr. Riall led the prayer and Pledge of Allegiance.

President Pierson asked everyone to remember Board members Lillian Priest and Larry Ramsey who are not present because of health issues.

PRESENTATIONS

Update on School Opening. Carla Moore, director, shared that the Child Welfare and Attendance offices have been relocated to the old Central Elementary School, 1627 Weinstock. She reported this year's One Stop Shop will be August 6-13 at the new location, and it offers parents/guardians a seamless process for enrolling their students in school by being able to meet with representatives from attendance, transportation, special education, parent resource center, School Choice, alternative education providers, Volunteers for Youth Justice and child nutrition in one location. Mrs. Moore shared statistics on the number of parents seen last year (950 families in seven days), as well as the number seen thus far this year (750 families). Dottie Bell shared that she visited the new location and thanked the Board members for supporting this and Dr. Goree for making something she has asked for a long time happen.

Steve White, director, reported that some of the major construction projects completed during the summer were: (1) foundation repair at the Lakeshore locker room, (2) A/C upgrade at 3 locations (AC Steere kindergarten wing, Captain Shreve Business Center and the Performing Arts Center at Middle Magnet), (3) paving jobs at 7 sites (Mooretown, CMCT, Mooringsport, Sunset Acres, J. S. Clark, Werner Park and Creswell), (4) all 81st Street ECE classrooms have rest rooms, (5) fire renovations at BTW have been completed, (6) Green Oaks stage lighting, (7) painting projects at 5 schools (Woodlawn, Fair Park, Lakeshore, Midway and Mooretown), and (8) all lockers replaced at Keithville Elementary/Middle. Mr. White reported that at this time there are three challenging projects (paving at Lakeshore not designed to be complete by opening of school, canopy at Creswell, and elevator project at Werner Park – the elevator shaft is complete, however the elevator has not arrived). Staff is on standby to get the call that it is in and staff will complete without any interruption to the school. Mr. White commended the contractors who worked on BTW following the fire and the excellent, timely job they did.

Otis Jones, director of transportation, reported that last year the Board approved a lease to own proposal for buses and this year there will be more air conditioned buses on the roads. He reported that state mandated bus checks required two times a year were completed over the summer. A new shop foreman and assistant shop foreman are in place this school year, and the department is now certified to repair air conditioners on the buses which will save the District \$250,000 to \$300,000. Also over the summer months, all buses were cleaned inside and out, all bumpers painted (all rims in black), re-stenciled every label on all buses so that all buses look like new, all GPS systems are on-line, cameras are being installed as the Board requested, a new class of 10 prospective sub drivers was completed, and an inservice training for all bus drivers is scheduled for 9 a.m. to 1 p.m. on Wednesday at Huntington High School. Mr. Jones also announced that each bus driver will make a dry run of their route prior to Monday morning, the District is beginning the year with 302 active drivers, 84 attendants, 35 sub drivers, 10 subs in the new class; and 70% of the maintenance this school year will be done in-house.

Ms. Trammel expressed appreciation to Mr. Jones for his presentation and for the transportation staff's efforts to save the District money. Miss Green asked how the eight new buses will be assigned and Mr. Jones explained that staff follows policies and procedures and they are assigned to the longest routes.

ESTABLISH THE AGENDA AND PROPOSED CONSENT AGENDA FOR THE AUGUST 19, 2014 CPSB MEETING

Superintendent Goree highlighted the following items for the Board's consideration at its August 19, 2014 meeting and the following discussion ensued.

Approval of Board Policy – Section D. Mrs. Crawley asked Mr. Lee if any of this backup has changed since she read it on Monday, i.e. policy on the payroll system? Mr. Lee responded that the draft presented includes the change to return it to the current policy. He explained that the policy was changed to no longer use by-weekly payroll and make all payrolls semi-monthly. If the Board approves everything in the proposed pay raise and other payroll recommendations, the policy will need to be modified and sent to the Board for approval. Mr. Lee further clarified that Policy DJC, first page, number 2, states all employees hired after January 1, 2011 shall be paid semi-monthly on the 15th and last day of the month or bi-weekly if it is a maintenance/custodian employee. This will need to be changed if the Board chooses to approve the proposed recommendation for change placed on the Board in September for the Board's consideration. Mr. Lee stated that if it appears the Board will approve the proposed recommended changes, he will bring a modification at the same time so that the policy matches what the Board approves.

Mrs. Armstrong asked why once a month pay was not a part of a recommendation for all employees. Mr. Lee responded more employees are paid twice a month than once a month and staff wants to go to only one pay frequency and not give options. Mrs. Armstrong asked staff to provide her with the cost difference between once a month and twice a month. Mr. Lee said it will be processing one payroll; and if the Board approves all the proposed recommendations, it will significantly cut costs by reducing the number of payrolls from approximately 20 to 4; but, the difference between once a month and semi-monthly is probably nominal.

Mr. Hooks asked if this is part of the Human Resources audit and was SunGard off because there were so many payrolls? Mr. Lee said yes in an indirect way, because as many payrolls as Caddo has, it allows for the opportunity for many more errors. Mr. Hooks stated he understands why there were errors of people getting overpaid and underpaid, and he believes if audit recommends this be done, it should be done.

Mrs. Crawley referenced August 2007 it was brought to the Board's attention that some employees were going longer than 30 days without getting paid and the Board passed a policy that this would not happen. She asked if this policy is implemented will it help shorten that time as well. Mr. Lee said it will offer opportunity for that, but staff does offer new teachers the option of getting a \$500 advance on their first paycheck.

Personnel Recommendations. Mr. Rachal stated that he requested the scoring matrix for this position; and while he sees the application and resume', he does not see the scoring on this position. Mr. Abrams explained that staff can't release the information requested because it is part of their personnel file. Mr. Rachal asked staff to provide him with a copy of the form used.

Recommendation to Secure Services of Safety Expert. Ms. Trammel requested that this item be pulled from the agenda at this time.

Approval of Proposed CPSB Policy, re: Act 654 of 2014 Legislation Session. Ms. Trammel announced that the proposed policy has been drafted and Mr. Abrams will forward it to the

Board. Mr. Abrams explained that this proposed policy will start the process of showing that Caddo is beginning the process to implement route changes in accordance with the act. He further explained that this policy will authorize the superintendent and director of transportation to begin the process of determining how routes should be amended to address the safety concerns and a recommendation presented to the Board for approval, which will follow the AG opinion. Dr. Goree confirmed that staff has begun work on this process. Mr. Rachal asked for clarification and Mr. Abrams verified that the statute states the school board will enact a policy and this will be in compliance. Mr. Rachal asked staff about the impact this new legislation will have on the District's transportation. Dr. Goree responded that to follow the act 100% as written will be a mammoth task for the District to accomplish and staff has already looked at the four-lane highways and made necessary adjustments so no student crosses over these lanes; and staff will begin looking at the two lane highways. At this time, however, the superintendent stated he does not have an exact number but he knows it will at minimum double the District's cost. Mr. Rachal asked staff if contact has been made with BESE or the DOE, because as he understands it, when this legislation was passed, it was about an incident in another district and what has been put into place is affecting everyone. Dr. Goree responded that staff has been in contact with lobbyists as well as other groups associated with to hopefully remedy this situation. One of the concerns, however, is that this is an act of a Legislative Body and any change will require Legislative Action. Mr. Rachal said he is aware of that and also aware of the fact that BESE and DOE can present information on this act, because he believes this will have a tremendous effect on the State and the local District.

Mr. Abrams stated that LSBA, along with several legislators that signed off on the legislation, requested an Attorney General's opinion and expedited an Attorney General's opinion regarding the effects of the act (is there a particular time this must be implemented by since it went into effect August 1, does this act apply to the entire state or was the intent for it to apply to New Orleans, how can Districts meet this). Mr. Abrams said the response is the act does not have a definitive date for implementation so the AG said use a good faith effort, because the statute has been amended several times, and it was amended with the intent of taking away that requirement, where it applied to everyone and to every roadway. Because the process is very difficult and there could be safety concerns, the Board would need to go through the process of determining the cost, if there would be a need for more buses, more stops, and what it will take to get it implemented. Because of the timeframe, Mr. Abrams said it will not be available by the start of school, nor mid-year, but we can begin working on Legislation and show good faith toward compliance. Mr. Rachal asked since it has passed through Legislation, where are we held in this process? Mr. Abrams responded that the statute is the statute and the wisdom of the Legislature is the wisdom of the Legislature, however, the problem is if we do not follow the statute as written and something happens, it is presumed negligence. He further explained that in looking at the statute and how it is written, it says to unload children on a shoulder and if the bus is on the shoulder (not on the roadway), he believes this is more dangerous.

Mr. Riall reported that the Transportation Committee discussed this issue at length, and everyone realized that no one read the Legislation before voting on it and the Governor did not read it before signing it into law. However, he is hearing that Districts should begin the process and they will correct it during the next Legislative Session.

Mr. Abrams read the proposed policy and stated he will forward a copy to the Board.

Ms. Trammel asked if she understands correctly that we will attempt to keep the cost at a minimum? Mr. Abrams stated that is a Board member function, but he assumes the Board would want to do so; however, the Board will be instructing the Superintendent and staff to move forward with the process. Ms. Trammel stated that Mr. Jones recommended some things to the committee relative to this policy and advised that members of the committee will be scheduling a ride on a bus to see how this will work.

Mr. Hooks shared his awareness of how dangerous it is for students to cross four-lanes and he believes many are not aware of this Legislation. Mr. Riall noted this situation in District 1, but he went to Mr. Jones and adjustments were made so the student(s) did not have to cross the road.

Revisions to CPSB Policies, re: Absences and Leaves. Mr. Hooks asked if the intent of these proposed revisions to absence and leave policies is an effort to cut down on absenteeism? Dr. Goree said that is correct and it actually began through the Transportation Committee as a result of concerns with high numbers of employee absences that also fell over into other areas of the District as well. He further stated that we want to make sure the days are utilized appropriately and to help support staff in managing this. Mr. Hooks asked what happens if an employee has a common cold and they do not normally go to the doctor for a cold. Dr. Goree stated this was incredibly well-received at the district-wide principals meeting on Monday, and it is because of the huge absenteeism issue across the board and misuse of sick days. He knows some innocent people will be subjected to the policy and employees will now need to go to the doctor on the third day, even with a common cold; and, while it is unfortunate that innocent people will be affected, it is important that something is done to better manage employees and the use of their sick time. Mr. Hooks asked what days are often missed? Dr. Goree responded Fridays, Mondays and the days before and after holidays. Mr. Hooks stated that as a former principal, he does not believe this will get it, and Dr. Goree said he believes it will help when a few people are docked. Mr. Hooks said people always find loopholes, because an employee can miss a Friday or Monday and still have 3 days off, and he believes this is only going to open up a can of worms. Dr. Goree stated his agreement that there will always be those who will try to find ways to get around it; however, he wants it to be clear that it is the expectation of all employees to show up for work, and if not, employees can expect staff to enforce the policy to the extent it is written. Mr. Hooks said he believes those in charge of the campuses (principals) should have the responsibility to make sure those under him/her understand the importance of being at work, especially before testing. Dr. Goree stated that every policy presented was taken from somewhere – other school districts, industries, surrounding districts; because he believes the District owes it to taxpayers since no other industry has the advantages we have as far as days off, i.e. Thanksgiving, Christmas, Spring Break, Summer; and he believes this policy is the first effort toward that end. He also stated the importance of this message being relayed to employees. Mr. Hooks said he will vote for it, and he hopes it works, but he doesn't believe it will work. In the chronically low performing schools, Dr. Goree stated the absentee rate is not acceptable and is something the District must aggressively address.

President Pierson encouraged Board members to stay on track because this is a time to ask questions and get clarification.

Mrs. Crawley asked where staff got the information to base the verbiage, because she is concerned about principals taking time off to go to Hawaii because their husband won a trip. She said also when teachers are off for Thanksgiving, Christmas, etc., they are not paid for those days; but there is a culture where people believe their sick days are their days to take and we need to impress upon them that sick days are there if you are sick and need them. Mrs. Crawley said she believes the morale begins at the top and she believes the Superintendent sets a great example. Dr. Goree agreed with Mrs. Crawley's comments and that we do want to encourage employees in the use of their sick days, but he also agrees it is the responsibility of the principal to create a climate and culture with their staffs so they know what is happening. In talking with a lot of the employees, they feel the productivity is greatly impacted by this; and while the proposed policy may not be perfect, he does believe it is a good step toward addressing the problem. Mrs. Crawley asked if, she called in with a migraine and could not come to work for three days, she must provide a doctor's excuse when returning to work on the 4th day; and Dr. Goree confirmed that is correct. Dr. Goree also stated that he knows approximately 98% of our teachers do show up for work rather than calling in ill when they are ill, and he doesn't want the

message to employees to be that administration believes everyone is doing this; however there are some situations which are absolutely preventing the District from being as productive as it could be. Dr. Goree also added that the District does not have a policy whereby leadership is supporting in making definite change and he believes this proposed policy does that.

Mrs. Bell shared with the Board her experience in teaching and knowing employees were misusing the policy, but nothing was done because there was no policy in place to support the principals taking action. President Pierson agreed there is a need for something that is more restrictive for those who abuse the system and are ultimately depriving students of the education they need. Ms. Trammel explained that the Transportation Committee originally looked at bus drivers' absences, but decided they could not propose a policy for a certain department of employees, thus the revisions for the District. She said the most important issue the Committee wanted to address was absenteeism, because if 50 bus drivers are out on Friday, it is a concern on getting students home. Mr. Riall asked the superintendent if he understands correctly that this policy is aimed at those who abuse the system; because when it is abused and numbers of drivers are out at one time, it is the students that suffer, and Dr. Goree agreed.

Mrs. Crawley asked Mr. Abrams if we are opening ourselves up for legal issues if we do this to bus drivers and then look at other employees? Mr. Abrams said it is not just for transportation, but for everyone. Mrs. Crawley asked about the State being in charge and giving us 10 days. Mr. Abrams explained that the State tells the District what it must do/give, and that we shall require after six days a doctor's certificate, but less than that is up to each individual District.

Mr. Hooks asked is it possible to remove this item and look further before voting. Dr. Goree explained that this recommendation came out of committee, and staff is at the point where something needs to be done to help control absences at the schools. Mrs. Armstrong asked if wording can be added to the proposed recommendation to add more "teeth" to it and Dr. Goree responded absolutely so all employees are aware and know how serious this is.

Mr. Abrams stated that in policy, the policy relies on the physician to make a decision of certifying an employee's absence and not for the administrator to make that determination. The policy is so written to where staff is not questioning whether or not an employee is really ill or what their illness might be, but a physician certifies that and we accept it. The policy only requires that absences of three days or more require a physician's statement upon return and repeated absences of less than three days which may appear to be an abuse of the system, the policy allows for administration to require a doctor's statement.

Mr. Hooks asked is that not doctor/patient confidentiality? Dr. Goree stated he agrees, but we must assume that 90% of the doctors are highly ethical and will not just write excuses when a person is not sick. He also stated his agreement with Mr. Abrams and it is not administration's job to question the authority of a medical doctor to provide a written excuse; and while we know it is not a fool-proof process and there will be those that try to determine how to get around it, the goal is to have more people available for students.

Mr. Rachal asked if we believe any doctor's excuses have been phony? Dr. Goree said that is not what is being said at all, but we have not required anything in the past – employees have been out 5 days and nothing is required upon return to work, and he believes the doctors will help us in providing this information.

Mrs. Armstrong asked how will this impact accumulated sick days if an employee is entering retirement, i.e. employees using their sick days since they will not be paid for them? Dr. Goree said he understands, but because we are in the business of children, sick days are for employees to use when they are ill and we cannot encourage employees to take sick days because it means students are not receiving quality instruction. Mrs. Armstrong asked what can be done to avoid

this practice because it does impact other co-workers? Dr. Goree said he believes the policy will help us in these situations.

Employee Pay Raise and Other Payroll Related Recommendations. Ms. Trammel shared her excitement in the opportunity to recommend from the committee to approve a 2% across the board increase for all Caddo employees. She asked staff to closely look at the amounts each employee will receive to make certain that it is as close to the \$790 required for teachers and the \$500 given to support personnel last year. Dr. Goree responded that staff will look closely at this, but staff did identify in the pay schedules that the one-time payment of \$500 is still in addition to the pay raise and employees will continue to receive this supplement.

Mrs. Crawley shared with everyone that she has attempted to determine why it is said that a percentage increase keeps everything more in line, and because if she looks at someone making \$115,000 getting a 2% increase and someone making \$45,000 getting a 2% increase, there is a big difference in their increase; and each year the gap in the increase gets larger, which she doesn't believe is stability. Dr. Goree stated while he understands what Mrs. Crawley is saying, what is happening is when you give the same increase for all employees, you maintain how much of the "pie" a position owns. The percentage raise protects the integrity of the whole pay structure, and it is just fact that some jobs make more than others. Mr. Lee stated that in looking at the non-administrative salary schedule it is noted that people are paid an hourly rate of pay and employees, depending on their position, work different numbers of hours. An amount across the Board allows for everyone to get what is fair depending on the number of hours they work. Also, when developing the salary schedule, an attempt was made to keep a certain percentage between steps. Mr. Lee also added that a flat dollar amount works great for a supplement, but when increasing salary schedules, and Louisiana is based on salary schedules, it is important to do a percentage across the board and raise the entire salary schedule by a certain percentage. Dr. Goree also added that it is understood that those who make higher incomes will also make more money in the pay increase which is protecting the integrity of the scale. Mrs. Crawley stated she still doesn't understand, and it does not seem fair to her. Dr. Goree reminded Mrs. Crawley that the positions referenced make double the amount anyway. Mrs. Bell stated that she supports the proposed pay increase and that all the committee voted to support the pay increase for every employee, as well as effective in January to go to semi-monthly payroll, and every employee will have either Direct Deposit or a pay card.

Ms. Trammel added that staff will continue to work with red-lined employees, but in order for the school system to stay afloat, the proposed changes are necessary. She said her thinking is that every employee will be excited to get the 2% increase.

Mr. Riall noted that he remembers in the military everyone was paid by their grade. He also reported that he did not vote against the pay raise, but he did vote no on the pay cards.

Mr. Rachal stated he remembers Rahmberg saying that percentage raises over a long period of time could cause issues similar to before the study of salary schedules was done and that every year over the next 10 years, the gaps will become substantial. Being for the pay increase for everyone, he does struggle with the gap becoming larger and larger, because he believes the result will be more red-lining if we continue doing the same thing over and over. He thanked staff for the information he requested; and while he believes staff provided very good justification for recommending a percentage increase, he still has problems with what could happen if it continues in the direction he sees. Dr. Goree shared that prior to his coming to Caddo from 1998 he received a percentage increase every year. He said there is a recommended amount of time for a school district to conduct a salary analysis, and when conducting these studies, they are basing it on market value of a job at a particular time. Occasionally, he believes a market analysis of the pay schedules needs to be conducted to ensure that the district's salaries are in line and do not fall behind. Mr. Lee responded that Rahmberg did put in their analysis that

“in order to maintain the integrity of the compensation program with percentage adjustments to pay ranges should be applied to all comparable positions”. Mr. Lee explained that in the past there are those who have been paid the same hourly rate of pay and when they receive lump sum raises, it throws the salary schedule out of balance, which is what Rahmberg attempted to correct and to keep it corrected by using a percentage in moving forward. Mr. Rachal said he only wanted to make sure that when the committee made the recommendation that everything was considered and everyone was in agreement. He also asked if the Board was receptive to including what the superintendent so noted and that is the need to obligate the Board in five years to revisit this matter. Mr. Pierson said he isn't sure that this Board can obligate another Board to do something. Mr. Rachal suggested possibly attaching it to the budget. Mr. Rachal also shared that he is accustomed to receiving a printed check and he doesn't understand pay cards. Dr. Goree stated that in looking at new hires, using the pay card is an issue that will probably work its way out. Mr. Lee said it is a debit card that is not tied to an account at an employee's bank, but when the file is sent to the bank to Direct Deposit employees' money in the bank, staff will send a similar file to the company we use and they will issue the debit card to those who choose this method of payment. Each time we process a payroll, the file will be sent to them and they will automatically upload each employee's pay to their assigned card. At that time, employees can withdraw all the paycheck, or they can use it the same way they do if they have a debit card. Mr. Rachal asked if we will choose the particular bank? Mr. Lee stated he has obtained a list of approximately 12 companies that provide this particular service and staff will look closely at these between now and January to select the company that best suits the District's needs. Mr. Rachal asked about any applicable fees to the District or to the employees that choose to use this method of payment. Mr. Lee explained there will probably be a fee, but there is also a small fee for Direct Deposit. Mr. Rachal asked if the District is absorbing those fees and Mr. Lee responded that is correct with the exception of an employee losing their card and that expenditure will be the employee's responsibility. Mr. Rachal asked if staff will bring a recommendation to the Board relative to the company that will be used, and Mr. Lee responded staff will bring such a recommendation for Board approval.

Jasmine Green stated that, in addressing Mrs. Crawley's statements regarding the gap between salaries, she would like to offer a solution that employees at the top of the salary schedule be dropped to ½ or 1% increase in pay. Dr. Goree said he believes this would send a clear message that the people at the bottom are valued more than the people at the top; and across the board shows that everyone is valued. Miss Green said she understands that and she supports everyone getting an increase, but she always looks at how those at the bottom will be impacted; and recommending a 2% across the board increase does not look like we researched it thoroughly.

Ms. Trammel asked the superintendent about paraprofessionals receiving \$1,000 last year. Mr. Lee explained that in combination with the holiday supplement, they received \$1,000 last year, \$500 for the one-time supplement and the \$500 holiday supplement.

Mrs. Bell clarified that everyone is valued; however, people apply for jobs they qualify for and noted that retirees received an increase, but everyone received a different amount based on their salary. She also said she does not support discriminating against any group of employees and saying they should not get the same percentage as everyone else.

The board agreed, because staff is bringing additional information on the pay cards, to separate this item so that the employee pay raise is on consent and the other related items (method of pay and pay frequency) are voted on separately.

Adopt Resolution with Respect to the Municipalities Continuing Disclosure Cooperative Initiative of the Securities & Exchange Commission. Mr. Rachal thanked staff for responding to his questions and asked staff to explain what this group is. Mr. Lee explained that is is the Securities & Exchange Commission. Mr. Rachal asked if they came up with the presented

questionnaire? Mr. Lee explained that because we issue General Obligation Bonds, we must do annual disclosures; and we have a duty to make certain that disclosure is correct to the best of our ability. He further explained if they determine discrepancies in the disclosure, the SEC can fine us; but if this should happen and we have this resolution, the SEC will look on us more favorably, and it does not cost the District anything. Mr. Rachal said he believes the public needs to know.

Resolution Exempting Sales and Use Tax for Capital Equipment for the Biomedical Research Foundation of Shreveport.

Mrs. Armstrong reported that the committee is recommending to the Board that this be an annual request for exemption and not approval of a long-term exemption. Mr. Rachal asked if we are actually changing what was requested, and Mr. Pierson clarified that the request was forever. Mr. Rachal stated his agreement with the committee's recommendation and asked what the Biomed does for Caddo students, do they have programs in place that benefit our students? Staff responded that Biomed is a big supporter and provider in the Biomed program at Southwood and Ridgewood schools and does provide a great value to the School District. Mr. Rachal stated that he understands the economic value of tax exemption, but recognized that Biomed does truly invest in the education of Caddo's students. Mr. Riall clarified that the committee recommendation is not to renew the exemption annually, but that Biomed would bring these requests to the Board as they make large capital equipment expenditures for approval and not a blanket approval.

2014-15 Pupil Progression Plan. Mrs. Crawley asked why Board members are getting emails about Advanced, Honor, etc. classes, because they are not included in the 10-point scale; and staff clarified that only the Advanced, Honors and AP classes are on the 10-point scale.

Policy Approval of Section 504 Safeguard Procedures. Mr. Abrams explained that this will update our procedures for the student manual, because it was pointed out that we did not have a hearing officer process required by OCR. As a result of Legislative Action relative to tenured teachers, there will be 10 hearing officers that will be used for tenured teachers and any administrators. He also said since he has been general counsel, there has not been a 504 hearing; and he doesn't anticipate a high output, but the District does need to comply with the law.

ADDITIONS

Miss Green asked that "Proposal for Miles for Smiles" be added to the agenda and backup information is provided at Board members' stations. Mr. Rachal asked about the procedure for someone to provide this service, and Dr. Goree said there is and staff has visited with Dr. Alexander and at this time, it was staff's recommendation that we have a provider that is currently providing this service to the district so staff declined the request to add another provider. Mr. Rachal asked why we would not want more than one provider. Staff's recommendation was based on we would only need to add another provider if we were in a situation where we were not receiving the services across the district that were needed. He added the current provider has the capability to provide needed services to every school in the District. However, it is currently not being provided at every school because some schools are not requesting the service. He also stated that very positive feedback has come back to administration, and at this time staff does not feel the need to provide another provider. Mr. Rachal asked about the difference in cost, and Dr. Goree explained there was a cost neutral relationship with both providers, but it was not a factor. Mr. Rachal asked if it would be proactive on our part to have another provider approved even if they are not used. Dr. Goree said that would be a decision of the Board. Dr. Goree explained that staff looked at the confusion of having more than one vendor; and if staff was not pleased with the service of the current provider, and in considering coordination of services, these were stressors staff did not feel the need to undertake. Mr. Rachal asked that staff's justification for its recommendation be sent to Board members.

Miss Green also asked that staff provide the following information in the backup for personnel recommendations. Mr. Abrams explained that the item would need to be a policy revision and the policy, if there is a current one, is not available for today. Miss Green asked that it be placed on next month's agenda.

Mr. Hooks said there is a vast difference between Miles for Smiles and the current provider, because the current provider is not covering all the schools year-round and this proposal is a mobile unit that will see students year-round, and he believes this is an advantage that will not cost the Board anything. Dr. Goree stated that he agrees Dr. Alexander is a very fine young man trying to build a business; but he was not prepared to address this issue tonight, and will provide additional information to the Board that staff used to make its decision.

President Pierson announced that 8.05 Recommendation to Secure Services of Safety Expert is pulled and he proposed Items 6.01, 8.01-8.04, 8.06, 8.08-8.09(a), 8.10-8.11 and 8.13-8.15 as the consent agenda. *Mrs. Crawford moved, seconded by Ms. Trammel, to approve the proposed agenda and consent agenda for the August 19, 2014 CPSB meeting as presented. Vote on the motion carried.*

VISITORS

Elizabeth Sullivan, president of Caddo Association of Educators, stated that the CAE realizes the need for continuing education and is why they will host yearly workshops and conferences to promote quality public school education, to strengthen the education of Caddo's professional employees, and improve the well-being of members and non-members so that all feel good about working in Caddo Parish. She invited Board members to attend a CAE workshop on Saturday, August 23rd, at the Shreve Memorial Library Hamilton Branch.

Jackie Lansdale, president of Red River United, addressed the Board on the pay increase and the sick leave. Relative to the pay increase, she asked Board members to look at the genesis of the pay, it came from the MFP as a one-time supplement with teachers getting approximately \$800 and the Board generously allocated a one-time supplement of \$500 for all other employees. By the statute, the Board had to allocate the \$800 for teachers and this year the Legislature has said that the money allocated last year must be made permanent, so every teacher is looking to receive at least an \$800 increase, and this has been accomplished. Additionally, with the proposed 2% increase, some classified employees will receive a decrease from what they received last year and those that were red-lined did receive the \$500 last year, but will not this year, thus a salary decrease for them also. She stated she understands the reasoning behind the 2% across the board; however, the employees who will not even receive the \$500 they received last year will get an increase in insurance. She asked the Board to remember this as it plans to move forward with a bond issue in the future. Mrs. Lansdale also asked the superintendent to verify that even though the \$500 holiday supplement is permanent, it is not in the salary schedule, and because it is not listed on the bottom of the salary schedule as it once was, she encouraged staff to look and verify that it is included in figuring the 2% increase.

Also, Mrs. Lansdale stated that with the absences, statutorily we have to give six days and she doesn't believe the District can do less than that. While she believes everyone should be willing to come to teach 182 days, rules are rules and if the Board wants to breach that, they will be put in a place to challenge it.

Adjournment. *Ms. Trammel moved, seconded by Mrs. Crawford, to adjourn. Vote on the motion to adjourn carried and the meeting adjourned at 7:18 p.m.*

August 5, 2014

The Caddo Parish School Board (**CPSB Insurance and Finance Committee**) met on Tuesday, August 5, 2014 at 2:30 p.m. in the meeting room of the Wanda L. Gunn Professional Development Center, Shreveport, Louisiana with Interim Chair Dottie Bell presiding and the following Board members present constituting a quorum: Steve Riall, Jasmine Green, Mary Trammel, and Ginger Armstrong. Also present were Dr. Lamar Goree, superintendent, Reggie Abrams, legal counsel, Carl Pierson, Bonita Crawford, Charlotte Crawley, and Dr. Mary Nash-Robinson. Guests in attendance were Jon Glover and Jackie Lansdale. Mr. Riall led the prayer.

Mr. Pierson announced he asked Mrs. Bell to serve as the Interim Chair of the Insurance and Finance Committee in Ms. Priest's absence and Mrs. Armstrong to serve in the temporary vacancy of a fifth person on the committee.

Timeline for 2015 Insurance Renewals. Randy Watson, director of insurance, highlighted the timeline for presenting the 2015 insurance renewals to the board for consideration. He presented information relative to the various insurance policies Caddo offers (health, dental, life, disability, cancer), factors used to establish premiums, the estimated impact on CPSB as a result of stringent reporting requirements, re-insurance, members out of pocket expense, optional/required changes that will still allow Caddo to maintain its "grandfather status", trends relative to claims, premiums and reserves, drug claims, 5.9% premium increase, and the Affordable Care Act mandates.

Since there is nothing for the Advisory Committee to vote on, it was suggested that there is no need for the committee to meet and staff was encouraged to make certain every Caddo employee is aware of the changes. Mrs. Lansdale said she believes staff has come up with the best package for employees.

Following discussion and questions from the committee members, *Mrs. Armstrong moved, seconded by Mr. Riall, to adopt the recommendation of staff and recommend to the board approval of staff's recommendations including:*

- *Health (maintain re-insurance with \$500,000 stop/loss with lowest bid, renew ASO agreement with BCBS with 2% increase in administrative fees, bariatric surgery waiting period, QBPC reduction in office co-pay \$15, Diabetes Prevention Program (DPP), addition of non-emergency ambulance services, increase premiums by 5.9%, maintain the same employer and employee share ratio, and add an ACA Affordable Compliant Plan (Preferred Care PPO Plan 271),*
- *Dental (use monies from PSF to eliminate 6.2% premium increase, renew with BCBS with no change in benefits),*
- *Life (renew with Standard with no change in premiums or benefits),*
- *Disability (renew with Standard with no change in premiums or benefits),*
- *Cancer (renew with American Public with no change to premiums or benefits),*
- *Other (use the 98% Rule Methodology for ACA Reporting, move to annual open enrollment on all insurance plans and move all plans to same cycle).*

Vote on the motion carried unanimously.

Pay Raise. Jim Lee, Chief Financial Officer, reported staff is proposing a 2% across the board pay increase for all employees. He explained to the committee that this recommendation comes to the Board because the State Department is mandating that last year's \$800 supplement (from MFP) become a permanent increase for teachers. He further explained that when the Board approved this for teachers last year, the Board also provided funding to give all other employees a \$500 supplement. Since it is now to become a permanent increase in the salary schedule, the

recommendation also includes provision for all employees to get an increase, thus the recommendation of a 2% across-the-board increase for all employees. Mr. Lee explained that this proposed increase will cost the General Fund approximately \$4.9 million and Title I, SPED, and other funded positions will pay the increase for employees paid from those funds. The only question is employees whose salary was frozen (red-line) as a result of the Rahmberg Study, and staff will work with these on a case by case basis (at this time it is believed approximately 17 employees are affected).

Along with the 2% pay increase, Mr. Lee stated that staff is also asking the committee to consider staff's recommendation to change the pay frequency to a single pay frequency (semi-monthly) with employees receiving ½ on the 15th and the second half of their salary on the last day of the month. He also added that included in the recommendations is a proposal to get away from paper checks and offer Direct Deposit or pay card (whichever the employee prefers).

Miss Green shared her concern about a 2% across the board pay increase because she believes those who make the higher salaries will receive a larger increase and she believes the teachers should receive more. Also, she stated this will mean that each step increment on the salary scale means that the increase gap gets larger for those making the higher salaries.

Mr. Riall shared his concern re: pay cards and that he would like a guarantee that no one can touch an employee's pay card and withhold a portion of it for any reason. Mr. Abrams stated he does not believe this (someone withholding dollars from ones pay card) can happen.

Bonita Crawford noted that Willis Knighton pays either by Direct Deposit or pay cards and cards are independent of the bank account.

Mrs. Crawley asked if there are fees attached to the card each time the employee uses it, and staff stated the card is similar to a debit card and each transaction is deducted. Fees for pay cards are absorbed by the District. Mrs. Crawley also stated she believes that 50% of the MFP funds were to go to the teachers and she believes this is not giving the teachers that 50% and a 2% increase above that, thus we are not doing the intent of the law. Mr. Pierson clarified that the 2% is being added to the salary schedule and not added to a "person", and when it is added in the salary schedule, that is how much money each gets. He also added if we do not support this so teachers and all employees will get the increase in September, then by the time everything is refigured and reorganized, it could be January or later before employees get what we promised them for September. Mr. Pierson stated he supports all employees receiving some type of compensation and it is good that it is tied to the salary schedule.

Regarding Ms. Trammel's questions on the red-line employees, Superintendent Goree explained that if the 2% increase takes these employees (approximately 17) to a place on the salary schedule where their salary is no longer frozen, it could be possible they will receive some additional pay. Ms. Trammel also asked how many employees do we believe will take advantage of a pay card and Mr. Lee responded approximately 1000. Mrs. Armstrong also noted that the permanent pay increase will also benefit employees' retirement; and while she understands Mrs. Crawley's concern that the stipend is now becoming a permanent part of the salary, she believes it would be good if we could benefit the teachers (academics). Dr. Goree explained that at this time we are out of money, so it would be a one-time supplement for teachers if we did more, and Mrs. Armstrong stated her appreciation for what is being proposed for all employees.

Mr. Abrams asked if the State Department has declared that this MFP increase is what it will also be next year, because once it is placed in the salary schedule, it is a recurring cost to the District.

Concern was also expressed about new hires being recipients of the 2% increase, and if stipulations could be applied. Staff again reiterated that this proposed increase will affect the salary schedule and all employees will be paid according to where they fall on the salary schedule. Staff is recommending an increase across the board because we want to maintain the integrity of the salary schedule. Mrs. Lansdale expressed concern that the 2% across the board will mean that those employees that received the one-time \$500 supplement last year will not receive that amount now.

Mrs. Crawley asked to receive the top amount that someone will get and the lowest amount someone will receive.

Staff agreed to follow up on questions raised to confirm accuracy and requests for information.

Ms. Trammel moved, seconded by Miss Green, that the committee recommend to the full Board approval of the proposed pay increase for all employees as well as the recommendations to change to semi-monthly payroll for all employees, all employees pay is via direct deposit or pay card, and no existing employees will be "grandfathered" as recommended by staff. Vote on the motion carried with Mr. Riall opposed. Mr. Riall clarified he is not opposed to the pay increase, he supports it, but he is opposed to the pay cards.

Request from Biomed for Sales Tax Exemption on Equipment. Mr. Lee explained that originally Biomed only asked for sales tax exemption through 2013, but now is requesting an exemption from sales tax on all large equipment in-perpetuity and retro. Following discussion, *Mr. Riall moved, seconded by Mrs. Armstrong, to recommend to the Board that Biomed bring to the Board annually any request for sales tax exemption on their purchase of large equipment. Vote on the motion carried unanimously.*

There being no additional business, the meeting adjourned at approximately 4:17 p.m.

August 19, 2014

The **Caddo Parish School Board (CPSB)** met in regular session on Tuesday, August 19, 2014 at approximately 4:37 p.m. in its offices at 1961 Midway, Shreveport, Louisiana with President Pierson presiding and the following Board members present constituting a quorum: Steve Riall, Jasmine Green, Charlotte Crawley, Curtis Hooks, Mary Trammel, Barry Rachal, Ginger Armstrong and Dottie Bell. Also present were Dr. Lamar Goree, superintendent; and Reggie Abrams, legal counsel. Mr. Riall led the prayer and Pledge of Allegiance. President Pierson announced that Board member Crawford is out of town and Board members Priest and Ramsey are absent due to illness.

CONSIDERATION OF MINUTES OF JULY 15, 2014, JULY 23, 2014 AND AUGUST 5, 2014 CPSB MEETINGS

Mr. Rachal moved, seconded by Mrs. Bell, to approve the minutes of the July 15, 2014, July 23, 2014 and August 5, 2014 CPSB meetings as submitted. Vote on the motion carried unanimously.

PRESENTATIONS AND RECOGNITIONS

Mr. Strother, on behalf of the board, recognized the following staff members and students for recent achievements. President Pierson and Superintendent Goree presented each with a certificate in recognition of their accomplishment. Administrators, family and friends present were also recognized.

Nia Savoy, Student at Caddo Magnet High School. Nia Savoy, senior at Caddo Magnet High School, thanked the Board for supporting the arts in school and shared a vocal presentation. Mr. Strother announced that she recently won the Great American Songbook Inspiration award at the Michael Feinstein Great American Songbook Initiative Vocal Competition in Carmel, Indiana on July 25th. He stated that Ms. Savoy was one of 11 finalists who spent the week participating in a rigorous schedule of various workshops and master classes. The award carries a cash prize of \$1000 as well as many opportunities to perform at prestigious venues.

One Class at a Time Winner. Terry Sermons, Byrd High School teacher, was recognized as a recent "One Class at a Time" winner. Mr. Strother reported that Ms. Sermon's project was called Making the Grade "Wirelessly", and he shared that she believes this project will be good to engage the students, mind, soul, everything.

National Board Certified Counselors. Audrey Allen and LaJuana Hamilton, Green Oaks High School, were recognized for attaining the National Certified School Counselor status.

Caddo Parish 2014 A+PEL Volunteer of the Year Award. Nominated by the Westwood Cowboys Administrative staff, Dock Voorhies was recognized as the 2014 Caddo Parish Volunteer of the Year.

Newly Appointed Administrators. Charles Lowder, director of certified personnel, introduced the following newly appointed administrators: Priscilla Pullen, principal, Atkins; Beverly Cole, principal, Barret; Carter Bedford, interim principal, Booker T. Washington High School; Deborah Alexander, principal, Eighty-First ECE; Bruce Daigle, principal, Fair Park; Gregory O'Quinn, principal, Lakeshore; Marvin Rainey principal; Midway; Julia Smith O'Neal, principal, Oak Park; Cheryl Jones-Hart, principal, Queensborough; Shunda Huff, principal, Werner Park; Betty Jordan, principal, Woodlawn Leadership Academy; Kasie Mainiero, principal, University; Anthony Tisdale, supervisor, Health, Physical Education, Athletics and Driver's Education; and Dr. Karen Eason Peace, director of elementary schools.

Miles for Smiles. Clarence Moore, chief operations officer for Miles for Smiles mobile dental services, asked the Board to support and enter into an agreement in the form of a Memorandum of Understanding between the Caddo Parish School District and Miles for Smiles mobile dental services. Mr. Moore stated that it is their desire to reach a significant number of students who are not presently receiving dental care services; and noted information previously provided to the Board that in 2012-13 school year, data indicated that only 2,410 of the 41,763 students enrolled in the district were serviced with various treatments by the current dental provider, which is only 6% of the students in the district. He also said that in the 2012-13 school year only 35 of the 70 schools were visited by the current provider. Mr. Moore added that Miles for Smiles believes in, and is committed to improving the access, deliver comprehensive care and provide a sustainable education to all children in the district. He shared the importance of educators, business professionals and civic leaders in the future of our children and we must encourage them to prepare for their futures by developing a proper sense of their worth to Louisiana. Mr. Moore stated that Miles for Smiles will comply with all laws and regulations applicable to the practice of dentistry according to the State of Louisiana and the State Board of Dentistry. Prior approval will be obtained from parents or guardians for each student prior to providing any dental services, will treat all students equally, and will not discriminate in treatment of students based on race, religion, color, gender, gender identity, sexual orientation, age, national origin or any other status or position protected by law. Mr. Moore explained there will be no cost to the district due to the administration of this program and agreement, and the district will be held harmless from any liability for Miles for Smiles activities. Also, Miles for Smiles will maintain insurance coverage in the types and amounts acceptable to the district and the State of Louisiana. Mr. Moore stated that it is not their intention to replace the current provider but only to provide greater access to the many students in the district that deserve access to preventative care in oral hygiene.

Dr. Cynthia Moore Alexander, administrator with the Atlanta Public School System and educational consultant for Miles for Smiles, shared a booklet demonstrating Miles for Smiles ability to collaborate with Caddo and citizens in Louisiana and the United States. She stated that having obtained 1,679 signatures and letters of support which she believes is a strong indication of developing a successful partnership between Miles for Smiles and Caddo Parish. Dr. Alexander also reported that through the use of social media, they have received comments from across the United States citing the importance of dental health and its relationship to student learning and school attendance. As an administrator, Dr. Alexander stated her appreciation for the autonomy she has as a principal to solicit and rely on strong, collaborative relationships with community partnerships such as Emory University, student tutors, Marriott Hotel and use of a comprehensive dental and health facility in her Title I school offering wrap-around services. She said it's these type partnerships that she would like to facilitate between Miles for Smiles and identified schools in Caddo Parish School District. She stated it is their hope to get the Board's support of this program tonight so that the next phase of this collaborative effort can move forward in providing services that will benefit the students in Caddo Parish at no cost to the district.

Dr. Jeremy Alexander, president and chief dentist of Miles for Smiles Mobile Dental Company, shared that he is a product of Caddo and received his Bachelor of Science from Southern University in Baton Rouge and his Doctor of Dental Surgery from Howard University. Having opened his first practice in 2007, he noted the valuable experience gained through adversity, with perseverance being his best teacher, and the many opportunities afforded him by living in Atlanta and being exposed to more innovative aspects of Dentistry and learning from other successful business owners. Dr. Alexander asked for the Board's support in bringing Miles for Smiles to the students of Caddo Parish. While he knows he cannot do this alone, he believes he has a strong support system in place that will help him bring Miles for Smiles from a vision to a reality. Coming from a family of educators, he respects the challenges in education; and he loves this program and the opportunity to work with educators and satisfy his calling to work with the

youth through Dentistry. Dr. Alexander also addressed the importance of oral health to one's overall health; and it is not his intent to replace the current provider, but add a quality service that is different in approach via mobile units year-round. He reiterated previous statements that they are required to carry malpractice liability insurance on each mobile unit, and each doctor will have his/her own liability insurance. Being willing to invest time, money and resources in the students of Caddo, he asked for the Caddo Parish School Board's commitment to the program through a MOU, with five years to establish patients and community relationships.

Mrs. Bell stated that she likes the idea but asked will the mobile unit look like what is depicted on the web site and if Dr. Alexander already has a mobile unit? Dr. Alexander responded that what Mrs. Bell sees is his standard and no he does not have the mobile unit at this time. Mrs. Bell also asked if Dr. Alexander is licensed in Louisiana, and said he is not, but he has applied for his license which takes approximately four months. Mrs. Bell asked if Dr. Alexander will be moving back to Louisiana and he said he is. Mrs. Bell asked how will services be provided to students without their instructional day/time being interrupted, when will the students be seen? Dr. Alexander explained that before entering the schools and seeing any students, forms are sent home to parents and when they are returned, they contact the parents and then contact the principal assigned to work with them regarding how many students returned the forms and how many students they anticipate seeing by grade level and around their lunch time. He further explained they see four to five students at a time, with each child receiving preventative dentistry; and if any aggressive dentistry needs to be performed (and it can be handled on the mobile unit), permission must be obtained from the parent before these type services are provided. He said they want to feel like they are helping and not being intrusive on the children's education, so they will work with the school in scheduling. Mrs. Bell asked if teeth will be extracted in the mobile unit with parents present? Dr. Alexander said the parents may not be present, but they must obtain permission from the parents. Mrs. Bell noted that the District cannot administer medicines to students unless there is a form on record and staff calls when they are giving a student meds. Superintendent Goree stated that a part of the process is done through permission slips, where the parents not only give permission but they also indicate if they wish to be present or not when services are provided. Mrs. Bell asked about the pay methods because she was under the impression that the services were all Medicaid. Dr. Alexander responded that is the wrong perception because the program is designed for access, for students receiving equal care among their peers, and combatting the fear factor some students have about going to the dentist; so anyone with insurance they will contract with that insurance company to provide the service.

Mr. Rachal asked Dr. Alexander how many students he expects to provide services to, and Dr. Alexander responded that it is hard to provide that number, but they want to begin by providing the service to those schools not providing the service. Basically because of statistics, he said he has a general idea of the number of students in Caddo Parish, and they have broken it down to the number of students in each school; and once they have an MOU, they will be able to do additional research and determine what schools should be targeted as well as how many students are at those schools. However, if the parent wants their student to participate in the program, it will not matter what school they attend, because they want them to participate in the program. Dr. Alexander also added that he understands not everyone will sign up for the program until the program builds its name and integrity. Mr. Rachal asked how many students are needed to break even, and Dr. Alexander estimated approximately 1,500 per year; however, the numbers may go up and down, and it is possible they may start with two mobile units rather than one dependent on the need in Caddo. Mr. Rachal asked Dr. Alexander if he feels relatively comfortable that he will provide services to an additional 1,500 students on an annual basis, and Dr. Alexander affirmed that is correct. Mr. Rachal asked how many students can a mobile unit handle, and Dr. Alexander explained that typically one unit can go to 3 to 4 schools a week, and their target is to see 40 students per school one day a week. Mr. Rachal asked if Dr. Alexander is asking for anything different than what is currently in the MOU. Dr. Alexander responded they are not.

Mr. Rachal also asked for clarification on payments and the initial need to look at the underserved children in the District, but noted the reference to most insurances and cash, which is not what he is looking for. Dr. Alexander explained that in his experience, at least 60% of the students serviced are on some type of State service. Mr. Rachal asked about the identification of 35 schools that have not received any dental services, and Dr. Alexander confirmed that is correct and he is hopeful that here in his home he can be helpful and make an impact for the community. Mr. Rachal asked if he was approved before to do this in Caddo, and Dr. Alexander said he was not.

Mr. Abrams asked Dr. Alexander about the stipulation in his proposal to provide services to schools currently not receiving services, because he understands many of these schools are not receiving services because principals have not requested those services or they do not want to use the services since it takes away the time on task for educating the students. Mr. Abrams asked Dr. Alexander how he will push out his program if the principals are not interested in participating, are you willing to provide the services after hours rather than during the school time? Dr. Alexander responded that his initial thought when hearing this was because they are local, he believes it will make a difference in accessing the program, because the current provider is not local and only provides the service during the school calendar year and they are not utilizing a mobile facility. He said he believes having a mobile facility around town provides more exposure and will go a long way in accessing and providing more care to those who are in need of the services. Dr. Alexander said he is also counting on everyone present today to help gain access into the schools. He added he doesn't see the need for after-hours' service and being mobile and visible in the community will go a long way with principals and in turn they will want to work with them. Mr. Abrams asked if there is a partnership, how can a MOU be written to work with the current provider and not destroy that program while at the same time come up with something that will help Dr. Alexander be sufficient. He referenced Mr. Rachal's question based on a break-even point, and if we can't get anyone to go to the mobile unit, because principals do not want their students' instructional day broken up, how can it be possible to have a mobile unit? At this time, Mr. Abrams envisions the motion being to offer services at schools currently not being served with the approval of the principal at a particular school, because principals will be making that decision.

Mr. Hooks asked Dr. Alexander if he has met with any of the principals, and Dr. Alexander responded they have talked to a few. One of the concerns shared with them was principals do not like having to find space within their schools to provide these services. He further stated that portable Dentistry is designed for emergencies and not for quality standard care; and mobiles are the standard he was trained on. Mr. Hooks asked if the majority of the students not participating are not doing so because they did not have the space in the schools. Dr. Alexander stated that while he cannot confirm that about every principal, he knows from providing the service it can be an issue. Mr. Hooks asked Dr. Alexander if he understands that his desire is to provide service for those students not currently being served, and Dr. Alexander said that is correct. Mr. Hooks asked if it is possible to go through the students P.E. classes as opposed to interrupting their core subjects, and Dr. Alexander said that is correct, and they will schedule however the principal of that school wishes. He said they want the principals to see the value in their program and how it will help the students stay in school.

Ms. Trammel asked Dr. Alexander about the students' names he provided and the health care centers set up locally; however, she knows that everyone should have some type of insurance, but that is not necessarily the case. She asked if a homeless student without insurance comes to the mobile unit, Ms. Trammel asked if they will be denied treatment? Dr. Alexander said he cannot give a dollar amount or value; however, he gives dental services throughout the year as a part of the profession.

Mrs. Armstrong asked about payment for services and if Dr. Alexander will consider and take insurance? She said when it comes to cash, she asked if this applies to deductibles on the insurance and if he has worked with this method of payment in the past where patients need to be prepared to pay this deductible amount. Dr. Alexander responded that he has and when a parent completes the form for their child, the parent will inform them they have insurance and prior to the student receiving dental services, they will call the parent and advise them of the deductible that can be sent with the child to school on the day of service.

Miss Green stated she will leave her comments for when the Board votes on this item.

VISITORS

Jeff Hart, parent of daughter at Caddo Middle Magnet, shared his excitement about his daughter attending Caddo Middle Magnet and riding the bus to school, but asked staff to look at moving the bus stop at the very busy corner of North Lakeshore and Lorraine to the corner of Tacoma and North Lakeshore. President Pierson responded that someone with staff will contact Mr. Hart to address this concern.

Taylor McDonald shared with the Board her appreciation for Dr. Goree's efforts and the Caddo Business Roundtable and encouraged the Board to support him in moving the district forward. She also stated she recently reviewed the Human Resources Department Audit and she doesn't believe staff's answers of "HR agrees" are sufficient and specific steps should be listed relative to what staff is doing to address the recommendations for improvement. She addressed the recommendation that the certified staffing formula in three of eight schools selected were outside the staffing parameters; and the response from staff to the recommendation is "we comply with the formula"; and she doesn't understand how this can be an acceptable answer when they are not in compliance with the staffing formula. Ms. McDonald also addressed the 20 clerical employees in the HR Department and the importance of noting the response to this being that "we have cut this budget before", which doesn't mean that it should not be looked at in moving forward, and to her this is an unacceptable response. Relative to drug testing, she said the third-party invoices are not being reconciled with the actual bills and she questions how these bills are actually being paid without reconciliation. Regarding drug testing, 41% of the employees selected by the Transportation Director for a random drug testing were never tested, and she believes this is an area that is in need of revamping. On new hires, she asked how is it possible to hold employees accountable if they have not clearly been assigned to know what to do. She also noted that only six of the 20 LPNs had proof of their license, L4 and W4 are not the same and both should be filled out. She believes these issues are easy to address and clear up; however, she does not believe the minutes give her what she needs that staff is working on these areas. Ms. McDonald referenced salaries and that 64% of the employees tested were incorrect, which is a potential overpayment of \$12,000, that the District spent \$23,000 on a module that is not compatible with what the District is currently using, and that an additional \$20,000 in interest was paid in retirement because payments were not made on time. Noting that she is concerned, she said she wants to help and appreciates the superintendent wanting to hold teachers accountable; but she believes it is the Board that should be held accountable.

Myra Robinson, representative of Supportive Integrated Services, Reach for the Stars Mentoring Program, both community based programs for mentoring children, reminded everyone that seven years ago their organization was entrusted with the opportunity to establish a school-based mentoring program for West Shreveport Elementary School. With the approval of the Caddo Parish School Board, the signature of the past superintendent, the confidence of the principal and Federal Funding from the U. S. Department of Education, the Reach for the Stars program was implemented initially for 4th and 5th graders and later expanded to include 2nd through 6th graders. Ms. Robinson stated the program brought together children and caring individuals to offer guidance, support and encouragement for developing their confidence and character by matching

them with a mentor and friend. She also reported that over the years there has been approximately 100 mentees in the program that were matched with mentors who provided a positive influence. An independent audit after three years of the program being in operation proved program effectiveness and two additional years of funding was received through the Office of Juvenile Justice. Students were exposed to the arts through this program, to healthy educational activities at school and in the community, and exposure to history through field trips which have afforded the students many opportunities to help mold their character, good behavior and good citizenship. She also stated that through the support of school staff, community partnerships, mentors, the children and their parents, Ms. Robinson was the recipient of the 2012 City of Shreveport Martin Luther King Jr. Award in the category of youth, and she thanked members of the Caddo Parish School Board, West Shreveport Elementary and J. S. Clark to allow this program to be housed at the schools and for providing support to the program. She said the school based program has operated the last two years without Federal funding; and because of the lack of funding for support staff, the school-based program will not function this year. She expressed appreciation to the Board for the seven years of support in the program and presented the Board President and Superintendent with a plaque from the Supportive Integrated Services.

Charlotte Myers, grandparent, shared with the Board her three-year request for a change in a bus stop. She shared her concerns that they are one mile from the bus stop, their cost to get the children to the stop, and her request for the bus to come down their road to pick up the children now that she has made accommodation for the bus to turn around in their yard. She said the Transportation Department has been to look at the situation, but they tell her it is too dangerous for the bus to travel this road even though she has cleared trees, put in culverts and a space to turn around. Mr. Pierson asked Mr. Jones to stay on top of addressing this issue.

Tahira Abduhl-Rahman, Booker T. Washington Alumni, stated that the alumni association supports quality education for all students and wants what is best for BTW High School, its students, faculty and staff. She said they take seriously the responsibility to preserve, promote and continue the BTW High School legacy; and are confident when passing the baton to the younger generation of BTW that they will insure BTW continues to thrive and survive. Ms. Abduhl-Rahman said they desire to see the integrity of BTW High School maintained; and even though they do understand this difficult time in BTW HS, this will not deter their love and commitment for their Alma Mater. The Booker T. Washington Alumni members present were recognized. She thanked Dr. Goree, School Board Representative Carl Pierson, interim principal Carter Bedford, as well as the members of the School Board for their leadership, as well as the leadership shown during the difficult time and for providing the emergency funds needed after the fire, for the renovations, and for Steve White's persistence in making sure contractors understood the urgency of getting this school ready for opening day. Ms. Abduhl-Rahman invited Board members to attend the all-class reunion at the Shreveport Convention Center, and again thanked them for their support of Booker T. Washington High School. President Pierson recognized his wife Shirley Pierson and Debra Seamster, former Board member for District 3.

Jackie Lansdale, president of Red River United, brought to the Board's attention LRS 17:81(b) Powers and Duties of the Superintendent which provides for the general powers of the local school boards and that the law states each school district shall adopt a policy requiring each school under its jurisdiction to provide the following an appropriate private room (other than a restroom) for expressing breast milk. She said Caddo passed this policy before it was ever passed into legislation and they believed the Board recognized the number of women employees when passing this policy. She further stated that the policy before the Board tonight is equally important in how it will impact the staff and their ability to care for their children in the classroom and at home. Also, because the profession is made up primarily of women and mothers, she believes the policy on the agenda is short-sighted and draconian since it unnecessarily harms a wide swath of the district's employees, especially when there are policies

that the Board could address that would allow the focus to be on the offenders. Mrs. Lansdale added that Forethought has given school districts the ability and authority to address abusive behaviors through policy and cited examples. She requested the Board to rethink the policy as it is currently written and to remember that they stand with the Board in addressing the absentee issue and those that are disrespectful to the process, to the benefits they have worked to preserve and the boys and girls that deserve to be served by those that take the responsibilities seriously. She also noted that during the organizational meeting with the superintendent is the perfect place to vet policies before bringing them to the Board. Mrs. Lansdale also stated that if the policy goes forward as written, it will leave the Red River United in the position to protect the rights of employees as defined in state law which will result in immediate legal challenge. She also reminded the Board that last year the entire year was spent on the planning issue and they were in hopes that this year would begin on a more positive note, i.e. the permanent pay increase on tonight's agenda. Caddo is an outstanding urban district which has the unique ability to keep the vast majority of its students attending the public schools and receive a robust educational experience.

Jon Glover, employee, referenced the need for a concerted interest in the performance of all students in Caddo Parish. She provided information depicting the performance of each school in each district representing school year 2012-13 SPS and test scores. As of this date, she added the data for 2013-14 is not available. Ms. Glover asked the Board if any of the data provided surprises them, because it shouldn't, since no true attention has been given to the plight. More than six years ago, she reminded the Board that State Superintendent Paul Pastorek alerted the Board of the potential and ultimate failure of students at Bethune, but though the alarm sounded, there was little or no effect; and in the 2012-13 school year, the evidence still resembled that of old because we did not take the warning seriously. She questions why the reading specialists brought forth disappeared when their primary purpose was to make sure proper skills were maintained by every child. Ms. Glover asked the Board to not think of her as the enemy but the voice that cries in the wilderness because she continually hurts over the scores placed before the Board. She asked the Board if it will continue to sit back and allow the public school system to be devoured or engage practices that will promote opportunity and resources bringing forth academic success for every child. She said it can be accomplished if what is right is done by all Caddo students.

Ms. Glover also addressed the proposed pay increase which she believes is very questionable. Using a calculation to see exactly what she will be awarded with the 2% across the board increase, she reported that the pay increase for her will mean \$723.58 a year which relates to \$60 more a month, \$15.08 more a week, \$3.02 more a day, and \$.38 more an hour. While she is very grateful the Board decided the employees were worthy of a raise, she doubts she will see anything when retirement, taxes, etc. are deducted. Ms. Glover shared with the Board her suggestion to make the \$723.58 a one-time supplement instead of spreading it across the 12 months and not ever realize the benefit of the increase. She said it is disturbing to her that she works diligently and is dedicated but is only awarded \$.38 more an hour after not receiving anything for six years.

ESTABLISH THE AGENDA AND PROPOSED CONSENT AGENDA FOR THE AUGUST 19, 2014 CPSB MEETING

Superintendent Goree highlighted items for the Board's consideration and the following discussion ensued.

President Pierson announced that Item 8.12 "Resolution Exempting Sales and Use of Tax for Capital Equipment for the Biomedical Research Foundation of Shreveport" is pulled and Items 6.01-6.03, 7.01-7.02, 8.01-8.06, 8.08-8.09(a), 8.09(c), 8.10-8.11, 8.13-8.15 and 13.01 (minus two

students) is the consent agenda. *Mr. Rachal moved, seconded by Ms. Trammel, to approve the proposed agenda and consent agenda as presented. Vote on the motion carried unanimously.*

CONFIRM THE CONSENT AGENDA

Mr. Riall moved, seconded by Mr. Rachal, to confirm the consent agenda as submitted. 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 personnel recommendations recommended by the Superintendent and submitted in the mailout.

6.02 Renewal of Administrative Contracts. The Board approved the renewal of administrative contracts as recommended by the superintendent and submitted in the mailout.

6.03 Requests for Leaves. The Board approved requests for leaves 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) EPSCO Information Services, totaling a discount percentage of 9.25%, for the purchase of periodicals for all schools. A copy of the bid tabulation sheet is filed in the official papers of the August 19, 2014 CPSB meeting.

7.02 Capital Projects. The Board approved the following bid as recommended by staff and submitted in the mailout on the bid tabulation sheet: (1) Louisiana Roofing Contractors with a Base Bid and Alternate 1, for the sum total of \$373,500 for Project 2015-220, "Woodlawn Re-Roofing, Phase II". A copy of the bid tabulation sheet is filed in the official papers of the August 19, 2014 CPSB meeting.

Item No. 8

8.01 Request for Long-term Use of CPSB Property or Bus Transportation. The Board approved the request for long-term use of CPSB Property (Central) as recommended by staff and submitted in the mailout.

8.02 Out of State Travel. The Board approved requests for out of state travel (General Fund) as recommended by staff and submitted in the mailout.

8.03 Approval of Board Policy – Section D. The Board approved the proposed policies/revisions to policies in CPSB Policy Manual, Section D, as recommended by staff and submitted in the mailout.

8.04 Equipment Breakdown Insurance Renewal. The Board approved the Equipment Breakdown Insurance Renewal as recommended by staff and submitted in the mailout.

8.05 Miles for Smiles. The Board approved the CPSB entering into an MOU with Miles for Smiles based on similar terms as the current dental provider's MOU, that the Miles for Smiles MOU be limited to the schools not currently serviced by the current provider; and that the services at the schools must be approved and authorized by the school principal.

8.06 Approval of Proposed CPSB Policy, re: Act 654 of 2014 Legislative Session. The Board approved the superintendent and/or his designee beginning the process of compliance with Act 654 of the 2014 Legislative Session by studying the existing or proposed bus routes in the district to determine which routes need to be altered, amended, or created in order to bring the school district into compliance with the restrictions of the Act; and report to the Board all changes, and associated costs (additional fuel or additional buses required) as soon as practicable.

8.08 Approval of 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.

8.09(a) Employee Pay Raise. The Board approved the proposed 2% across the board increase for all employees and to adjust the pay schedules accordingly.

8.09(c) Pay cycle. The board approved the District changing to one pay frequency of semi-monthly for all employees, with one supplemental payroll in between.

8.10 Adopt Resolution with Respect to the Municipalities Continuing Disclosure Cooperative Initiative of the Securities & Exchange Commission. The Board adopted resolution authorizing the Chief Financial Officer to file appropriate annual disclosures for all outstanding General Obligation Bonds as recommended by staff and submitted in the mailout.

8.11 Special Education Interagency Agreements and Contracts. The Board approved Special Education Interagency Agreements and Contracts as submitted in the mailout.

8.13 2014-15 Pupil Progression Plan. The Board approved the proposed 2014-15 Pupil Progression Plan as recommended by staff and submitted in the mailout.

8.14 Policy Approval of Section 504 Safeguard Procedures. The Board approved the proposed Section 504 Procedural Safeguards (Local Complaint Procedures) as recommended by legal counsel and submitted in the mailout.

8.15 Ratification of Attendance Department move from West Shreveport to Central. The Board ratified the move of the Attendance Department from West Shreveport to Central as recommended by the superintendent and submitted in the mailout.

13.01 Student Readmission Appeal Hearings. The Board approved appeals of students MH, MM, TC, MMc, DE, LB and MiR as recommended by staff and as agreed upon by the parents.

REVISIONS TO CPSB POLICIES, RE: ABSENCES AND LEAVES

Ms. Trammel moved, seconded by Mr. Riall, to approve the proposed revisions to CPSB Policies relative to absences and leaves with the amendment to Policy GCBD-GDBD to delete paragraph 3 and change the three (3) days to six (6) days and insert “an employee who is absent for six or more consecutive days shall be required to present a certificate from a physician certifying such absence upon return to work; and in the case of repeated absences of less than six days because of illness, the Board reserves the right to require verification of illness; and should a pattern of behavior so warrant upon the request of the superintendent or his designee, the employee shall be required at the expense of the school system to provide a certificate from a physician specified by the school system to verify the existence of medical stability. The superintendent may discipline employees who abuse this policy.” Ms. Trammel noted these changes are applicable to all policies regarding absences. She explained that after receiving a number of calls, texts and emails on this matter, and understanding the Board is accountable for the numbers of absences,

she knows not every employee is an abuser; however, there are those that abuse continuously and it is important that the Board address the issue. After looking at several policies, Ms. Trammel noted that some employees must bring a doctor's statement after three days, but staff is recommending the six days and hopefully all Board members will be in agreement. Mr. Riall said we try to teach the children the importance of them being in school every day, which will one day be reflected in each student's employment record. He said the vast majority of employees do not violate these principles, but if the District is going to send the correct message to the students, he believes it is necessary for the Board to hold itself accountable and send the correct message to the employees as well.

Dr. Goree thanked the Board for taking the steps to help in this regard and he agrees that the vast majority of the employees are doing a great job and this policy will help us support the employees that are at work every day and are working hard. He further explained that when discussion on this issue began in Committee, it was an effort to improve the productivity of the organization; and if we are to continue to grant raises and to continue to see the academic performance of the District improve, employees must be held accountable.

Mrs. Crawley moved, seconded by Mr. Hooks, to postpone the vote until September so it can be addressed in written form and she will better understand what she is voting for. Mrs. Crawley shared her confusion because a paragraph is being taken from the Bossier policy with the change from three to six days, but it still lists days prior to a holiday and she would like to see actually what the Board is voting on in writing; and if that is the only change, how is it different from Caddo's policy. Ms. Trammel said nothing has been in place when employees are absent for five days, return a day, and then miss for a number of days; and no one is addressing this issue of absences, so she believes at the Board's discretion, it will be up to the Superintendent to address.

Mrs. Crawley noted the policy Forethought wrote for other school districts and she would like to have time for the Board to study this, and asked the Board to support postponing.

Mr. Hooks agrees that the Board needs to see the proposed change in writing before voting on any change.

Mrs. Armstrong stated she wants to make sure the Board does receive the motion in writing because she is concerned about a couple of issues, i.e. "at the expense of the School System". She said this needs to be looked at closely since it will be a cost to the District. Also, referencing the Friday before or Monday after a holiday, she believes it is wise to postpone to allow time to receive a complete writing of this policy. For these reasons, she supports the motion to postpone until September.

Mrs. Bell asked if there will be a special meeting on this because she continues to receive calls about substitutes in the classroom; and she believes every child deserves to have a teacher in their classroom and not a substitute, but the principal's hands have been tied. Mr. Pierson announced that this will go back to the Transportation Committee for a recommendation.

Mr. Rachal moved to call for the question. Mr. Riall seconded the motion to call for the question to end debate and the motion carried.

Vote on the motion to postpone carried unanimously.

EMPLOYEE METHOD OF PAY

Ms. Trammel moved, seconded by Charlotte Crawley, that all employees receive their pay via direct deposit or pay card. Mr. Hooks asked staff to clarify using a pay card, and if staff is attempting to reduce paper and Mr. Lee responded that is correct. Mr. Riall shared that he may

be the only one, but he still likes to get a pay check. Ms. Trammel asked if she understands correctly that if they do not want to use a pay card, they can use direct deposit, and staff responded that is correct. Mr. Riall reminded everyone there is no law that says an employee must have a bank account and in his opinion, Mr. Riall said a pay card is a pain. *Vote on the motion carried.*

SUPERINTENDENT'S REPORT

Update on Collaborations with RSD. Dr. Goree stated there is much excitement about the work that is ongoing in the Transformation Zone, i.e. RSD contract governing the work Caddo is doing in the Transformation Zone. He encouraged everyone to visit one of the schools in the Transformation Zone and observe how they are reimagining the schools in Caddo Parish.

Mr. Hooks asked the superintendent to explain the over-age recommendation, and Dr. Goree stated, that in attempting to do things differently than the way they have been done in the past, they are seeing a high number of over-age students at the middle school level and staff met today to look at developing programs that will provide unique opportunities for over-age students to be successful. One of the options in the Ombudsman program contract was a number of seats designated for over-age students and staff is currently looking at those students that are not quite that far behind and how we can create schools within a school and to provide opportunities for these students to earn extra credits, even high school credits, as well as bridge the middle and high school relationship so at mid-year they are moved on to the high school campus. Dr. Goree also explained staff is currently looking at some of the vacated buildings for providing a career center type opportunity for learning some employable skills for when they complete high school.

SunGard Status Report. Superintendent Goree reported that weekly meetings, as well as monthly meetings, on SunGard are continuing and staff is seeing progress while continuing to address concerns.

Personnel Recommendations and Requests for Leaves. The superintendent announced that personnel recommendations and requests for leaves are also submitted for the Board's information.

ANNOUNCEMENTS AND REQUESTS

Mr. Rachal announced he is a new grandfather.

Mrs. Crawley announced the Brass in Blue concert will be held on Sunday, August 24th at Byrd High School.

Miss Green stated her appreciation of support for the Miles for Smiles program. She also reminded staff that she requested at the last meeting information on personnel recommendations to include (1) all who applied, (2) all who were interviewed, and (3) staff's recommendation. Mr. Abrams indicated that he could not discuss in open session.

Ms. Trammel expressed her appreciation for staff making the Woodlawn Leadership Academy campus beautiful, as well as Atkins Elementary. She said the students are excited about being at a "new school".

Mrs. Bell announced that Mary Wood, Dr. Goree, Victor Mainiero, Bill Strother and Jeff Howard have accepted the ALS Ice Bucket Challenge and will take the challenge immediately following the Board meeting.

Mr. Rachal expressed kudos to the Transportation Department for the very few calls received this year regarding transportation problems, which he believes is phenomenal when the District is transporting 21,000 children.

Miss Green expressed appreciation to Mr. Woolfolk for addressing the lighting at Green Oaks and asked that the 220 plug be installed prior to the Green Oaks reunion.

EXECUTIVE SESSION

Student Readmission Appeals. *Ms. Trammel moved, seconded by Mrs. Bell, to go into executive session. Vote on the motion carried and the Board went into executive session at approximately 7:00. The Board reconvened in open session at approximately 7:30 p.m.*

Mr. Rachal moved, seconded by Miss Green, to approve staff's recommendation for MR as submitted in the mailout and whose parents are in agreement. Vote on the motion carried with Ginger Armstrong absent for the vote.

Prospective litigation and/or strategy session re: Formal Demand dated June 27, 2014 re: Claims of Brenden, Jordan Houston, Barry and Jennifer Houston. *Mr. Rachal moved, seconded by Mr. Hooks, to approve the litigation settlement recommendation of staff. Vote on the motion carried with Ginger Armstrong absent for the vote.*

Student Readmission Appeals. *Mr. Rachal moved, seconded by Mr. Hooks, to go into executive session for the purpose of a student readmission appeal. Vote on the motion carried and the board went into executive session at approximately 7:39 p.m. The Board reconvened in open session at 8:23 p.m.*

Mr. Rachal moved, seconded by Mrs. Armstrong, to admit GM to North Caddo High School under a disciplinary contract. Vote on the motion failed with Board members Riall, Crawley, Rachal and Armstrong supporting and Board members Green, Pierson, Hooks, Trammel, and Bell opposed.

Mr. Rachal moved, seconded by Mr. Hooks, to accept staff's recommendation on student GM. Vote on the motion carried with Mr. Riall opposed.

Adjournment. *Mr. Riall moved, seconded by Mr. Hooks, to adjourn. Vote on the motion carried and the meeting adjourned at approximately 8:27 p.m.*

Dr. T. Lamar Goree, Secretary

Carl A. Pierson, President

September 2, 2014

The **Caddo Parish School Board (CPSB)** met in special session on Tuesday, September 2, 2014, at 4:30 p.m. in its offices at 1961 Midway, Shreveport, Louisiana with President Carl Pierson presiding and the following Board members present constituting a quorum: Steve Riall, Jasmine Green, Charlotte Crawley, Curtis Hooks, Mary Trammel, Bonita Crawford, Barry Rachal, Ginger Armstrong, and Dottie Bell. Board members Lillian Priest and Larry Ramsey were absent. Also present were Dr. Lamar Goree, superintendent, and Reginald Abrams, legal counsel. Mrs. Armstrong led the prayer and Pledge of Allegiance.

VISITORS

Jon Glover noted that the Board previously approved the West Shreveport renovations and asked why it is coming before them today to ratify approval of the bid for renovations at West Shreveport.

BIDS – CAPITAL PROJECTS – RATIFICATION OF APPROVAL OF BID FOR WEST SHREVEPORT RENOVATIONS

Steve White explained that he incorrectly reported the Base Bid as \$2,009,000, and it should have been \$2,090,000. He further explained that the total bid (Base Bid plus Alternates 1 and 2) of \$2,832,748 is still under the Board-approved \$2,850,000 for this project.

Barry Rachal noted that the important thing is the error did not make a difference in this and it is still under what the Board budgeted.

Ms. Trammel moved, seconded by Mr. Hooks, to ratify the selection of Thrash Construction Services, LLC as the low bidder for the renovations of West Shreveport Renovations to Student Service Center, Project #2013-140 for the total sum of \$2,832,748.00 including the base bid and alternates 1 and 2. Mr. Hooks commended Mr. White for owning this mistake. Vote on the motion carried unanimously.

Adjournment. *Mrs. Bell moved, seconded by Mrs. Armstrong, to adjourn. Vote on the motion to adjourn carried unanimously and the meeting adjourned at approximately 4:44 p.m.*

Dr. T. Lamar Goree, Secretary

Carl A. Pierson, Sr., President

September 2, 2014

The Caddo Parish School Board (**CPSB Executive Committee**) met on Tuesday, September 2, 2014 at approximately 4:45 p.m. (immediately following the special session) in its offices at 1961 Midway, Shreveport, Louisiana with President Carl Pierson presiding and board members Crawford and Trammel present constituting a quorum. The following Board members were also present: Steve Riall, Jasmine Green, Charlotte Crawley, Curtis Hooks, Barry Rachal, Ginger Armstrong and Dottie Bell. Also present were Dr. Lamar Goree, superintendent, and Reggie Abrams, legal counsel. The prayer and Pledge were omitted.

ESTABLISH THE AGENDA AND CONSENT AGENDA FOR THE SEPTEMBER 16, 2014 CPSB MEETING

Superintendent Goree highlighted items for the Board's consideration at its September 16, 2014 meeting and the following discussion ensued.

Approval of Sections K and L of CPSB Policy Manual. Mr. Rachal asked if these are recommendations from Forethought or staff? Dr. Goree stated these are the recommendations from Forethought; however, there are some unique policies to Caddo, i.e. One Voice, One Board policy, so there are some additions to Forethought's recommendations. Mr. Abrams explained a committee was formed to review policies and Forethought in its review of the policy manual made recommendations for deleting and for moving certain issues to other areas in the policies. Mr. Rachal asked the Superintendent if he has issues with any of the proposed policies/revisions, and Dr. Goree responded he does not and is excited to see this process moving forward. Mr. Rachal agreed and he believes it to be a good start in looking at policies that are no longer applicable. Miss Green stated she was unable to pull these up on her computer and asked for clarification on the attached backup. Dr. Goree stated there are two separate items on Section K and Section L. Mr. Abrams added only one policy remains in Section L. Mrs. Crawley asked for clarification on the "One Voice, One Board" policy, and Mr. Abrams clarified it is not included in these policies. Mrs. Armstrong stated she too has difficulty opening attachments, and Dr. Goree announced he will ask Technology to contact Board members concerning these problems in accessing documents.

Special Education Interagency Agreements and Contracts. Mrs. Bell asked about the services being provided by Helping Hands at Hillsdale and if this means they will be housed at the Hillsdale School? Dr. Shelia Lockett, director of Department of Exceptional Children, responded this service will provide additional help for children up to six years old, and it is not Hillsdale Elementary School, but Hillsdale is the name of the agency providing the service. Mrs. Bell said she would like to have a list of the services they will provide. Mr. Rachal noted a correction in the summary "disagreement will be reduced".

Mr. Riall asked at what age can students receive these services, and Dr. Lockett said from preschool (2 and 3-year olds) to 6 years old. Mr. Riall asked who would someone contact if they had a child with special needs and needed these services? Dr. Lockett responded they can contact her or Pamela Crook. Mrs. Bell asked about children younger than 2-3 years of age and Dr. Lockett explained that services for these children are provided through Social Services.

2015 Group Insurance Renewals. Mr. Rachal stated his understanding of the grandfather clause but asked how long will the district be able to continue before we see a break-even point relative to premiums. Mr. Watson stated that at this time, and prior to 2015, if we forfeited our grandfather status in order to raise deductibles and co-pays, we would need to add benefits required under the Affordable Care Act and this would mean an approximate 1.5% increase in costs. He further explained a new requirement added in 2015 states all out-of-pocket expenses, i.e. co-pays, etc., will have to go toward the maximum out of pocket expense. Currently the PPO

plan has a \$2,000 maximum out of pocket, but you do not count co-pays or deductibles toward that \$2,000, but in 2015 a non-grandfathered plan must include these which will cost the plan more. He added that an actuarial study indicates it would cost the district 5% on the PPO and 5.5% on the POS (approximately \$5 million in each plan) to forfeit our grandfather status, which means we would have to make draconian cuts to our current plan, i.e. raise deductibles to \$1,500 to \$2,000 to break even with the new requirements. At this time, Mr. Watson reported the plans and reserves are in good shape, marginal changes have been made under the law without forfeiting our grandfather status, and thus staff does not recommend this at this time. Mr. Rachal asked Mr. Watson if he sees in the future that the district will hit a wall and this will all change, and Mr. Watson said it is difficult to say and a lot of things will happen on the National level that will stress plans to where many things will need to be re-evaluated in order to comply with requirements. He also added that at this time, he 110% recommends that the District not forfeit the grandfather status; and because Caddo's plans are so much richer than what's required under the Affordable Care Act, we will avoid having to add things that we don't have to now and are not of great value but would cost the plan more. Mr. Watson also reported to the Board that while at some point, the District will not be able to avoid making these changes, staff evaluates every year; and if it had not been for the new requirement in 2015 and that staff watches everything closely, a foolish decision could have been made.

Proposed Revisions to Policy GCO. Mrs. Crawford expressed her concerns that this is a balancing act between the State law and what the policy is proposing relative to the Board's responsibility in hiring. Superintendent Goree stated while he understands the intent, staff certainly is being cautious because when you choose to make every name public of those applying for positions, you limit your talent pool to those who want their information to be public. Legal Counsel clarified the Superintendent makes recommendations to the Board and the Board has the opportunity to veto that recommendation. He further explained the proposed changes in this policy are those that need to be made because of the change in the law resulting from Act 1 of the 2012 Legislature (non-school-based administrative personnel recommendations are presented to the Board for approval, with the exception of supervisors of child welfare and attendance), the Superintendent appoints all school-based administrators within the budgetary restraints approved by the Board, and that the list of those interviewed are provided to the Board (unless the interviewee indicates they do not want their name submitted). Mr. Rachal said he would still like to have the scoring matrix used so when the Board is considering personnel recommendations they see the scoring range of the applicants. Dr. Goree said staff does not have a problem with providing the matrix as long as names of the candidates are not tied to the scores. Mr. Abrams pointed out providing this information would be a violation of the Personnel Files Act. He also added that the scoring rubric is what is used when questions are asked of the applicants which means the next group of interviewees would have an advantage, so he does not recommend distributing the scoring rubric. Dr. Goree added that anything staff provides can in no way identify a candidate or provide an unfair advantage to future candidates for positions. Mr. Riall asked why supervisors of child welfare and attendance are exempt from this rule, and Mr. Abrams explained the Legislature did this.

Ms. Trammel asked about the benefit for seeing scores, etc., because while she may not agree with the recommendation, she believes providing this information might create chaos and confusion. Miss Green said that in talking with people in her district, they have a problem with how hiring is done and she has been asked if it is possible to change the policy so it is known who applied for positions. She added that knowing the Board can't, she is asking that the policy be revised to include this provision. Ms. Trammel said she too has been asked these questions, but she refers them to the Personnel Department to respond, because she believes providing a list may make some unhappy. Miss Green believes providing such a list will help eliminate a lot of problems. Mrs. Bell noted that Human Resources interviews candidates for many different positions so she asked if the same questions are used for everyone or will questions be asked relative to the position, because if the questions are relative to the position, she believes this

means numerous sets of questions are being requested. Dr. Goree responded the questions would be different, but he believes the revision to the policy is to provide a list of names of those interviewed for positions. Mrs. Armstrong stated her concern that the Board is stepping into something that is not Board business, because there is a clear definition between the administrative positions the Superintendent controls and the Board's responsibilities. She asked if the changes being proposed by Legal Counsel are still applicable without the sentence relative to providing the list of persons. Dr. Goree clarified this is by no means something the staff supports, but it is the least restrictive way to work within the Board's request. Mr. Abrams responded these changes are things the Board needs to vote on and additional policies relative to Section G will include these same items. He further explained the Board has operated with this not in writing since 2012 and he believes it is good to have it in policy during the interim; and if someone does not like the proposed revisions, a Board member can amend to remove certain statements in the policy. Mrs. Armstrong asked if these revisions came from Forethought or did they come from Legal Counsel and Administration? Mr. Abrams said it was not submitted by Forethought, because Forethought through other attorneys, i.e. Hammons and Sills, has taken the position that the Superintendent hires and fires all employees, including Central Office and he interprets the statute that the Superintendent has the authority to hire and fire all school-based personnel and not all personnel.

Mr. Hooks stated the Board has been told nicely by a State Board that it cannot get into daily operations and that is what this is. The Board has also been told it cannot get into micromanaging and that is what this is. Based on that, he does not understand why this is being discussed. Mr. Abrams clarified that it is his opinion the Board has the authority to hire all Central Office staff based upon the recommendation of the Superintendent, so this policy is necessary to represent those being recommended to positions in Central Office; and principals, assistant principals, counselors, etc. no longer come before the Board for approval. Miss Green agreed with Mr. Hooks that the Board is a policy-making Board and is why she brings these revisions to Board policy. She also agreed that the Board is making a big deal about something when the last sentence states if the interviewee does not want their name published, they have that choice. She encouraged the Board to support this in moving forward.

Approval of Administrative Disciplinary Hearing Officers and Procedures. Mr. Rachal asked if he understands correctly that the Board is addressing this as a result of Legislative action, and staff responded that is correct. He asked Dr. Goree if he believes school systems are better run by local bodies as opposed to other bodies, and Dr. Goree said absolutely. Mr. Rachal asked the Superintendent if it appears to him that the state legislators have passed legislation and are getting in the middle of running local school systems, and Dr. Goree responded he believes that is a fair statement based on the way the legislation is written. Mr. Rachal asked Dr. Goree if he believes the State Legislators, BESE, Governor, and State Superintendent of Education want to hold local school boards responsible. Dr. Goree responded that he believes the way the law is written there is an intentional effort to take school boards out of that decision-making process. Mr. Rachal asked if the school board will be held responsible for what happens and Dr. Goree said yes because of its budgetary power. Mr. Rachal asked if there is a possibility the Board will be held responsible for something the State Legislators are making local boards do as well as pay the cost for it, and Dr. Goree said that is correct and he encouraged Board members to contact their Legislators; because the item brought forth is about complying with the law. Mr. Rachal asked if he is correct in stating that State Legislators have given direction to local boards to keep good qualified teachers and get rid of those not doing the job but are taking away the ability for the Board to do this. Dr. Goree said he believes that is fair even though he is not aware of what the logic or arguments on the floor look like.

Mrs. Bell asked the Board Attorney to explain this in lay terms because she doesn't understand why we need a list of 10 persons approved by the Board of Education? Mr. Abrams explained that if we do not have our own officers, then we go to the State list, so we are soliciting local

persons that can serve as hearing officers in this area rather than going to the State. Mrs. Bell noted that these officers must be lawyers, mediators, hearing officers, etc. and asked if Caddo will pay them, and Mr. Abrams verified that is correct. Mrs. Bell asked if this is only for teachers, and Mr. Abrams said it is not, but it is also for administrators. Also, these officers would be used for 504 proceedings. Mrs. Bell asked if this will be explained in detail to all teachers and administrators so they are fully aware of the process and understand. Mr. Abrams explained that the qualifications of a hearing officer will be similar to a judge. Mrs. Bell asked what type of actions will come before these hearing officers? Mr. Abrams explained that it is the same as it has always been and matters such as dishonesty, incompetence, etc. and whether or not a teacher will lose tenure as well as if the district has done what it needs to do. The lawyers/judges, etc. are expected to be familiar with the law in such matters and will explain to a district judge the same as if they were in District Court. Mr. Abrams further explained tenure charges will continue to be brought forth by the Superintendent as they have in the past; and the teacher will have the ability to respond in 10 days, followed by the Superintendent's decision to place on leave with or without pay, and then a teacher may request a hearing before a hearing officer who will outline what will happen. He said this all happened in Legislation in 2012 when a 3-person panel was put into place which was later declared unconstitutional, and the Legislature came up with this alternative procedure to wipe out that litigation and implementation of this new process. He said this will be done randomly, procedures will be followed, administration will followed with a decision and then an appeal. Mrs. Bell asked Board Counsel to explain how it can be determined that a teacher cannot teach in the classroom? Mr. Abrams responded this can happen; however, staff must first provide intensive assistance. Mrs. Bell asked can the hearing officer address a teacher's testing scores, etc. because she definitely sees a need for educating the District's employees on these procedures. Mrs. Bell stated that she cannot agree with the 10 people unless there is someone meeting educator/education criteria. Mr. Abrams explained that he always expects the lawyers to be competent on both sides and he expects the lawyers on both sides to present the best case possible. Dr. Goree said administration takes responsibility for making all staffs and teachers aware of this process for them. Mrs. Bell also wants the employees to be aware it is not an action of the Board, but the result of Legislative action. Mr. Hooks asked Mr. Abrams if this is just another way to get rid of local school boards, and Mr. Abrams stated he doesn't believe that is the intent of this particular act, but Act 1 in 2012 put this in place to take the Board out of it, and this particular act was done because when changes from Act 1 were declared unconstitutional, the Governor tried to make it good again; and it is at the district's expense.

Miss Green stated that since these changes are to be made at the District's expense, it seems to her they would be bias to the District. Mr. Abrams said absolutely not and is why an RFQ was put out to seek someone who is unbiased, which means no one currently doing business with or for the District is eligible. Mr. Rachal asked if he understands the choice is the District puts together its own group or it uses the group made available through the State. Mr. Abrams said there are panels already in place and being used; but the difference is the District would pay for mileage, overtime, etc. unless there is someone local in the group. Mr. Rachal asked if something goes wrong can a lawsuit be filed against the Board, even though the Board had nothing to do with it but the State handled it. Mr. Abrams said the State is not handling it, but established a procedure the local boards must follow; and that procedure is local boards must hire a hearing officer and develop its own procedures which the State declares are fair. Mr. Rachal asked if that is correct even if it never comes back to the Board; and Mr. Abrams said it doesn't matter because the Superintendent acts on behalf of the Board when making a decision whether or not to discipline an employee. If the Superintendent terminates an employee, the employee has the opportunity to appeal to a hearing officer or it is final. Dr. Goree asked Mr. Abrams to explain what happens when the hearing officer makes their ruling and the employee disagrees with that ruling. Mr. Abrams explained that at that point there is an appeal process to the District Court and it must be done within a certain timeframe or there is no more action. At this point, there is no salary loss because the employee is still on paid administrative leave. The

District Court has the final say-so even though an employee can appeal to the Court of Appeal. Mr. Rachal asked if lines 9-14 stating “if a teacher is found highly effective based on the evidence of the growth portion of the evaluation, but is found ineffective according to the observation portion” is where it goes back to the unconstitutionality of Act 1. Mr. Abrams said the only portion found unconstitutional was in the hearing process where a District Judge in Monroe stated three persons were on a panel; and even if they went against the Superintendent, the Superintendent did not have to accept the recommendation. The question was raised why go through this entire process when the recommendation does not have to be accepted by the Superintendent. Mr. Rachal asked if the officer meets with the employee for the hearing does the Superintendent have to abide by the hearing officer’s determination, and Mr. Abrams responded he believes there is an appeal.

Ms. Trammel noted that there may only be one or two hearings per year; and asked if there is a need to get an officer at this time? Mr. Abrams said there is. In responding to Ms. Trammel’s question about the cost, Mr. Abrams stated that an RFQ is put out and when they return, he expects there will be a range presented to the Board. She asked again if it is necessary to do this now, and Mr. Abrams said it is.

Mr. Hooks said there are policies in place the Superintendent must follow to terminate a teacher and Mr. Abrams responded that is correct. Mr. Abrams said if there is a teacher that is an issue relative to their evaluation and how they are performing, that teacher must go through intensive assistance several times before the law states you can terminate a teacher for incompetence. However, if a teacher is found guilty of willful neglect of duty, dishonesty, moral issues, conviction of crime such as murder, solicitation, or other offenses dealing with the hiring of personnel that work with children, the only process required is the Superintendent sending them a termination letter. Mr. Hooks asked what part will the Board have if the policies and procedures are not followed by a Superintendent? Mr. Abrams explained that if Board policy is not followed, this is part of the Superintendent’s evaluation and the Board could make the determination if it wishes to continue the Superintendent’s contract.

Mrs. Armstrong asked if the Board will ask for a bid for only one hearing officer, and Mr. Abrams said a minimum of 10 officers is needed. Mrs. Armstrong noted conversation at the LSBA meeting about the process for getting hearing officers for the region and it was suggested that each parish appoint/hire approximately two individuals for the pool in the region. Mr. Abrams responded there is no reason why we can’t pool resources with someone else; however the statute states the district must have at least 10. He encouraged the Board to move forward and not wait even if Caddo has to pick up some officers from Lincoln Parish, for example, in order to meet the required 10. Dr. Goree asked if we only incur a cost if the hearing officer is used, and Mr. Abrams stated that is correct. Mr. Abrams did add there are other expenses associated with hearings, i.e. court reporter transcripts, thus the challenge to create a fair hearing that doesn’t cost as much to get the evidence submitted.

Mr. Rachal asked Mr. Abrams to clarify the difference between a mediation and a hearing? Mr. Abrams clarified he meant mediators.

Mr. Pierson announced there are two student readmission appeal hearings for the 16th.

ADDITIONS

Mr. Hooks asked that an item be added to the agenda to “Re-key Werner Park” since someone outside the school has keys to the building. Because re-keying is a budgetary amount, he believes this might be an item that should be bid. Dr. Goree responded that staff will look at this item and the dollars available under local control to assist with this problem at Werner Park.

Mr. Pierson announced that Items 8.01-8.05 are the consent agenda. *Mrs. Crawford moved, seconded by Ms. Trammel, to approve the proposed agenda and consent agenda for the September 16, 2014 CPSB meeting as presented. Vote on the motion carried unanimously.*

POLL AUDIENCE

Jon Glover expressed her concern about the practice of putting things on the consent agenda, i.e. 8.03 Approval of Sections K and L, CPSB Policy Manual, when it oftentimes appears there is no clarity in items. By putting it on consent, the Board is stating that it has no more questions and will not discuss further. As a constituent she would like to understand why the Board will engage in anything not fully understood.

Jackie Lansdale, Red River United, asked the Board about the Administrative Disciplinary Hearing Officers and Procedures, because Act 1 arguments will be heard September 5th and the genesis of a lot of Act 1 is what hurt a lot of school boards. Also, the appeal by the teachers from Katrina will be held on that day, and she shared her concern that this item is on the agenda under a bid and asked how it will be paid. Mrs. Lansdale asked to be involved in the process since part of their employees will be involved in this and maybe they should pay for a portion of it. She further stated it is the purview of the Board to create the backdrop for how this process is carried out. Regarding K and L policies, Mrs. Lansdale said they did not see this information either; and they hope to have an opportunity to review this, and asked for the opportunity to vet this idea with the employee committee and bring their input. Regarding Policy GCO, Mrs. Lansdale expressed her concern on how this policy is interpreted and/or implemented, because she continues to see more secretaries become secretaries not because they are qualified, but because of who they work for. She said in the Central Office one of the qualifications is they must like you in order to keep your job which she believes is very unfair. She said more work/review needs to be done on how this policy is handled.

UNFINISHED BUSINESS

In response to his request for a personal privilege, Mr. Hooks asked if employees will still receive the \$500, and Mr. Lee said it is a holiday supplement and it is permanent. Mr. Hooks also asked how long it will take to get the MOU for Miles for Smiles. Dr. Goree responded probably 30-60 days; and Mr. Abrams responded they called him, but he has not had the opportunity to get back with them. Mr. Hooks asked Mr. Abrams to please follow up because they are waiting on the MOU to get started. Mr. Abrams said the timeline will depend on what they will agree to in the MOU.

Ms. Trammel stated that at the last meeting she attempted to thank staff for the new fencing at Atkins and in correction, she thanked Mr. White for his work at Atkins to accomplish this. Ms. Trammel encouraged Board members to visit the campus and observe the changes made.

Adjournment. *Mrs. Crawford moved, seconded by Ms. Trammel, to adjourn. Vote on the motion to adjourn carried and the meeting adjourned at approximately 6:19 p.m.*

September 5, 2014

The **Caddo Parish School Board (CPSB)** met in special session on Friday, September 5, 2014 at 4:00 p.m. in its offices at 1961 Midway, Shreveport, Louisiana with President Carl Pierson presiding and the following board members present constituting a quorum: Steve Riall, Jasmine Green, Charlotte Crawley, Curtis Hooks, Mary Trammel, Bonita Crawford, Barry Rachal, Ginger Armstrong and Dottie Bell. Mr. Ramsey was absent. Also present were Dr. Lamar Goree, superintendent, and Reggie Abrams, legal counsel. Mrs. Armstrong let the prayer and Pledge of Allegiance.

Each Board member placed a red rose at Station 7 in memory and honor of fellow Board member Lillian Priest. President Pierson encouraged everyone to remember and dwell on the positive things Lillian Priest brought to each individual's life and to the community.

On behalf of the staff, students and employees, Superintendent Goree greatly acknowledged the work Ms. Priest did for the Caddo Parish School District and that we are better because she chose to live and serve; and because of her legacy, we will continue to carry on in her memory.

Mrs. Bell echoed Mr. Pierson's comments and encouraged everyone to remember that Ms. Priest cared about the children and the School Board.

Mr. Pierson also announced that on Tuesday he forgot to announce that he had spoken with Board member Ramsey and he is continuing to recuperate and will be making every effort to be at the Friday, September 12th meeting and definitely for the meeting on September 16th.

Declare the District 7 Seat Vacant. *Ms. Trammel moved, seconded by Mrs. Bell, to declare the District 7 seat vacant due to the death of board member Lillian Priest.*

Mr. Hooks asked if there is time to postpone this action until after Ms. Priest's service? Mr. Hooks moved, seconded by Mrs. Crawley, to postpone this action until after Ms. Priest's service.

Ms. Trammel stated while she understands, there are a number of days set by the State of Louisiana which the board must follow in declaring a seat vacant and in making an interim appointment to fill the vacancy. Also, in knowing Ms. Priest she remembers she was very particular about how things were run and the importance of following the rules.

Mrs. Bell stated she understands the motion but reminded the Board that Lillian Priest followed policy and she would rather not postpone, but move forward with this needed action.

Mr. Riall moved, seconded by Mr. Rachal, to call for the question on both motions. Vote on the motion to end debate carried with Mrs. Crawley opposed.

Vote on the substitute motion failed with Mr. Hooks supporting the motion to postpone. The vote on the main motion carried unanimously.

Establish the Procedures for Filling the District 7 Vacancy. *Ms. Trammel moved, seconded by Mr. Rachal, that the following procedures for filling the District 7 position be advertised in the official journal; that applications for filling the Caddo Parish School Board District 7 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 4:30pm on Thursday, September 11, 2014;***

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 7;
 - B. His or her special skills or experience to offer as a board member from District 7;
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 September 12, 2014 at 4 pm at the Caddo Parish School Board office board room, 1961 Midway Street, Shreveport, Louisiana.

Miss Green asked, since an election is in process, can those running for the seat permanently apply and serve in the interim? Mr. Pierson responded by rule, this cannot be done; and, the only way it can be done is by vote.

Vote on the motion carried.

Mr. Rachal moved, seconded by Mrs. Armstrong, to amend the motion on format for interviews and add Roman Numeral III that Board members will be allowed to ask questions to clarify any responses from the applicants. Vote on the amendment carried unanimously.

Call a Special Board Meeting to Interview Candidates and Select an Interim Appointment for the District 7 Vacancy.

Ms. Trammel moved, seconded by Mr. Rachal, that there be a special board meeting held on September 12, 2014 at 4 pm for the purpose of interviewing candidates for the District 7 vacancy and for selecting an interim appointment. Mr. Riall announced that he is leaving town and will be out of town on the 12th. Mrs. Bell inquired if someone must have residence in the district or can they own a business in that district, and Mr. Abrams stated they must be domiciled in the district. Mr. Rachal asked if Board members will be allowed to make comments during the interview process. Mr. Abrams stated that if questions are asked, they should be asked of everyone. Additionally, it may appear if asking questions of one candidate and not the others that one is being favored over another; and this is why the Board has typically not asked questions in the past. Mr. Rachal stated that he feels very uncomfortable with not being able to clarify information and Mr. Abrams noted that clarification is different. Mr. Rachal added that the way it is written allows for no interaction and it is something he feels uncomfortable. Mr. Abrams again reminded him that he can ask for something to be clarified and also, this is not the motion the Board is currently considering. Vote on the motion carried unanimously.

Adjournment. *Mr. Riall moved, seconded by Ms. Trammel to adjourn. Vote on the motion to adjourn carried unanimously and the meeting adjourned at approximately 4:28 p.m.*

T. Lamar Goree, Ph.D., Secretary

Carl A. Pierson, Sr., President

September 12, 2014

The **Caddo Parish School Board (CPSB)** met in *special session* in its office at 1961 Midway Street, Shreveport, Louisiana at approximately 4:00 p.m. on Friday, September 12, 2014 with President Carl Pierson presiding and the following school board members present being a quorum: Jasmine Green, Charlotte Crawley, Curtis Hooks, Mary Trammel, Bonita Crawford, Barry Rachel, Larry Ramsey, Ginger Armstrong and Dottie Bell. Mr. Riall was out of town. Also present were Secretary T. Lamar Goree and Legal Counsel Reginald Abrams. Mrs. Armstrong led the prayer and pledge.

Mr. Pierson announced that two of the applicants received are disqualified because they actually live in a district other than District 7.

VISITORS

Pastor H Calvin Austin III explained he is present to observe those individuals interested in filling the District 7 vacancy; and he is hopeful that those interested will have the following principles at heart: (1) the children, (2) education as a whole, and (3) a united front.

Jon Glover stated her concern with the stats in District 7 the rate of failure; and she asked the Board to consider this when interviewing and selecting someone to represent District 7.

INTERVIEW CANDIDATES FOR THE DISTRICT SEVEN CPSB VACANCY

President Pierson announced the following format and procedures to be followed for interviewing candidates for the District 7 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 7; each candidate will present his or her special skills or experience to offer as a board member from District 7; and each candidate will present his or her perspective on the role of a board member.* Mr. Pierson also asked that each candidate when approaching the podium to state their name and address. The president also announced if time permits, each candidate will be allowed to make a final summary statement. He also explained that while Board members will not be asking candidates questions, Board members will be allowed to ask candidates to clarify their responses. Mr. Pierson announced the interviews will be done in alphabetical order.

The following candidates shared with the board why they desire to serve as the interim board member from District 7: (1) Juanita Johnson Anderson, (2) Dorothy Nell Warren Fisher, (3) Raymond Green, and (4) Jerry Paige. President Pierson announced it was determined that applicants Eddy Hamilton and Nashunte' Ragster-Manuel reside outside of District 7 and Joy Ellis Walters was not present.

SELECTION OF INTERIM REPRESENTATIVE TO FILL THE CPSB DISTRICT SEVEN VACANCY

The president announced he will call each candidate's name in alphabetical order and each board member will have one vote and the interim appointment must receive 6 votes. If in the first round of voting no one receives the majority vote, the Board will vote again on the top two candidates. As each candidate's name was announced, the following votes were cast: (1) Juanita Johnson Anderson (2 votes - Green, Crawford), (2) Dorothy Nell Warren Fisher (3 votes - Trammel, Armstrong, Bell), (3) Raymond Green (4 votes - Crawley, Hooks, Rachel, Ramsey), (4) Jerry Paige (1 vote - Pierson); and (5) Joy Ellis Walters (0 votes). President Pierson announced the Board will now vote on the top two candidates and the following votes were cast: (1) Dorothy Nell Warren Fisher (5 votes - Pierson, Trammel, Crawford, Armstrong, Bell); and (2) Raymond Green (4 votes - Green, Crawley, Rachel, Ramsey). Mr. Hooks did not vote. (Mr. Hooks indicated that he did vote, but it did not record.) A third vote on the top two candidates was held and the following votes were cast: (1) Dorothy Nell Warren Fisher (5 votes - Pierson, Trammel, Crawford, Armstrong, Bell); and (2) Raymond Green (4 votes - Crawley, Hooks, Rachel, Ramsey). Miss Green was not present at the third vote. Attorney Abrams explained that because a Board member was not present at the time of this vote, five votes constitute a majority of the 9 Board members present and casting votes. Mr. Pierson announced that Dorothy Nell Warren Fisher is the new interim representative for CPSB District 7.

OATH OF OFFICE

Legal Counsel Reginald Abrams administered the oath of office to Nell Fisher, newly appointed interim board member for CPSB District 7. The board and audience extended congratulations and welcomed Ms. Fisher to the board.

Adjournment. *Ms. Fisher moved, seconded by Mr. Hooks, to adjourn. Vote on the motion carried and the meeting adjourned at approximately 4:47 p.m.*

T. Lamar Goree, Ph.D., Secretary

Carl A. Pierson, Sr., President

September 16, 2014

The **Caddo Parish School Board (CPSB)** met in regular session on Tuesday, September 16, 2014 at approximately 4:30 p.m. in its offices at 1961 Midway, Shreveport, Louisiana with President Carl Pierson presiding and the following board members present constituting a quorum: Steve Riall, Jasmine Green, Charlotte Crawley, Curtis Hooks, Mary Trammel, Nell Fisher, Bonita Crawford, Barry Rachal, Larry Ramsey, Ginger Armstrong and Dottie Bell. Also present were Dr. Lamar Goree, superintendent, and Reggie Abrams, legal counsel. Mrs. Armstrong led the prayer and Pledge of Allegiance.

President Pierson welcomed newly appointed District 7 Interim Board member Nell Fisher.

As a point of personal privilege, Board member Ramsey expressed appreciation for the many prayers and acts of kindness extended to him and his family during his recent illness.

CONSIDERATION OF MINUTES OF THE AUGUST 19, 2014, SEPTEMBER 2, 2014, SEPTEMBER 5, 2014 AND SEPTEMBER 12, 2014 CPSB MEETINGS

Mrs. Armstrong moved, seconded by Mrs. Bell, to approve the minutes of the August 19, 2014, September 2, 2014, September 5, 2014 and September 12, 2014 CPSB meetings as submitted. Vote on the motion carried unanimously.

PRESENTATIONS AND RECOGNITIONS

Bill Strother, director of communications and marketing, on behalf of the board, recognized the following staff members and students for recent achievements. President Pierson and Superintendent Goree presented each with a certificate in recognition of their accomplishment. Administrators, family and friends present were also recognized.

Music by C. E. Byrd High School Student. Allison Case, junior at C. E. Byrd High School, played the piano and sang “Believe, Dream, Inspire”, a song she composed to encourage others to believe in what they really want, to grasp the inspiration and desire, and they will achieve their goals. Mr. Strother announced that Miss Case began composing music during her sixth grade year and has won numerous District, Regional, State and National level competitions as a result of her musical compositions.

Caddo Magnet High Student is Junior Women’s Field Archery World Champion. Miriam Trafford, Caddo Magnet High senior, was recognized for attaining world champion status in Archery. Miss Trafford recently won a championship title in Zagreb, Croatia where she competed against 20 of the best junior archers in the world and earned the gold medal. Miss Trafford is an Olympic hopeful, has traveled the world as a result of Archery, competing in over 65 countries and world championships on five continents, as well as earning recognition as an all-state violinist.

One Class at a Time Winner. Shreve Island Elementary teacher Cindy Greene was recognized as a “One Class at a Time Winner.” Ms. Greene will use the \$1,000 check to purchase special items for her classroom that would not otherwise be purchased.

Five Caddo Schools PTAs Win “School of Excellence” Award. PTAs at five Caddo Parish schools (Blanchard, University, C. E. Byrd, Caddo Magnet and Captain Shreve) were recognized for earning the School of Excellence award from the National PTA organization.

Newly Appointed Administrators. Charles Lowder, director of certified personnel, recognized the following newly appointed administrators: Phyllisia Mason-Hollins, Amanda Perry and

Yenshacillia (Sheba) Williams (Content Coaches-New Teachers Support); Renea Pullen (Curriculum Instructional Specialist Elementary Science); Roger Vance (Curriculum Instructional Specialist Math K-5); Lisa Nance (Curriculum/Professional Development Specialist High School Science), Angela McCoy (Curriculum Instructional Specialist Reading/Language Arts K-5); and Pamela Crook (Supervisor of Instruction-Special Education). Assistant Principals Lakia Davis (Atkins); Maria Edwards (Booker T. Washington); Jennifer DePriest (Herndon Magnet); Mitzi Nix (Walnut Hill); Steven Grant (Fair Park); Renata Mahoney (Fair Park); Robin Jackson (Lakeshore Middle); and Laureen Stephens (Woodlawn Leadership Academy) were also recognized.

PUBLIC HEARING FOR NAME CHANGE OF JERRY BURTON STADIUM TO JERRY BURTON MEMORIAL STADIUM

President Pierson announced the public hearing open for anyone wishing to make comments about the name change of the Jerry Burton Stadium to the Jerry Burton Memorial Stadium. There being no speakers, the public hearing was closed. Mr. Pierson announced that the Board will vote on this name change at the October Board meeting.

VISITORS

Jon Glover addressed the Board on matters of concern, understanding the Reimagining Caddo Strategic Plan and the newest endeavor – Common Core and what the Board will bring forth to address these issues. In watching the Board in these endeavors, she questioned the repositioning of personnel under the Board’s leadership in an effort to bring about academic success, but she doesn’t understand how this will happen when administrators were moved from academically unacceptable settings to other academically unacceptable settings, and asked where is the change. Relative to Common Core, she has seen the students wallow in mediocrity with substandard education for the past 15-20 years, and now Common Core is offered but our students are not adequately prepared. She further stated that eight of Caddo’s districts are in peril, and she questions what Common Core will bring these students. While she knows no one wants to be reminded that failure exists in Caddo Parish, and it is easy to dress it up and project it as growth, she asked the Board to consider what message it is sending by ignoring what she is bringing to the Board’s attention. She only wants to bring forth a new and innovative Caddo Parish that will insure every child in Caddo Parish is adequately equipped for academic success; and if that is not the Board’s intent and purpose, there is a problem. Ms. Glover also noted the meetings bringing forth a strategic plan to the public for their input; but she questions when the information is compiled if the stakeholders will know how the school system will move forward. She said it is not just vital that we gain information, but it is vital that the information is utilized in an effort to produce and chart a course for success. She asked the Board to not dismiss what she is saying, but to listen and allow what is being said to penetrate deeply and hopefully bring forth a reason why the school system deserves to be saved.

Jackie Lansdale, president of Red River United, shared with the Board that she has not heard one complaint from any employee receiving the 2% pay increase and she thanks the Board on their behalf for the first pay increase given since 2008. Along with supply money and new employees receiving their first pay check, she believes Caddo had a good start to this school year. She also stated that not everyone received this increase based on the fact that their salary was frozen or red-circled, and she asked the Board to look at these employees to determine a possible upgrade since it has been several years since this was enacted. Mrs. Lansdale noted at least one Rahmberg recommendation regarding an upgrade for patrol officers that has not been submitted to the Board for action, and she asked that the recommendations be placed on an upcoming agenda for Board action. Mrs. Lansdale also stated their interest in today’s agenda item with regard to the tenure proceedings and the process established by the Legislature creating a pool of hearing officers for the purpose of hearing employee grievances. Since organizations will be

involved in the process, she requested that the employee groups be afforded an opportunity to provide input into the process. Also, she objected to the statement made by Board Counsel that the financial obligation to the hearing officer would be the responsibility of the Board, and encouraged the Board to devise a pay structure of either cost-sharing between the district and the teacher/teacher organization or something along the lines that the losing party will be responsible for the total payment to the hearing officer. Mrs. Lansdale added that she looks forward to working with staff through this process as well as looking at the policy manual as a whole. Mrs. Lansdale also expressed, on behalf of Red River United, how deeply they share in the loss of Board member Lillian Priest and that everyone continues to honor her by demonstrating the strength, purpose and vision she had for Caddo.

Melody Hall, parent, expressed her concern as a parent of a 4th grader in Caddo Parish that the Board has adopted a curriculum in which there are no books for the children to bring home for homework. She stated that students are sent home with worksheets for Common Core math and she cannot help her child without examples, instructions, etc. She asked how can a curriculum be adopted and implemented without textbooks. Mr. Pierson asked the Superintendent to follow up on this concern.

ESTABLISH THE AGENDA AND PROPOSED CONSENT AGENDA

Superintendent Goree highlighted items for the Board's consideration and the following discussion ensued.

Mr. Pierson announced that because October 7th is National Night Out, the October Executive Committee Board Work Session meeting will begin at 3:00 p.m. as opposed to 4:30 p.m.

Mr. Pierson announced that Items 6.02-6.03, 7.01, 8.01-8.05, 8.07 and 13.01 are the consent agenda. Mr. Hooks announced he is pulling 8.08 "Re-key Werner Park Elementary" as staff has addressed this matter. *Mrs. Crawford moved, seconded by Mrs. Bell, to establish the agenda and consent agenda for September 16, 2014 as submitted. Vote on the motion carried unanimously.*

CONFIRM THE CONSENT AGENDA

Mrs. Crawford moved, seconded by Ms. Trammel, to confirm the consent agenda. Vote on the motion carried unanimously. The following is a summary of the Board's action on the consent agenda items.

Item No. 6

6.02 Renewal of Administrative Contracts. The Board approved the renewal of administrative contracts as recommended by the superintendent and submitted in the mailout.

6.03 Requests for Leaves. The Board approved the requests for leaves as recommended by staff and submitted in the mailout.

Item No. 7

7.01 Bids – Capital Projects. The Board approved the following bid as recommended by staff and submitted in the mailout on the bid tabulation sheet: (1) Martin Construction, with a Base Bid and Alternate 1, for the sum total of \$320,975 for Project 2015-220, "Booker T. Washington Re-Keying". A copy of the bid tabulation sheet is filed in the official papers of the September 16, 2014 CPSB meeting.

Item No. 8

8.01 Requests for Long-term Use of CPSB Property or Bus Transportation. The Board approved the requests for long-term use of CPSB property as recommended by staff and submitted in the mailout.

8.02 Out of State Travel. The Board approved requests for out of state travel (General Fund) as recommended by staff and submitted in the mailout.

8.03 Approval of Sections K and L, CPSB Policy Manual. The Board approved the proposed policies/revisions/deletions to policies in CPSB Policy Manual, Sections K and L, as recommended by staff and submitted in the mailout.

8.04 Special Education Interagency Agreements and Contracts. The Board approved the Special Education Interagency agreements and contracts a recommended by staff and submitted in the mailout.

8.05 2015 Group Insurance Renewals. The Board approved the 2015 group insurance renewals as recommended by the CPSB Insurance and Finance Committee and submitted in the mailout.

8.07 Approval of Administrative Disciplinary Hearing Officers and Procedures. The Board approved the administrative disciplinary hearing officers at a rate of \$185 an hour as submitted in the mailout on the bid tabulation sheet as well as procedures submitted in the mailout.

Item No. 13

13.01 Student Readmission Appeals. The Board approved the appeals of students JM and XJ as recommended by staff, submitted in the mailout, and whose parents are in agreement with staff's recommendation.

PROPOSED REVISIONS TO POLICY GCO-BOARD APPOINTED POSITIONS

Miss Green moved, seconded by Mrs. Crawley, to accept the proposed revisions to Policy GCO. Mrs. Crawley stated that the only concerns she has heard voiced are relative to the information being misused; and she believes when given information it should always be used properly, but you can't withhold information on the possibility that someone might misuse it. Because she does not believe this to be a legitimate argument for Board members receiving the information, she does believe this to be a legitimate concern if someone misuses the information.

Ms. Trammel asked if this information will be shared with the Board only; because she understands that once it is shared with the Board, it is considered public; and what happens if a candidate is ok listing their name on the list but changes their mind and does not want their name submitted in writing to the Board? Mr. Abrams stated that he anticipates in the interview process there will be a form relative to whether or not the candidate wishes to submit all their information to the Board; but reminded the Board that errors can occur. Ms. Trammel asked what will happen if the job listing is there and everyone interviewed does not want their name on such a list, would the Board receive a blank piece of paper for that job? Dr. Goree responded that if everyone who interviews for a job selects the box "I do not want my information public", then the Board will not receive any names for that particular job. Mr. Pierson said the Board will receive the staff recommendation and the information on that recommendation from the Superintendent. Ms. Trammel asked for clarification since it has been her understanding that the Board is not to interfere with what transpires in Personnel. Dr. Goree said from staff's perspective, this is not something the Board needs and this is how the Board can continue to

attract the best candidates; and if the names of those interviewed are published, we are then compromising the protection of those interviewing for the job.

Mrs. Crawford expressed her concern that this policy is not just for the current Board, but also for future Boards; and the Board is looking at how we can protect our employees and not just make decisions for the current Board.

Mr. Rachal asked Dr. Goree if he has any issues on the proposed policy, and Dr. Goree responded he does and he doesn't believe this is something that is in the best interest of the school district; because something like this in policy will prevent Caddo from getting the best candidates for the job. Mr. Rachal said the Board used to see every applicant and resume'; however, the Board has hired Dr. Goree to do a job, and he does not support something that would interfere in that happening.

Mr. Hooks said it is not the fact that the Superintendent is doing his job; but it is because of Act 1 and the fact that local Boards are nothing but puppets and the Board must accept this.

Mrs. Bell stated that the Board hires the Superintendent to run the District and to hire and fire employees. She agrees it is important to protect our employees, thus she does not see the importance of seeing the responses from staff.

Mr. Rachal moved, seconded by Mrs. Bell, that the last portion of the policy which states "a list of the persons interviewed shall be included as part of the recommendation unless the interviewee does not want his or her name submitted" be deleted.

Miss Green said the Board has discussed this at length; and a form can be created whereby applicants can indicate whether or not they wish their names to be included on a list of applicants to the Board. She knows the Superintendent would have a problem with this, but she believes the Board should move forward and vote. Mr. Abrams clarified he believes the substitute motion keeps the changes proposed in paragraph 1, but the listing of the names of the interviewees will not be included in the policy. Mr. Abrams further clarified the old policy states the Board will approve principals, assistant principals, supervisors; however, Act 1 changed that to where the Board does not approve school-based personnel. While some across the State believe this law prohibits the Board from approving any personnel appointments, he interprets the law to state this change only includes school-based positions and the Board approves all non-school-based positions (with the exception of supervisors of child welfare and attendance).

Mr. Riall moved, seconded by Ms. Trammel, to call for the question on both motions on the floor. Vote on the motion to end debate carried with Board members Green and Crawley opposed. Mr. Ramsey had left the meeting.

Vote on the substitute motion carried with Board member Jasmine Green opposed and Larry Ramsey absent for the vote.

SUPERINTENDENT'S REPORT

Update on Collaborations with RSD. Superintendent Goree reported that progress continues in the schools within the Transformation Zone and staff looks forward to the RSD being in town next week at which time staff will make a presentation of the work to the Chamber of Commerce in conjunction with the RSD. Mr. Rachal asked if the RSD has provided any reports back to Caddo relative to the changes Caddo has made. Dr. Goree responded that we have not received anything formal from the RSD; however, the RSD has indicated they are very impressed with the work being done in the schools and often describes what Caddo is doing as something that could become a National model for school turnaround. The superintendent added that when staff

speaks with them, he will request on behalf of the Board that they provide the Board something in writing.

Update on SunGard Status. Dr. Goree reported that staff continues in the process of working to improve the SunGard system and progress is being seen.

Report on Absentees. The superintendent reported that reports on attendance and concerns about absences were emailed to the Board.

Magnolia Charter School Annual Report. Dr Goree announced the Magnolia Charter School annual report was emailed to the Board. Mr. Rachal asked if this report requires a vote by the Board to accept it? Mr. Abrams said while he doesn't recall anything standing out in the report that would be a cause for alarm, he would like another opportunity to review the report, as well as asking Kimberly Williams to look at it. He also explained he is unsure where they are in the application process with the State; however, it is something Caddo needs to determine if the State Department has approved their new school. Mr. Rachal asked if BESE is communicating with the District about the additional charter application; and Dr. Goree responded they are not. Mr. Rachal said he takes issue with this and believes a formal request should be made that they do so. Dr. Goree said he agrees and is something that can be done; however, when the design of the system is an application can be denied by the District, but appealed to BESE, he believes that was their intent. He added staff has written a letter requesting that Caddo receive a moratorium on additional charters since we have the schools (charter or public) to serve the community; and at this time, he has not received a response. Mr. Rachal asked to receive a copy of the letter.

Mrs. Armstrong noted that when a report is submitted to the Board, oftentimes the Board moves to receive the report for the record; and possibly the Board might want to do this with this report. President Pierson agreed and that the Board could do so at the next Board meeting along with feedback from Attorney Abrams and Kimberly Williams.

ANNOUNCEMENTS AND REQUESTS

Mrs. Crawley asked the superintendent to follow up on the issues with the car pool line and traffic problems at South Highlands. She noted Mr. Murry's work on this issue; however, nothing has changed. She also reported she contacted Oliver Jenkins to seek a traffic engineer study (similar to what was done at Stoner Hill) since it is a problem in the neighborhood.

Mrs. Bell requested an update on C. E. Byrd's parking.

Ms. Trammel asked that the Board receive hard copies of large documents posted on BoardDocs. Dr. Goree responded that upon request from Board members, staff will gladly provide the copies.

Mrs. Armstrong asked when the Board will receive a copy of the policies that have been changed from Forethought.

Mr. Pierson announced that the October 7th CPSB Executive Committee/Board Work Session will begin at 3:00 p.m.

Adjournment. *Mr. Riall moved, seconded by Ms. Trammel, to adjourn. Vote on the motion to adjourn carried and the meeting adjourned at approximately 6:59 p.m.*

September 25, 2014

The **Caddo Parish School Board (CPSB) Insurance and Finance Committee** met on Tuesday, September 25, 2014 at approximately 10:00 a.m. in Room 1 at 1961 Midway, Shreveport, Louisiana with Chair Dottie Bell presiding and the following members present constituting a quorum: Mary Trammel and Ginger Armstrong. Mr. Riall and Miss Green were absent. Also present were Dr. Lamar Goree, superintendent, Jim Lee, chief financial officer, and Randy Watson, director of insurance. Mrs. Armstrong led the prayer and Pledge of Allegiance.

REQUEST FROM BIOMEDICAL RESEARCH FOUNDATION FOR SALES TAX EXEMPTION ON LARGE EQUIPMENT

Mr. Lee reported that in 2013 the Board approved a resolution exempting sales tax on capital equipment purchased by the Biomedical Research Foundation through December 31, 2013. The Biomedical Research Foundation approached the District to request that this sales tax exemption on capital equipment be made permanent. At the last Insurance and Finance Committee meeting the Committee asked that staff provide a list of purchases and that these be brought to the Board for approval each year. Mr. Lee announced that the Biomedical Research Foundation provided a list of upcoming purchases which totals approximately \$8.9 million and the sales tax the District would receive on this amount would be \$134,000. He further added that the City of Shreveport and other taxing authorities have already adopted resolutions permanently exempting sales tax on these type purchases. Mr. Lee also shared with the Board what Biomed provides in funding to the Caddo Parish Public Schools.

Mrs. Armstrong moved, seconded by Ms. Trammel, for the Insurance and Finance Committee to recommend to the Caddo Parish School Board at its October 21, 2014 meeting that Biomedical Research Foundation be granted permanent exemption from the collection of sales tax on capital equipment. Committee members agreed that, because the Biomedical Research Foundation has always been a supporter of programs in Caddo for our children, making this exemption on capital equipment is something the Board should support. Vote on the motion carried unanimously.

Mr. Lee announced he will work with legal counsel to provide the appropriate resolution for the Board's consideration at the October 21, 2014 meeting.

Superintendent Goree expressed his appreciation to the committee for this decision because he believes anytime we can partner with the community for our children, it is a good thing.

Adjournment. *Ms. Trammel moved, seconded by Mrs. Armstrong, to adjourn. Vote on the motion carried unanimously and the meeting adjourned at approximately 10:10 a.m.*

October 7, 2014

The **Caddo Parish School Board (CPSB) Executive Committee** met in regular session on Tuesday, October 7, 2014 at approximately 3:30 p.m. in its offices at 1961 Midway, Shreveport, Louisiana with President Carl Pierson presiding and the following Bonita Crawford and Mary Trammel present constituting a quorum. Also present were Board members Steve Riall, Jasmine Green, Curtis Hooks, Nell Fisher, Barry Rachal, Larry Ramsey, Ginger Armstrong and Dottie Bell, as well as Dr. Lamar Goree, superintendent, and Reggie Abrams, legal counsel. The prayer and Pledge of Allegiance were omitted.

ESTABLISH THE AGENDA FOR THE OCTOBER 21, 2014 CPSB MEETING

Superintendent Goree highlighted the items for the Board's consideration at its meeting on October 21, 2014, and the following discussion ensued.

Approval of Sponsorship of Green Card. Mr. Rachal asked about our responsibilities in sponsoring this green card and is the Board opening itself up to do the same for others. Dr. Robinson explained this recommendation is from Academic Affairs and this teacher's resume' and employment history are attached. She further stated this teacher is deemed worthy and staff recommends approval since this is a shortage area. Relative to cost, Mr. Abrams responded to go through the green card process does cost legal fees which start at approximately \$800 for filing fees; and it does take time to go through the process with an attorney hired to handle it. He further explained to the Board there is no requirement that the Board has to approve this, but it is recommended by staff because of the benefit to the District. Mr. Rachal stated he has no problem with the qualifications, but he only wants it clear that the Board is not opening itself up to approve all green card requests brought to it. Mr. Abrams said the precedence has been set on green cards, but this request has provided the documentation as to why it is recommended to sponsor this teacher's green card. Mr. Rachal asked staff to provide the estimated cost since the budget is affected. Dr. Robinson confirmed staff will provide the requested information and clarified there are others we will not continue to sponsor because of job performance; and most of the ones in the group mentioned now have T Visas and are off Caddo's books.

Approval of Agriculture and Hunting Lease for Dixie Property. Dr. Goree explained that this lease allows the bid winner to hunt on the property and is a standard item. Mr. Riall asked staff how many acres are on this property and Ms. Lloyd responded approximately 450 acres (more or less). Ms. Trammel asked how is the cost determined? Ms. Lloyd responded that the process requires the District to do a lease which is sent out for competitive bid and it is recommended to the Board for approval. Mr. Riall asked if there is currently an oil and gas lease on this land, and Mr. White responded there is. Mr. Rachal asked if these funds are put in the General Fund and if there is a problem with the Board designating these funds for something specific. i.e. school supplies for teachers. Mr. Pierson announced he will notify the specific committee chair to address this issue.

Resolution Exempting Sales & Use Tax for Capital Equipment for the Biomedical Research Foundation of Shreveport. Mr. Rachal requested clarification of this item and if the Board is now considering this on a monthly basis since the Board just addressed this. Mr. Lee explained that the Board did vote that the Biomedical Research Foundation would submit all their purchases to the Board and they did. After review by the Insurance and Finance Committee, the Committee approved bringing the recommendation to the Board to approve a perpetual exemption for Biomed's large capital purchases because of the many things they do in Caddo's schools for the students. A list of these things was provided and Mr. Lee further explained that for this year it means an exemption of approximately \$130,000. Mr. Rachal asked if the committee considered recommending a 5 or 10-year exemption as opposed to a perpetual exemption; and if not, why? Mr. Lee added it wasn't brought up; however, at any time the

Board chooses, it can vote to revoke the decision; and Mr. Abrams confirmed that was correct and there is provision for that in the resolution presented for the Board's approval. Mr. Rachal asked the Board President if there is a list of the companies we have granted tax exemptions, and Mr. Lee reported he will contact the sales tax administration to determine if there are others.

Mr. Riall stated he believes a tax exemption was given to Universal Oil Products, and Mr. Abrams explained there is a separate entity with authority to provide exemptions from such taxes. He further stated that any the Board voted on, i.e. General Motors expansion, it was for an exemption relative to equipment purchases for the expansion. Mr. Riall asked if this Board has granted any additional exemptions, and Mr. Abrams responded only the Industrial Board of Caddo can waive such taxes.

Mrs. Bell encouraged the Board to support this request from a company that has provided much to the students of Caddo Parish. Mr. Pierson stated that he would request that, in the future, committee chairs report at the next Board meeting on what happened in the committee meeting and what the committee is recommending; and that this report be given at the next work session.

Authorization for Salvage. Mrs. Lloyd clarified that bringing this item is to gain permission for an ongoing on-line auction to dispose of the salvage items. Mr. Rachal asked if there are any laws that dictate how we must carry out public auctions, and Mr. Abrams stated he has assigned this to determine what rules must be followed. Mr. Rachal asked if he understands we are changing over to doing auctions this way, and Mrs. Lloyd responded that is correct because holding the live auctions requires tying up movement of items in storage as well as the cost of an auctioneer. Mr. Rachal asked about the cost of an auctioneer and Mrs. Lloyd explained that auctioneers receive a percentage of the take for the day (25 or 30%) and the contractor responsible for moving and storing the items as well as setting up for the auction receives a percentage of the day's take. Mr. Rachal asked about the cost for the on-line auction, and Mrs. Lloyd explained that she reviewed two vendors for this service and both offer the service at no cost; however, they do possibly charge a premium to the buyers. Mr. Rachal stated he likes the change and asked how much revenue is typically generated annually from the salvage. Mrs. Lloyd responded it possibly generates \$10-\$15,000. Mr. Rachal asked if this includes cars and Mr. Lee said staff drives the vehicles until they cannot be driven any more. Mr. Rachal asked that the President request that the appropriate committee look at this and determine if it is possible to allocate these funds to something specific.

Mr. Riall asked if we eliminate the live auction and go to an on-line auction, will this eliminate the contractor that moves the items to a central location? Mrs. Lloyd explained not all items that go through the salvage process go to the salvage sale as some are repurposed; and the ones determined to have no value to the District would be placed in the on-line auction. Mr. Riall asked if the property does not sell at auction does it become the property of the contractor? Mrs. Lloyd responded that is how it is currently done. Mr. Riall said he questions this since he is aware that various items that did not look like salvage were found in other auctions. Mrs. Lloyd explained once the items have gone through the salvage process and they are offered to the public, they can be considered trash and we pay for the items to be hauled off. Mr. Riall shared his concern that "trash" items are being hauled off but then sold for large amounts, and he plans to bring a policy to address the concern that others are profiting much on the District's salvage.

Ms. Trammel noted the comments about designating these funds and she believes some of the money should be left in those specific funds in the event of an emergency. Mr. Pierson added he believes that is why this should go to committee.

Approval of Resolution of Caddo Parish School Board for Special Counsel (disciplinary hearing officers). Mr. Rachal asked if this is something the Board addressed in today's special session? Mr. Abrams responded the Board addressed this last month and today in the Special

Session, the Board approved the change in one of the hearing officers. This item is to approve a resolution to be sent to the Attorney General for approval of the rates for the hearing officers. Mr. Hooks asked if he understands this is money coming from Caddo and not the State, and Dr. Goree responded that is correct. Mr. Hooks asked if he understands correctly that the State requires the District to have these hearing officers and Dr. Goree responded that is correct.

Southwood Dressing Room. Steve White explained the girls' softball team's dressing room is currently in a T Building that needs extensive repairs and staff's recommendation is that, in lieu of spending an exorbitant amount of money on a 1950's T Building, a new structure be provided. Miss Green asked staff to explain the cost difference, and Mr. White reported the cost for a new structure would be between \$250,000 to \$265,000. Staff is looking at two sources of funding, one being Title IX at approximately \$100,000 to \$150,000 and second, Southwood has agreed to forego a paving project in the third year of their capital projects in order to get the girls athletic facility fully funded and operational. Miss Green asked about the cost to repair the T Building and Mr. White said it would be extensive to do repairs and to put in another T Building would cost approximately \$120,000. Dr. Goree added the Title IX funds addresses equitable services for females the same as for male athletics; and because Southwood agreed to put off their paving project and reallocate those funds to this project, the funding is covered for this project. Mr. Hooks asked that staff clarify Title IX for those not familiar with it, and Mr. White explained it is a Federal program whereby schools are mandated to bring the female athletic facilities on par with the male athletic facilities. Mr. Pierson stated that any District that receives Federal money is obligated to have women athletic facilities comparable to the male facilities.

Expansion of Dental Services for Miles for Smiles. Mrs. Crawford asked for clarification of this item since the only backup provided is that the previous provider will no longer be servicing schools in Caddo or Louisiana. Dr. Goree explained that originally when the Board approved Miles for Smiles, the Board limited the number of schools they could serve to those not currently being serviced by the current provider. Since that time the current provider has decided to no longer provide any dental services in the State of Louisiana, so it is necessary to change the language and give Miles for Smiles open permission to utilize their services throughout the District. Mr. Hooks asked if there is a problem getting this information as quickly as possible to Dr. Alexander? Dr. Goree responded that he spoke with Dr. Alexander today explaining to him where we are in the process and he will update him again after the meeting tonight that it will be voted on by the Board on October 21st. Mr. Riall asked if the Board's approval of Miles for Smiles has anything to do with the current provider leaving Louisiana, and Dr. Goree said no.

Terms of Administrative Contracts. Mr. Rachal asked for clarification of Section 6, Transfer or Assignment of Appointee, parts A and B, because both parts do not address reassignment and that their salary will remain the same but possibly adjusted at the end of their contract. Mr. Abrams stated that B refers to A other than what is in Roman Numeral IV, which is the law. He said we are following the Statute and noted the contract is written exactly the way the Statute has it with the exception of a few minor changes resulting from the latest Act giving the Superintendent authority for transfers, administrative assignments and adding the disciplinary officers. He further explained that Roman Numeral IX addresses a Reduction in Force and if positions are eliminated, they are eliminated and their salary reverts back to the position they are placed in. Mr. Rachal asked if the discontinuation or abolishment by the School Board should read and/or. Mr. Abrams clarified these are positions abolished by the Board through the budgetary process and based upon the recommendation of the superintendent. Mr. Rachal asked if the superintendent deems a position no longer necessary and moves that person to another position, doesn't that need to be pointed out to the Board so that Board makes sure it is discontinued. Mr. Abrams further explained that when discontinuing a position, the Board must recognize this is not when there are too many in a position, i.e., too many principals or assistant principals; but a position being totally eliminated across the District; and he cited the recent elimination of the Fair Share Administrator position as an example. Mr. Rachal encouraged the

Superintendent to be very careful if it is determined there is a need for new positions that add to the staffing. Mr. Abrams further stated this only applies to teachers that have been promoted to administration; and this is before the Board for consideration as a result of the Superintendent now making all decisions regarding personnel but Act 548 of the Legislature states that prior to a new administrative contract, the Board needs to know the terms of the contract.

Mrs. Bell asked about the termination of the appointment during the contract term and the employee being returned to the last position they held, and will they receive the same salary. Mr. Abrams responded they will not and this contracts states if the Superintendent brings charges as in a tenure hearing to determine if they can be removed for cause, then they can be placed in their previous position at that position's salary.

President Pierson recommended Items 8.01-8.08 and 8.10-8.14 as the Consent Agenda, and *Ms. Trammel moved, seconded by Mrs. Crawford, approval of the proposed agenda and consent agenda for the October 21, 2014 CPSB meeting as presented. Vote on the motion carried.*

POLL AUDIENCE

Jackie Lansdale, president of Red River United, addressed the Board on Item 8.10 "Approval of Resolution of Caddo Parish School Board for Special Counsel (disciplinary hearing officers); and stated that as she understands 570, the Board is instructed to provide for the policies; however, she doesn't believe the policy indicates the Board is to set the amount or who pays the amount. She added she will take severe umbrage with any member that comes before the Board and the District pays the officer hearing the case; and she believes there may be opportunity to share costs or possibly lose one's pay. She encouraged the Board to review this more closely before taking action and that the School Board not be who decides the officers or how much the officers will be paid.

Marty McGreal, Director, and Jonathan Keith, Principal, Pathways in Education, expressed appreciation to the Board and staff for assistance in their efforts to assist over 100 students who were out of school or not being successful in their previous education environment. He extended an invitation for all to stop by to tour their facilities and meet the students. Mr. Rachal encouraged them to also speak with Mr. Strother in Communications to determine any additional areas where we might assist them.

Ms. Trammel invited Board members to attend the National Night Out Festivities in the 200 Block of E. 75th Street in Cedar Grove and encouraged Board members to participate in the United Way campaign.

President Pierson asked Board members to make a special effort to read the information on BoardDocs and get answers to questions prior to the meetings so as to hopefully better streamline the Board meetings. He also referenced the recent publicity over the cafeteria issue at Central Office and asked Mr. Riall to convene a meeting of the Audit Committee and that staff should bring recommendations to the Committee as to the direction we may need to follow in moving forward. He also stated the media should be aware it is the Board that ordered the audits so the Board could be a better Board and the system a better system in meeting the needs of the children we support. He also wanted the media to be reminded that it is not them (the media) that brought this up; but again, the Board that ordered department audits. Mr. Pierson added it is the Board's and the staff's goal to make the system more palatable for those it serves; and when the attempt is not right, the Board and staff will continue to go back and redo it until it is right.

Mr. Hooks stated he believes the problem is it was brought up in 2011, yet nothing was done.

Adjournment. *Ms. Trammel moved, seconded by Mrs. Crawford, to adjourn. Vote on the motion carried and the meeting adjourned at approximately 4:32 p.m.*

October 7, 2014

The **Caddo Parish School Board (CPSB)** met in special session on Tuesday, October 7, 2014, at 3:00 p.m. in its offices at 1961 Midway, Shreveport, Louisiana with President Carl Pierson presiding and the following Board members present constituting a quorum: Steve Riall, Curtis Hooks, Mary Trammel, Nell Fisher, Bonita Crawford, Barry Rachal, Larry Ramsey, Ginger Armstrong, and Dottie Bell. Board members Jasmine Green and Charlotte Crawley were absent. Also present were Dr. Lamar Goree, superintendent, and Reginald Abrams, legal counsel. Mrs. Bell led the prayer and Pledge of Allegiance.

VISITORS

There were no visitors addressing the Board.

The Superintendent highlighted items for the Board's consideration at today's special session.

ADOPT RESOLUTION PROVIDING FOR THE ISSUANCE AND SALE OF GENERAL OBLIGATION SCHOOL REFUNDING BONDS, SERIES 2014A, AND PROVIDING FOR OTHER MATTERS IN CONNECTION THEREWITH

Mr. Rachal moved, seconded by Mr. Hooks, to adopt the following 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 therewith.

Mr. Rachal asked staff to share what the savings will be to the taxpayers as well as savings seen in past refunding of school refunding bonds. Mr. Lee explained this is something the district has done in the past and staff anticipates this refunding of General Obligation bonds to save taxpayers approximately \$700,000. He further stated that since 2002, including this \$700,000, the savings to taxpayers as a result of refunding General Obligation bonds totals approximately \$5.9 million. Mr. Rachal also noted additional benefits of refunding, including raising the District's bond rating to AA-.

Vote on the motion carried unanimously and the following resolution was approved.

RESOLUTION

A resolution giving preliminary approval to the issuance of not to exceed Seventeen Million 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 2007 (the "Series 2007 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 2007 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 2007, 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 five percent (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, 2032. 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. The Superintendent is hereby authorized and directed to execute, and this Governing Authority hereby agrees to and accepts the terms of, the engagement letter of Bond Counsel and Co-Bond Counsel on file with the Secretary. 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, 2007, 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 & Associates, Inc., of New Orleans, Louisiana (the "Underwriter"), is hereby appointed as investment banker/underwriter in connection with refunding the Series 2007 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 2007 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	_____	_____	_____
Nell Fisher	X	_____	_____	_____
Bonita Crawford	X	_____	_____	_____
Barry Rachal	X	_____	_____	_____
Larry Ramsey	X	_____	_____	_____
Ginger Armstrong	X	_____	_____	_____
Dottie Bell	X	_____	_____	_____

And the resolution was declared adopted on this, the 7th day of October, 2014.

/s/ T. Lamar Goree, Ph.D.
Secretary

/s/ Carl A. Pierson, Sr.
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 October 7, 2014, 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.

IN FAITH WHEREOF, witness my official signature on this, the 7th day of October, 2014.

/s/ T. Lamar Goree, Ph.D.
Secretary

PROPOSED REVISION TO CPSB POLICY GBDB (EMPLOYMENT OF RETIRED PERSONNEL)

Ms. Trammel moved, seconded by Mr. Rachal, to approve the proposed revision to CPSB Policy GBDB (Employment of Retired Personnel) as recommended by staff and submitted in the mailout.

Mr. Riall asked staff to clarify this proposed revision since he brought a recent change approved by the Board and what is now being recommended to remove from the policy. Dr. Goree explained that one of the problems has been finding teachers for specific schools; and while we may have a certified teacher willing to work in School A, they will not work in School B. This has created a situation for HR in attempting to fill the vacancies in “School B”. He further added this recommended revision supports the recommendation from Forethought, the District’s guidance group on policies. Dr. Robinson echoed the superintendent’s comments and added that approval of this revision will allow HR to consider the retiree pool sooner than staff has been able to do so in the past. She stated that positions have been posted, reposted, interviewed and interviewed again, and staff has still been unable to fill positions. Mr. Riall asked if this type situation is not considered a critical shortage; and Mr. Abrams explained that critical shortage is defined by Statute and is in this policy and clarifies what staff must do if there is a critical shortage. He further stated that applicants exist, but they will not work at particular areas, which is not a critical shortage as defined in Statute. Dr. Goree also added that staff has done numerous things in attempting to recruit certified teachers in these situations; and since it is already October, staff needs to do something quickly to get permanent teachers in these classrooms. Mr. Riall said his concern is not hiring retired teachers, but there was a long-time procedure where we would not hire any retired teachers; and because he continued to get calls, he brought the change to the policy that is now being recommended for deletion. He asked if this would be open enrollment; and if not, and this can be done without problems, he is o.k. with it. Dr. Robinson stated that it will not be an open enrollment, but only a way to look at staffing the difficult to staff positions in schools where no one has indicated an interest in serving.

Mr. Hooks asked if the teachers receive their retirement check plus a check from Caddo? Mr. Abrams responded yes if they meet the requirements of a retired teacher, which is also in the policy, and they returned to active service prior to June 30, 2010. The retirees after 2010 cannot receive both checks. Dr. Goree also explained that CMCT currently has one certified math and science teacher thus the urgency to move quickly and get someone that is certified in these critical positions.

Mrs. Bell asked if she understands correctly that we are revising this policy which has already been approved by the State Department and Mr. Abrams explained that if a retiree returns as a sub, they should not receive more than 25% of their salary. Dr. Goree stated that the Board is committed to giving preference to certified teachers when available and this is in the policy.

Mr. Hooks asked if these teachers are equipped to serve the whole child, Common Core curriculum or are we not continuing disadvantages? Dr. Goree responded that staff will not place anyone in the classroom that does not meet the qualifications. Having looked far and near to find certified teachers, he reported that some people have spent time in these schools and have volunteered in these schools and we believe we can now use them to help meet the needs.

Mr. Riall moved to call for the question and vote on the motion carried unanimously. Vote on the main motion carried unanimously.

REVISION OF DISCIPLINARY HEARING OFFICER PANEL

Mr. Ramsey moved, seconded by Ms. Trammel, that, due to potential conflicts, the Disciplinary Hearing Officer panel be revised to remove Debbie Baukman as hearing officer and that Attorney Monique Davis be added to the panel as recommended by legal counsel. Vote on the motion carried unanimously.

EXECUTIVE SESSION**ANGELA HENDERSON, IND AND O/B/O HER MINOR CHILD, DEMARIO HENDERSON V. RUTHERFORD HOUSE AND CADDO PARISH SCHOOL BOARD, NO. 555,698-C 1ST JDC, CADDO PARISH, LOUISIANA**

Mr. Ramsey moved, seconded by Ms. Trammel, to approve settlement as recommended by legal counsel. Vote on the motion carried and the vote on the motion carried unanimously.

ADJOURNMENT

Mr. Hooks moved, seconded by Mr. Rachal, to adjourn. Vote on the motion to adjourn carried unanimously and the meeting adjourned at approximately 3:30 p.m.

Dr. T. Lamar Goree, Secretary

Carl A. Pierson, Sr., President

October 21, 2014

The **Caddo Parish School Board (CPSB)** met in regular session on Tuesday, October 21, 2014 at approximately 4:30 p.m. in its offices at 1961 Midway, Shreveport, Louisiana with President Carl Pierson presiding and the following board members present constituting a quorum: Steve Riall, Jasmine Green, Charlotte Crawley, Curtis Hooks, Mary Trammel, Nell Fisher, Bonita Crawford, Barry Rachal, Larry Ramsey, Ginger Armstrong and Dottie Bell. Also present were Dr. Lamar Goree, superintendent, and Reggie Abrams, legal counsel. The Southwood High School JROTC posted the colors followed by the Pledge of Allegiance and prayer by Mrs. Bell.

CONSIDERATION OF MINUTES OF THE SEPTEMBER 16, 2014, SEPTEMBER 25, 2014 AND OCTOBER 7, 2014 CPSB MEETINGS

Mrs. Bell moved, seconded by Ms. Trammel, to approve the minutes of the September 16, 2014, September 25, 2014 and October 7, 2014 CPSB meetings as submitted. Vote on the motion carried unanimously.

PRESENTATIONS AND RECOGNITIONS

Bill Strother, director of communications and marketing, on behalf of the board, recognized the following staff members and students for recent achievements. President Pierson and Superintendent Goree presented each with a certificate in recognition of their accomplishment. Administrators, family and friends present were also recognized.

Southwood High School Choir. The Southwood High School Choir, under the direction of Michelle Deslattes, sang two musical presentations with one being the Star Spangled Banner.

JROTC Promotions/Awards/Presentation. LTC Eric Sweeney, director of Army Instruction, recognized Nicholas Hall, Captain Shreve High School, who was promoted as the Caddo Parish Cadet Corps Commander, and Brittany M. Woodel, Southwood High School, who received the Legion of Valor of Bronze Cross Achievement.

Cadets Ebony Hall, Alexis Brown and Kyanna Leonard from the Woodlawn Leadership Academy JROTC shared information and a powerpoint on Woodlawn Leadership Academy and what the JROTC program means to them. Mrs. Leonard, Kyanna Leonard's Mom, also shared her experience in working with the Woodlawn JROTC Program and the opportunities offered her children through attending Woodlawn and being a part of the JROTC Program.

Board member Trammel stated that good things are happening at Woodlawn Leadership Academy and in Cedar Grove and she hopes the media has picked up on the positive things happening at Woodlawn. She commended the great leadership at home, in the school as well as the administration, faculty and students for moving Woodlawn Leadership Academy forward.

National Achievement Scholarship Program Semifinalists. The following students were recognized as National Achievement Semifinalists: (1) Darrian Mills (C. E. Byrd); (2) Kieran Alford (Caddo Magnet); and (3) Bilqis Williams (Caddo Magnet). The National Achievement Scholarship Program recognizes outstanding African American students who have demonstrated promise and who want to increase their opportunities for higher education.

2015 National Merit Scholarship Program Commended Students. The following students were recognized as commended students in the 2015 National Merit Scholarship Program: Kelli Murray (C. E. Byrd); and Elijah Ash, Neil Chandler, Alden Conner, David Higgins, Rachael Miller and Brandi Sun (Caddo Magnet). Commended students are recognized for their exceptional academic promise.

National Merit Semifinalists. The following students were recognized as National Merit Semifinalists: Rebekah L. Bryant (C. E. Byrd); and Caleb D. Basinger, Matthew J. Carman, Vincent Huang, Neil Nathan, Amy L. Ren, Ryan E. Shacklette and Noah D. Sorkey (Caddo Magnet). Mr. Strother noted that this program recognizes students who show exceptional academic ability and potential for success in rigorous college studies.

One Class at a Time Winner. Marlyn Pangatungan, Oak Park MicroSociety Elementary School, was recognized as the latest KTBS “One Class at a Time Winner”. Ms. Pangatungan will use the \$1,000 grant for her classroom.

“Let’s Move” Active Schools Program. Erica Gilliam, Alliance for a Healthier Generation, presented Caddo Middle Magnet with the “Let’s Move” Active Schools Program award. She said Caddo Middle Magnet earned this award for implementing all the physical education and physical activity criteria of the Healthy Schools Program and the “Let’s Move” Active Schools Program. Caddo Middle Magnet was the only school in Caddo awarded this recognition and one of only three schools in the State of Louisiana. Marti Holbrook, PE teacher, and Robin DeBusk, principal, were recognized for their efforts in earning this award. Isaac McFarland, youth advisory board member for the Alliance for a Healthier Generation, stated that with students spending the majority of their time at school, the goal is to incorporate the U. S. Department of Health and Human Services’ recommendation that children and adolescents are physically active at least 60 minutes a day because research indicates that healthier students are better learners and physical activity can improve students’ academic achievement.

Newly Appointed Administrators. Charles Lowder, director of certified personnel, recognized the following newly appointed administrators (assistant principals): Jerry Byrd, Youree Drive; Gregory Panos, C. E. Byrd; Nicholaus Smith, North Caddo; Dr. Grady Smith, Woodlawn Leadership Academy; and Dr. Darrell Webb, University.

Mr. Rachal expressed appreciation to the Superintendent and Board members for contributing to the scholarship for Suzanne Williams, one of Caddo’s students, and he shared a picture of her receiving the scholarship.

VISITORS

Jon Glover introduced Charles Rambo, supporter of her interests, and she shared newly released 2013-14 school performance scores and her concern for the lack of academic achievement in most of Caddo’s schools. Ms. Glover said she is concerned where Caddo stands today and why the performance is not changing to where academic success is evident. She referenced a recent dialogue by an administrator who shared their concern for staffing in schools where students continue to lag behind. Ms. Glover shared her passion that effective resources are available for every child in Caddo Parish and that she looks to the Board to address this critical need. She noted allegations of possible improprieties, practices and over-staffing of food service personnel and asked the Board if it believes over-staffing of food service personnel is equivalent to not providing efficient teaching staff to educate the mass quantity of children who already face being left behind? She added the ineffectiveness of the administration to provide certified staff to address the students being left behind should be at the top of the list. Also, she said when attention is diverted from crucial issues to issues that appear to support an agenda, a perspective is lost and Caddo Parish is in trouble. While people cannot be made to go where they do not wish, she believes this option is moot when it comes to educating every child in Caddo Parish; and if they do not wish to go, she believes alternative settings should be provided to insure that every child in Caddo Parish has access to good, sound education and we are teaching children, not color. She asked the Board to take a vested interest in every child in Caddo Parish.

Jackie Lansdale, Red River United, stated they track memberships and new teachers, and they are concerned over new teachers already leaving the System. Knowing what it takes to become a teacher, she questions why someone would make the decision to leave within a few short months of reaching a goal to become a teacher. She stated what she believes happens more often than not is a new teacher leaves before Red River United is even aware there is a problem. She also added that teachers are lost because they do not feel supported and she asked the Board to consider the impact of management and abusive relationships in the workplace. Having some of the best principals in Caddo, Mrs. Lansdale stated that some are also abusive and many “got you” behaviors have been observed in the District causing many new teachers to leave Caddo. Mrs. Lansdale noted what should be considered as red flags and encouraged the Board to sit down with the Red River United in an effort to present a policy for adoption by the Board similar to an Independent School District in Houston to address bullying in the work place.

ESTABLISH THE AGENDA AND THE CONSENT AGENDA FOR OCTOBER 21, 2014 CPSB AGENDA

Superintendent Goree highlighted items for the Board’s consideration and the following discussion ensued. President Pierson announced that Item 8.09 “Authorization of Salvage” is pulled and Items 6.02, 8.02-8.08, and 8.10-8.14 are the consent agenda.

Mrs. Crawford moved, seconded by Miss Green, to establish the agenda and consent agenda for the October 21, 2014 CPSB meeting as submitted. Vote on the motion carried unanimously with Board member Crawley absent for the vote.

CONFIRM THE CONSENT AGENDA

Ms. Trammel moved, seconded by Mr. Hooks, to confirm the consent agenda. Vote on the motion carried unanimously with Charlotte Crawley absent for the vote. The following is a summary of the Board’s action on the consent agenda items.

Item No. 6

6.02 Renewal of Administrative Contracts. The Board approved the renewal of administrative contracts as recommended by the superintendent and submitted in the mailout.

Item No. 8

8.02 Out of State Travel. The Board approved requests for out of state travel (General Fund) as recommended by staff and submitted in the mailout.

8.03 Approval to Change the Name of the Jerry Burton Stadium to the Jerry Burton Memorial Stadium. The Board approved changing the name of the Jerry Burton Stadium to the Jerry Burton Memorial Stadium.

8.04 Approval of Sponsorship of Green Card. The Board approved the request to sponsor a green card for Eunnhee Choi as requested by staff and submitted in the mailout.

8.05 Resolution Exempting Sales & Use Tax for Capital Equipment for the Biomedical Research Foundation of Shreveport. The Board approved the resolution exempting sales & use tax for capital equipment for the Biomedical Research Foundation of Shreveport as recommended by staff and submitted in the mailout.

8.06 Expansion of Dental Services for Miles for Smiles. The Board approved the expansion of Dental Services for Miles for Smiles as recommended by staff and submitted in the mailout.

8.07 Cooperative Agreement between CPSB and Shreveport Job Corps. The board approved the Cooperative Agreement between CPSB and Shreveport Job corps as recommended by the staff and submitted in the mailout.

8.08 Approval of Agriculture and Hunting Lease for Dixie Property. The Board approved the bid of Gordon Boogaerts for the agriculture and hunting lease for the Dixie property as submitted in the mailout.

8.10 Approval of Resolution of Caddo Parish School Board for Special Counsel (Disciplinary Hearing Officers). The Board approved the CPSB resolution for Special Counsel (Disciplinary Hearing Officers) as recommended by legal counsel and submitted in the mailout.

8.11 Southwood Dressing Room (Capital Projects). The Board authorized staff to proceed with planning and bidding of a new softball dressing room at Southwood High School as recommended by staff and submitted in the mailout.

8.12 Approval of Terms of Administrative Contracts. The Board approved the terms of administrative contracts in accordance with Act 548 of the 2014 Louisiana Legislature as recommended by legal counsel and submitted in the mailout.

8.13 Change in November 4, 2014 Executive Committee Meeting to November 5, 2014, The Board changed the November 4, 2014 Executive Committee meeting to Wednesday, November 5, 2014 due to November 4, 2014 being election day.

8.14 Request to Consent to Assign State Agency Lease #6889 for Oil, Gas and Other Liquid or Gaseous Minerals covering lands located in Caddo Parish to J-W Operating Company. The Board approved the request to consent to assign state agency lease #6889 for oil, gas and other liquid or gaseous minerals covering lands located in Caddo Parish to J-W Operating Company as recommended by staff and submitted in the mailout.

BIDS – PURCHASING

Ms. Trammel 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) OM Office Supply, Inc. for the purchase of calculators; and (2) Shreveport Gymnastics as the primary source for student uniforms for the Title I Homeless Division. Mr. Rachal asked staff to explain the reason for selecting only one location for the Homeless uniforms. Mrs. Lloyd explained staff went out with an RFP which offered numerous local vendors the opportunity to present a proposal for providing the student uniforms for the Title I Homeless Program. After reviewing both bids with Pittre Walker, Homeless Director, it was deemed Shreveport Gymnastics would be the primary; and in the event there was a problem with color/sizing, etc., a secondary provider was selected to hopefully provide needed uniforms in as timely a fashion as possible. Mr. Rachal asked if he understands this was not based on price alone, and Mrs. Lloyd said that is correct and Shreveport Gymnastics was actually the low bidder as well.

Mr. Ramsey asked Mrs. Lloyd how bids were collected; and Mrs. Lloyd explained that the standard state rules and regulations for proposals were used and it was advertised (Caddo website and electronic bid site) and when due, they are opened and read aloud, the information is tabulated and presented to the Board. Mr. Ramsey asked if there is any telephone solicitation to vendors, and Mrs. Lloyd said not for this type of bid.

Vote on the motion carried unanimously with Mrs. Crawley absent for the vote. A copy of the bid tabulation sheet is filed in the permanent record for the October 21, 2014 CPSB meeting.

BIDS – CAPITAL PROJECTS/CONSTRUCTION

Mr. Hooks moved, seconded by Mr. Rachal, to readvertise and rebid Project 2015-401 "Northwood Lighting Retrofit" as recommended by staff and submitted in the mailout. Mr. Rachal asked staff what declared the bid non-responsive. Mr. White explained two contractors submitted bids on this project and both contractors had errors on their bids (one had the wrong project number on the envelope and the other had a strike through on the bid that was not properly initialed), which deemed both as non-responsive bids. Mr. Riall asked what specific area at Northwood does this retrofit cover? Mr. White said they will complete any classrooms needing completion, but he believes this will complete everything at Northwood including the auditorium. *Vote on the motion carried unanimously with Mrs. Crawley absent for the vote.*

SUPERINTENDENT'S REPORT

District Accountability and School Performance Scores. Dr. Goree announced that District Accountability and School Performance information was received today and explained the District remained stable in its performance with some bright spots; however staff is very appreciative and aware of the work left to be done. He expressed his appreciation to the schools for the outstanding work they have done in an effort to provide the best education possible for all students. He also highlighted two groups of schools – (1) Top Gain Schools and (2) Schools Moving up a Letter Grade. The schools moving up a letter grade include Blanchard Elementary, Cherokee Park, 81st Street ECE, Forest Hill, Caddo Middle Career and Technology, Mooretown, North Caddo High, Northside Elementary, Northwood and Werner Park. Top Gain schools include Blanchard, Claiborne Fundamental Magnet Elementary, 81st Street ECE, Herndon Magnet, Caddo Middle Career, Forest Hill, Mooretown, Northside, Westood Elementary and J. S. Clark. He encouraged everyone to take the time to celebrate the good being recognized today.

Update on Collaborations with the RSD. Superintendent Goree reported that everything is moving smoothly with the Recovery School District contract and he is happy to report that three of Caddo's schools in the Transformation Zone came out of failing status.

Update on SunGard. The superintendent reported that relative to SunGard, staff is preparing for a quarterly update meeting with SunGard, everything is moving forward at this time.

Update on Strategic Planning. Mr. Strother reminded everyone that another community meeting will be held on Thursday, October 23, 2014, 6:30 p.m. at Fair Park and Southwood High Schools. He also introduced the President of Evergreen Solutions Dr. Linda Recio. Dr. Recio shared an update on their recent activities. She reported that in this fourth trip to Caddo, everything is going very well and she highlighted the company (Evergreen Solutions), the process, the timeline and where they are in the timeline toward completion of this project to work with Caddo in the development of the District's Strategic Plan. Mrs. Recio reported a 25-member Committee representing a broad spectrum across the community is in place and will meet monthly to review the information collected during the public forums and surveys of students and other employees in preparation for submitting a proposed plan to the Board in the Spring of 2015.

Miss Green asked if the Board will meet again with this advisory committee and Dr. Goree responded in the affirmative that the Board will have several opportunities to meet with Evergreen before March of 2015.

Ms. Trammel noted that the Board has had plans before and asked what will the main end result be in looking at this plan? Dr. Goree said things have not always turned out the way staff desired it to, but he stated it is important to have a guidebook that will hold everyone accountable in making decisions using the strategic plan as the guide; and he believes this plan will create a school district with a more successful plan for the future.

ANNOUNCEMENTS AND REQUESTS

Mr. Riall announced that the Northwood/Fair Park game was broadcast live and each school received \$1,000.

Ms. Trammel asked that staff follow up on the employee bullying policy mentioned by Mrs. Lansdale.

Mr. Hooks announced that his last Town Hall meeting will be held October 30th at Judson at 6:00 p.m. Mr. Hooks also asked how much will the services of Evergreen Solutions cost the District. Superintendent Goree stated approximately \$80,000 which was approved by the Board and he will provide the exact amount to the Board. Mr. Hooks asked if something similar was not done a few years ago that did not prosper. Dr. Goree stated that it is not the process that does not prosper, but it is the people implementing that is usually the problem.

Mrs. Bell announced that the Booker T. Washington and Green Oaks Soul Bowl is coming up and encouraged Board members to participate in this historical school's festivities.

Miss Green expressed appreciation to Green Oaks for the grand reunion held last month and thanked Mr. Woolfolk for his assistance. Miss Green also asked if Northside made the most gain in the recently received scores, and Dr. Goree responded he was not sure if it was the most gain, but he is sure that Northside made sizeable gains.

Mrs. Armstrong asked Dr. Goree to readdress the situation with new teachers not receiving a full paycheck until October.

Ms. Trammel complimented Mr. Jones and the Transportation staff for their great work in preparing for the teachers' trip to Lafayette at 4:30 a.m.

Adjournment. *Mr. Hooks moved, seconded by Ms. Trammel, to adjourn. Vote on the motion to adjourn carried unanimously and the meeting adjourned at approximately 6:23 p.m.*

Dr. T. Lamar Goree, Secretary Carl A. Pierson, Sr., President

November 5, 2014

The **Caddo Parish School Board (CPSB)** met in special session on Wednesday, November 5, 2014 at approximately 4:30 p.m. in its offices at 1961 Midway, Shreveport, Louisiana with President Carl Pierson presiding and the following board members present constituting a quorum: Steve Riall, Curtis Hooks, Mary Trammel, Nell Fisher, Bonita Crawford, Barry Rachal, Larry Ramsey, Ginger Armstrong and Dottie Bell. Also present were Dr. Lamar Goree, superintendent, and Reggie Abrams, legal counsel. Mr. Riall led the prayer and Pledge of Allegiance.

PERSONNEL RECOMMENDATION

Mr. Ramsey moved, seconded by Mr. Rachal, to approve the personnel recommendation as recommended by the Superintendent and submitted in the mailout. Vote on the motion carried unanimously.

ACCEPTANCE OF RESIGNATION/RETIREMENT OF TENURED TEACHER IN LIEU OF TENURE HEARING

Mr. Ramsey moved, seconded by Mr. Hooks, that the resignation/retirement of PS effective October 31, 2014 in lieu of tenure hearing be accepted. Vote on the motion carried unanimously.

Adjournment. *Ms. Trammel moved, seconded by Mrs. Crawford, to adjourn. Vote on the motion to adjourn carried unanimously and the meeting adjourned at approximately 4:37 p.m.*

T. Lamar Goree, Ph.D., Secretary

Carl A. Pierson, Sr., President

November 5, 2014

The **Caddo Parish School Board (CPSB) Executive Committee** met in regular session on Wednesday, November 5, 2014 at approximately 4:37 p.m. in its offices at 1961 Midway, Shreveport, Louisiana with President Carl Pierson presiding and Bonita Crawford and Mary Trammel present constituting a quorum. Also present were Board members Steve Riall, Jasmine Green, Curtis Hooks, Nell Fisher, Barry Rachal, Larry Ramsey, Ginger Armstrong and Dottie Bell, as well as Dr. Lamar Goree, superintendent, and Reggie Abrams, legal counsel. The prayer and Pledge of Allegiance were omitted.

ESTABLISH THE AGENDA AND PROPOSED CONSENT AGENDA FOR THE NOVEMBER 18, 2014 CPSB MEETING

Superintendent Goree highlighted the items for the Board's consideration at its meeting on November 18, 2014, and the following discussion ensued.

Bids. Purchasing. Mr. Rachal asked that staff provide additional information on the bids for musical instruments relative to the budget and how these are dispersed to the schools.

Rename the Auditorium at Oak Park MicroSociety School for Albert M. Moody, 1st

Principal at Bethune Jr./Sr. High School. Mrs. Bell asked for clarification on this item and if approving in December will meet the timeline for the alumni. Mr. Abrams explained that the action at the November 18th meeting will be to waive the 90-day time requirement by CPSB Policy FF and vote on the renaming of the auditorium will be at the December, 2014 meeting. A public hearing will also be held on November 18th to allow the public an opportunity to address this item 30 days prior to the Board's vote on renaming the auditorium.

President Pierson announced that items 6.02 and 8.03-8.04 are the consent agenda. *Ms. Trammel moved, seconded by Mrs. Crawford, to approve the proposed agenda and consent agenda for the November 18, 2014 CPSB meeting as presented. Vote on the motion carried unanimously.*

POLL AUDIENCE

Jackie Lansdale, president of Red River United, addressed the Board on continued issues with the SunGard System and payroll, citing an example of a teacher hired on September 22nd being notified they would not receive a full paycheck until November. She stated other districts do not have a problem paying their new employees in a timely manner and she encouraged the Board to look closely at these issues. She also referenced the Board's recent discussions on the bullying policy and she looks forward to the opportunity to sit down and create this policy, as well as to work with staff in exploring absenteeism in the District and how we can use "a carrot as opposed to a stick" to encourage teachers and employees to be at school for the boys and girls. Mr. Rachal asked that staff report back to the Board on this item.

ANNOUNCEMENTS AND REQUESTS

Dr. Goree announced that after a thorough review, and to be as efficient as possible, the Central Office Cafeteria will close effective December 19th. He also announced it will reopen as a break room for employees, and staff will look at the possibility of additional vending machines, etc. The two employees currently working in the cafeteria will be reassigned to current vacancies within the district.

Mrs. Bell asked that staff provide an update on employee absenteeism at all schools and departments, including Central Office, for September and October. She requested numbers and percentages and she would like to receive this for the first meeting in December.

Mr. Ramsey asked that someone on staff attend the Common Core meeting on Thursday at Bossier Parish Community College. Dr. Goree responded that staff attended a similar meeting in Caddo Parish, but he can designate staff to be in attendance on Thursday.

Mr. Pierson congratulated all who won in Tuesday's election, all who are still in the race; and pledged continued support of those that did not fare so well to the Board and system through the remainder of their term to ensure that the boys and girls in Caddo get the best opportunity possible for success.

Ms. Trammel expressed her thanks and appreciation to those who have served and for the job done in serving the children in Caddo Parish.

Mrs. Bell expressed appreciation to those in District 12 for believing in her for four more years and to everyone around the horseshoe for serving as a team for the children in Caddo Parish.

Miss Green extended good luck to all who are in the runoff and thanked Mr. Pierson and Mrs. Crawley for their outstanding job in service on the Board.

Adjournment. *Mrs. Crawford moved, seconded by Ms. Trammel, to adjourn. Vote on the motion carried and the meeting adjourned at approximately 5:05 p.m.*

November 18, 2014

The Caddo Parish School Board (CPSB) **Audit Committee** met on Tuesday, November 18, 2014, at 3:00 p.m. in Room 1, 1961 Midway, Shreveport, Louisiana with Chair Steve Riall presiding and the following Committee members present constituting a quorum: Ginger Armstrong, Charlotte Crawley, and Barry Rachal. Also present were ex-officio members Carl Pierson and Bonita Crawford. Others included Larry Ramsey, Dottie Bell and staff members Dr. T. Lamar Goree, Jim Lee, Jeff Howard, Keith Burton, Dr. Mary Nash-Robinson, Allison May, and Debbie Kappus. Mr. Ramsey led the prayer and Pledge of Allegiance.

Risk Management Audit. Jeff Howard introduced Debbie Kappus, new Risk Manager, and clarified that Ms. Kappus was not employed during the timeframe covering this audit.

Mr. Riall announced the committee would review the audit page by page and receive answers to questions.

Mr. Rachal requested that the Board receive copies of staff's response on actions taken to reflect how proposed recommendation are implemented.

Page 2 – Risk Management Plan

Ms. Kappus reported that staff will look at combining some of the forms and will also define where risks are and devise a plan to reduce those risks.

Page 3 – Workers' Compensation

Discussion was held on the three-year agreement with FARA to administer workers' compensation claims and how these claims and costs incurred have diminished. Mrs. Crawley added that with the reduction in claims, she believes this will also be a savings in legal fees. Mr. Rachal asked that the graph reflecting the decline in claims be made public.

Mrs. Bell addressed the practice of some employees abusing worker's compensation and asked why the District is not investigating this? Debbie Kappus explained how worker's compensation claims are addressed and procedures followed in getting up to a third doctor's opinion. Mrs. Lansdale interjected there are different types of leaves and the HR Director has within their power to challenge these; however, if HR does not challenge them, it should be careful not to lump everyone together.

Discussion also ensued on employees returning to modified duty and ensuring with Human Resources that the employee's job description is sufficient for them to return to work for light duty. Debbie Kappus stated they can do an analysis because it will vary with positions and this addresses requirements for those returning to work after an injury on the job. Mr. Abrams added he believes this is a matter for Rahmberg Stover to review.

Page 6 – Second Injury Fund

Debbie Kappus explained how the Second Injury Fund was set up by Legislative Action and the benefit for Caddo to hire someone who has been injured.

Page 7 – Identifying Claims

Regarding the recommendation that the Risk Manager should assign claims to attorneys as needed, Mr. Abrams clarified that the Board gave Legal Counsel the authority to assign and oversee the billing for all cases; and if the responsibility of assigning workers' compensation

cases is placed under the Risk Manager, he will no longer be able to track and approve expenditures. Mrs. Crawley asked when doing the audit, why this recommendation was made? Jeff Howard responded that we are the company and Ms. Kappus as part of her job should make that decision and cited examples.

Following discussion, it was the consensus that the board-directed audits should also be submitted to the Superintendent for his response to the recommendations prior to forwarding it to the Board and Committee.

Mr. Abrams explained that what should happen is the Auditor submits audits/recommendations to the Superintendent, who makes recommendations to the Board/committee, the committee accepts them or not, and the committee makes a recommendation to the Board.

Ginger Armstrong explained that prior to Mr. Abrams becoming the Board's Legal Counsel, the Departments of Auditing and Risk Management were one and a double line on the organization chart indicated this position reported to the Board and the Superintendent. Auditing and Risk Management was the investigative arm of the School Board and made assignments to lawyers as needed.

Mr. Ramsey stated that he believes it is designed appropriately and there is no need to reinvent the wheel.

Page 9 – Third party Agreements and Construction Contracts

Mr. Riall asked for clarification on insurance requirements for someone using one of Caddo's buildings or providing services at one of the buildings. Ms. Kappus explained that to minimize the District's liability when third parties are authorized to use Caddo's facilities, the District confirms that the third party has sufficient coverage through a commercial general liability policy, builder's risk policy and/or a Tenure User Liability Insurance Policy.

Following discussion, *Mr. Rachal moved, seconded by Ginger Armstrong, that the Risk Management Audit go to Superintendent Goree to review and make suggestions and come back to the committee to make a final determination to present to the Board. Vote on the motion carried.*

Mr. Riall announced that the next meeting will be called to determine how this committee will be handled in the future.

There being no additional business, the meeting adjourned at approximately 4:15 p.m.

November 18, 2014

The **Caddo Parish School Board (CPSB)** met in regular session on Tuesday, November 18, 2014 at approximately 4:30 p.m. in its offices at 1961 Midway, Shreveport, Louisiana with President Carl Pierson presiding and the following board members present constituting a quorum: Steve Riall, Jasmine Green, Charlotte Crawley, Curtis Hooks, Mary Trammel, Nell Fisher, Bonita Crawford, Barry Rachal, Larry Ramsey, Ginger Armstrong and Dottie Bell. Also present were Dr. Lamar Goree, superintendent, and Reggie Abrams, legal counsel. Mr. Riall led the invocation and the Pledge of Allegiance.

CONSIDERATION OF MINUTES OF THE OCTOBER 21, 2014, AND NOVEMBER 5, 2014 CPSB MEETINGS

Mrs. Bell moved, seconded by Mrs. Armstrong, to approve the minutes of the October 21, 2014, and November 5, 2014 CPSB meetings as submitted. Vote on the motion carried unanimously.

PRESENTATIONS AND RECOGNITIONS

Bill Strother, director of communications and marketing, on behalf of the board, recognized the following staff members and students for recent achievements. President Pierson and Superintendent Goree presented each with a certificate in recognition of their accomplishment. Administrators, family and friends present were also recognized.

Turner Elementary World Drumming Group. The Turner Elementary World Drumming Group, under the direction of Karen Keane, performed two musical numbers for the Board and audience. Mr. Strother announced that Ms. Keane began this program 5 years ago at Lakeshore Elementary with the objectives being to feed the needs of the whole child and add deeper meaning to fundamentals as well as bring essential development skills, i.e. creative thinking, problem solving, art appreciation, tolerance, teamwork, self-discipline and positive self-expression. He further explained this program also teaches cultural diversity, as well as social, cultural and historical roles of music rhythm and how these activities integrate with geography, math, language arts, science and social studies.

Blue Cross Foundation 2014 Angel Award Winner. Isaac McFarland, senior at Caddo Magnet High School, was recognized as one of this year's winners of the Angel Award. Mr. Strother explained this award is presented by the Blue Cross/Blue Shield of Louisiana Foundation to those who donate their time and talents to better the lives of Louisiana children. Isaac was noted for founding Game Changers, an organization devoted to educating school children on hunger in local communities and the world. The group has provided hundreds of "tackle boxes" of food to children in underserved communities, and they also tutor students at a neighborhood recreation center, assist with community vegetable gardening and volunteer at the local VA Hospital.

2013-2014 Outstanding School Support Employee Award Winners. The following employees were recognized as the 2013-14 Outstanding School Support Employee award winners: Elementary School Division – Lisa Calhoun, Office Clerk, Eden Gardens Fundamental School; Middle School Division – Debra McCray, Office Clerk, Woodlawn Leadership Academy; High School Division – Sandra Bendow, Office Clerk, Huntington High School; Academic Affairs Division – Jilma Gibson, Secretary to Chief Academic Officer; Operations Division – Debra Walker, Senior Buyer, Purchasing Department; Human Resources Division – Patricia Davenport, Secretary, Classified Personnel Department; Finance Division – Tanny Days, Secretary, Risk Management Department; and Superintendent's Division – Allison May, Internal Auditor, Auditing Department.

Broadmoor Middle School Newspaper “The Bark” Receives Grant. Julie Davis, Broadmoor Middle School English teacher, was recognized for the work she puts into the Broadmoor Middle School newspaper “The Bark” and for receiving a Walmart Foundation Community Grant for \$1,000 which will help to continue the printing of the school’s newspaper.

Newly Appointed Administrators. Charles Lowder, director of certified personnel, recognized the following newly appointed administrators: (1) Michele Burgess, assistant principal at Blanchard Elementary, (2) Daryl Adams, assistant principal at Booker T. Washington High School; and (3) Dawn Tyson, 504 Specialist.

Public Hearing on Renaming the Auditorium at Oak Park MicroSociety Elementary School for Albert M. Moody, 1st Principal at Bethune Jr./Sr. High School. President Pierson declared the public hearing open on renaming the auditorium at Oak Park MicroSociety Elementary School for Albert M. Moody, 1st Principal at Bethune Jr./Sr. High School.

Dr. Mary Nash-Robinson, graduate of the 1970 Class of Bethune Jr./Sr. High School, shared with the Board and audience what Mr. Albert M. Moody meant to her and many others and why she supports renaming the auditorium at Oak Park MicroSociety Elementary School for Albert M. Moody, the first principal at Bethune Jr./Sr. High School. Because of Mr. Moody’s contributions to education, students, families, and the entire Bethune community, many will be forever grateful to him, and she encouraged the Board to support this request to rename the auditorium at Oak Park in memory of Mr. Moody.

There being no additional speakers, President Pierson announced the public hearing closed.

VISITORS

Sandy McDay addressed the Board on the history of changes in Math over the years and Common Core. Being a victim of “Common Core type” changes in public education, she encouraged the Board to look closely at this Federal-led initiative and ask the Legislature to do away with Common Core standards (which they have never voted on, but only BESE did before Common Core standards were ever out) and let Louisiana provide the standards for its students.

Charles Rambo expressed his concern that two of the schools in the Martin Luther King Jr. area where they had after-school programs have closed and they are now in the process of implementing a program at Green Oaks where students are mentored in Math, Science, etc. He further stated one of his main concerns is Common Core and the problems in assisting students in Math. In order to have consistency from school to school and state to state, he believes we must find a way to raise Louisiana up and be competitive; and he doesn’t believe Common Core is the answer. Mr. Rambo also added he doesn’t believe the students are prepared to receive this part of their educational journey and many who are behind will only fall further behind if we don’t address this concern with clarity and quality and provide the needed tools to ensure they reach academic achievement.

Rob Broussard, president of Broadmoor Neighborhood Association, highlighted the Association’s goals which include planning debates concerning civic issues in a completely transparent manner. He invited all interested to join their association and to attend a forum on December 5th at Broadmoor Middle School of the two candidates in the runoff for CPSB District 8. Mr. Broussard also expressed appreciation to the principals at A. C. Steere (Kim Derrick), Broadmoor (Billy Williams), and Arthur Circle (Ramona Myrick) for submitting proposals for the community grant money received from the City of Shreveport. He explained that \$6,000 will be given to the schools this year, with Arthur Circle receiving \$3,500 for beautifying the campus. He also asked that the superintendent participate when these checks are submitted to the Broadmoor neighborhood schools.

Jon Glover asked why is it so easy for the Board to look the other way when it is evident the school system needs to chart a new course that will bring forth academic success for every child in Caddo Parish. She said she does not wish to hear continued rhetoric that is empty, or excuses why we are where we are, but needs to know that every effort that will precipitate every child having the same opportunity to reach academic success is being experienced. She added Caddo Parish has witnessed practices that have led the schools to its present peril; and it is her desire and hope that the new members, in concert with those remaining, are truly concerned about educating every child equally in Caddo Parish. Recalling the formation of the Magnet program, she believes it was not because we wanted to give children a better access to academic success, but to segregate the children; and while over time others have had the opportunity to participate in the magnet schools, who will and will not be a part of this education process has been limited. She asked the Board to consider her solution for bringing up test scores and that is for magnet and magnet component students' test scores to return to their home school similar to the alternative school students' test scores, which she believes will truly enhance the school performance scores. Ms. Glover stated when practices are deliberately implemented that pull the best and brightest from the communities, it makes our communities fail; and while she wants her child to have the best opportunity to receive the best education possible, she also wants every child entrusted to Caddo Parish Schools to receive the same opportunity, which she does not believe Caddo has done. If Caddo did, there would not be the problem of Byrd, Captain Shreve, and others overflowing with students. She asked the Board to remember to do the job the constituents have entrusted them to do.

Nancy Nix, teacher, noted that she too remembers when magnet schools were formed, and they were formed to promote integration and end the flight to private schools. She shared with the Board that she teaches in a magnet school and loves all her students, and the schools do promote success for the students. Ms. Nix stated her concern for being told how she must teach what she teaches; and while she encourages her students to think, and to use logic and creative reasoning, she does not like Common Core, specifically Eureka Math. She noted that she and her students are doing what they are asked to do, but she does have a problem teaching to the test and especially PARCC and that students will test for 12 days in the Spring. She says this is over testing and it is wrong for students to go through this intensity. She encouraged the Board to petition the Governor and allow teachers to teach as they were taught and not to the test.

Jackie Lansdale, president of Red River United, reiterated her request from last month for the Board to create a committee for the purpose of addressing in policy the fact that teachers are leaving in silence. While several Board members asked that administration act on this request, to date this committee has not been formed. She noted a recent new teacher being assigned to a school in the Transformation Zone and her experience of being faced with continued changes in the classroom, surprise inspections, and verbal dressing down in front of students. She again asked the Board to form this committee on bullying and threatening, to ask for an accounting of these behaviors from the University of Virginia, and to implement a policy where no new teacher is subjected to this type behavior. She said no teacher should ever be assigned to the Transformation Zone ever. Relative to 8.05 "Resolution to the Governor, Re: Common Core and PARCC", Mrs. Lansdale urged the Board's strong consideration of the ramifications of this curriculum to students and teachers, because they are not aware of any teacher that does not agree with the purpose of standardized assessment but every teacher wants and needs to know the information these tests provide to instruction. She noted the concern that PARCC could be a reliable indicator since many of the states have opted out from this curriculum. With teachers being held responsible and not making targets can cost a teacher's tenure, or placement on intensive assistance which can ultimately lead to termination, she added teachers' careers will hinge on something very controversial. She asked the Board to stand up for the students and teachers in Caddo Parish and say no to the politics of the Department of Education and their agenda which is driving them to do this to Caddo Parish.

ESTABLISH THE AGENDA AND PROPOSED CONSENT AGENDA

Superintendent Goree highlighted items for the Board's consideration and President Pierson announced that Items 6.02, 7.01-7.02, and 8.03-8.04 are the consent agenda. Mr. Ramsey called for a point of order to challenge the placement of Item 8.05 "Resolution for Governor to Call a Special Session for Common Core and PARCC Testing" on the agenda based on the current Board Policy relating to the presentation of information and data at the work session, which means a 2/3 vote (8 votes) of the Board is required to add it to the agenda tonight. *Vote on adding this item to the agenda for consideration failed with Board members Green, Crawley, Crawford, Armstrong and Bell supporting adding the item and Board members Riall, Pierson, Hooks, Trammel, Fisher, Rachal and Ramsey opposed.*

Ms. Trammel moved, seconded by Mr. Rachal, to approve the proposed agenda and consent agenda as presented. Vote on the motion carried unanimously.

CONFIRM THE CONSENT AGENDA

Ms. Trammel moved, seconded by Mr. Hooks, to confirm the consent agenda (Items 6.02, 7.02-7.02 and 8.03-8.04). Vote on the motion carried unanimously and the following is a summary of the Board's action on consent agenda items.

Item No. 6

6.02 Renewal of Administrative Contracts. The Board approved the renewal of administrative contracts as recommended by the superintendent and submitted in the mailout.

Item No. 7

7.01 Purchasing Bids. The Board approved the following bids as recommended by staff and submitted in the mailout on the bid tabulation sheets: (1) Multiple vendors for the purchase of music instruments and equipment; and (2) Multiple vendors for the purchase of canned and frozen food; fish, poultry, eggs, meat and Food Service Paper and Supplies. Copies of the bid tabulation sheets are filed in the official file of the November 18, 2014 CPSB meeting.

7.02 Capital Projects. The Board approved the bid of J.D. Electric, with a Base Bid, Alternates 1, 2 & 3, for the sum total of \$455,395 for Project 2015-401, "Northwood Lighting Retrofit". A copy of the bid tabulation sheet is filed in the official file of the November 18, 2014 CPSB meeting.

Item No. 8

8.03 Authorization to sell salvaged textbooks in accordance with CPSB Policy. The Board authorized the sale of salvaged textbooks in accordance with CPSB policy.

8.04 Rename the Auditorium at Oak Park MicroSociety School for Albert M. Moody, 1st Principal at Bethune Jr./Sr. High School. – The Board approved waiving the 90 day process required by CPSB Policy FF for renaming the auditorium at Oak Park MicroSociety Elementary Middle School (formerly Bethune Jr./Sr. High School) the Albert M. Moody Memorial Auditorium, commemorative of its first principal Albert M. Moody and that the Board consider this action at its December 16, 2014 meeting.

PERSONNEL TRANSACTION REPORTS

Mr. Ramsey moved, seconded by Mr. Rachal, to approve the personnel transactions report as recommended by the superintendent, with the correction so noted by Mr. Hooks, and submitted in the mailout. Mr. Hooks noted that the list of CPSB Classified retirees also lists Ms. Alice

Cooper Knecht, who was a certified employee. Superintendent Goree noted this is an error as she was a certified employee and staff will make that correction. *Vote on the motion carried with Board Member Green absent for the vote.*

REQUEST FOR LEAVE WITHOUT PAY

Mr. Ramsey moved, seconded by Mr. Rachal, to approve the request for leave without pay as recommended by the superintendent and submitted in the mailout. Vote on the motion carried unanimously.

SUPERINTENDENT'S REPORT

9.01 Update on Collaborations with RSD. Dr. Goree stated that staff continues to make progress towards effectively changing the way children are being educated within the Transformation Zone. In January, Dr. Goree announced staff will bring a presentation/update on what is being done in the Transformation Zone as well as an update on the District's partnership with the University of Virginia.

Update on SunGard Status. Superintendent Goree reported that staff continues meeting monthly with the SunGard corporate representatives to make sure we are as effective and efficient as possible.

Dr. Goree stated the remaining items under Superintendent's Report are for information only.

EXECUTIVE SESSION

Student Readmission Appeal hearings. *Mr. Rachal moved, seconded by Ms. Trammel, to approve staff's recommendation of student readmission appeals for FW, NJ and JD, whose parents are in agreement. Vote on the motion carried unanimously.*

Settlement: Suzanne Soucy-Hille vs. CPSB Case No. 12-cv-2209, USDC, WDLA, Shreveport Division, File No. 23398.1. *Mr. Rachal moved, seconded by Ms. Trammel, to approve the settlement: Suzanne Soucy-Hille vs. CPSB Case No. 12-cv-2209, USDC, WDLA, Shreveport Division, File No. 23398.1 in accordance with legal counsel's recommendations. Vote on the motion carried unanimously.*

ANNOUNCEMENTS AND REQUESTS

Mrs. Bell asked the superintendent and staff to make a presentation on Common Core, Eureka Math and PARCC as it is being implemented in Caddo during the December work session. Dr. Goree announced that staff has begun to prepare for this presentation in December.

Mrs. Bell announced that during the Thanksgiving Holidays there will be a Bayou Classic Bash beginning on Friday evening. Cost for the event will be \$10 per person.

Mr. Rachal noted his discussion with Dr. Goree and Mr. Abrams relative to collected property taxes not being forwarded to the governmental bodies receiving this revenue. Mr. Abrams said a recommendation will be made at the next special meeting of the Board to intervene. Mr. Rachal noted the money being held is quite a lot of money that does not belong to the Commission.

Ms. Trammel invited the Board and audience to attend the Cedar Grove Community Development's Hope for the Holidays luncheon where the homeless/needful are provided a Thanksgiving meal. She also announced the need for volunteers and encouraged those available to attend and be a part of this rewarding time.

Mrs. Crawley asked staff to follow up on the request from one of the employee organizations to form a committee to help teachers having adjustment problems. Mrs. Crawley asked if it is correct that grades 3-5 do Dibels; and if Caddo really wants to add another test for the students on top of this?

Mr. Pierson asked if he understands correctly that students in the 3rd, 4th and 5th grade are getting satisfactory and unsatisfactory on science, history, etc. Because this is a concern to him, he asked staff to provide a rationale behind this decision.

Mr. Hooks announced he held his Town Hall meeting and it was a success. He shared his concern about what was in the newspaper on Friday re: Common Core and the speakers today and questions why none of these attended his Town Hall meeting where information was shared on Common Core, Eureka Math and PARCC. He said if people would have attended, their questions would have been answered.

Mrs. Crawley said there is a policy/procedure regarding staff attaining exit information when teachers leave and she would like for staff to share this information with the Board.

Adjournment. *Ms. Trammel moved, seconded by Miss Green, to adjourn. Vote on the motion to adjourn carried unanimously and the meeting adjourned at approximately 6:15 p.m.*

Dr. T. Lamar Goree, Secretary

Carl A. Pierson, Sr., President

December 2, 2014

The **Caddo Parish School Board (CPSB) Executive Committee** met in regular session on Tuesday, December 2, 2014 at approximately 4:30 p.m. in its offices at 1961 Midway, Shreveport, Louisiana with First Vice President Bonita Crawford presiding and Mary Trammel present constituting a quorum. Also present were Steve Riall, Jasmine Green, Charlotte Crawley, Curtis Hooks, Barry Rachal, Larry Ramsey, Ginger Armstrong and Dottie Bell. Carl Pierson and Nell Fisher were not in attendance. Also present were Dr. Lamar Goree, superintendent, and Reggie Abrams, legal counsel. Miss Green led the prayer and Pledge of Allegiance.

PRESENTATIONS

Magnet Testing. Melinda Kay, Guidance and Testing Specialist and Magnet Testing Coordinator, shared a two-year (2013-14 and 2014-15) report on magnet testing and placement similar to the reports provided in the past. Ms. Kay explained the process beginning with the application (which can be on-line or on paper), determining the number of applications received for students to test for the program, cut off scores, as well as comparison data and options for credit for elementary and middle schools. Placement information, i.e. number of children tested and placed in kindergarten, the number of siblings tested and placed, the middle school placement, summary of those in K-8 placed on the waiting list since they did not qualify or because they chose to remain in their neighborhood school, was also provided.

Mr. Hooks shared his concern relative to on-line applications and if this is an advantage over those that do not have access to a computer. Ms. Kay explained that the on-line application is an addition to the application process and it did not replace the paper application; so if someone does not have on-line access, they can use the paper copies without any disadvantage. She also clarified that all applications are ultimately put in on-line and they are not ranked.

Mrs. Bell asked for clarification about the sibling placement and if the siblings must take the test before being entered into the school.. Ms. Kay explained that in following the CPSB policy for placement, one must first look at the scores; and all the scores (including the siblings' scores) are ranked, then qualifying siblings are identified and placed first. Mrs. Bell also asked if children from charter and private schools must also follow the same procedures/testing for magnet school placement; and Ms. Kay confirmed that all applicants are tested and placed using the same process in accordance with CPSB policy.

Mr. Riall asked why high schools do not follow the same process for magnets as the elementary and middle schools do? Ms. Kay explained that each high school has its own criteria established by the Board for the different programs. Mr. Riall asked how did this happen? Dr. Goree responded that high schools have grade point averages and standardized test requirements for students entering the magnet programs, and Mr. Abrams noted that Caddo Magnet High never meets capacity so there is no exclusion if students meet the criteria.

Ms. Trammel referenced phone calls received from families relocating to Shreveport and asked if empty slots are left available in the event families transfer in to the District? Ms. Kay explained that slots/seats are not saved for students; however, if school opens and there are still available slots, they can be tested; and noted the exception for military students. Ms. Trammel also asked about placement of 6th graders and that of the 459 students, 66% (301) are White and 28% (130) are Black. Ms. Kay explained that placement is not made based on race, and Ms. Trammel stated her understanding, but questioned if it is because these students do not qualify. Ms. Kay explained that when the applicants are tested, the scores are ranked following the Board Policy.

Mr. Hooks again expressed his concern about the on-line application process and if applications are ranked according to how they come in? Ms. Kay said they are not and the only thing the on-

line process does is allow those who choose to do so to complete their application electronically. The advantage is allowing staff to have access to student data quickly. Mr. Hooks again asked how applications are ranked, and Ms. Kay stated that the applications are not ranked, but only test scores after students have been tested.

Mr. Rachal asked the superintendent how he feels about Caddo's magnet program. Dr. Goree expressed appreciation to Melinda Kay for the job she does for the District and that he believes the magnet school fulfills a very important need in the community and that is for Choice. He further added that in looking at a District as diverse as Caddo, there is a need for true Choice and for parents to have the opportunity to give their children the very best education they feel they can afford them. Within the system, Dr. Goree stated rules have been set by the Board and there are no plans to change it; however, he believes he is hearing from the Board that there is a need for additional clarification and understanding of how some of the policies and practices work. The superintendent added that staff does support the magnet program and the policies as they are written, and this again offers parents a choice for their children to have a different educational opportunity. Mr. Rachal shared his concern relative to those students that are not getting into the magnet schools and the parents are enrolling them in private schools, and he asked how can the Board address this situation. Dr. Goree responded that he believes there is too much reliance on the magnet program, and he believes providing better quality neighborhood schools across the Board is how the District can combat this. He stated there are some wonderful things taking place in the Transformation Zone to strengthen those schools and staff is meeting with principals in several Caddo schools where there is concern in an effort to strengthen the neighborhood schools. The superintendent said Caddo will not be the best District it can be until all schools are performing at an acceptable level, and then you will see parents look at convenience over magnet, parents look at the choice of attending the neighborhood school. Mr. Rachal referenced the most recent changes in the policy for magnets and that race could not be considered, but staff looked at using diversity and using Title 1 schools as a guideline to commit to the diversity and all schools having access to the magnet schools; and to him it appears to have worked very well.

Mr. Ramsey agreed with the Superintendent's comments about the quality neighborhood schools and the key element of "Discipline" which he believes is a major force that moves parents to other schools. Dr. Goree added that while you must start with discipline, climate, culture and quality instruction come before the discipline, and the need for the district to look at what we should hold ourselves accountable for and make sure teachers have the skills to provide a quality instructional program so kids that do not have discipline at home, do so while at school. In talking with parents throughout the City, Dr. Goree said he hears more about safety than he does about school grades. Dr. Goree also noted the 100 available seats at Ombudsman; and in answer to why, he said Woodlawn and Fair Park are different schools today; and since most of the students were coming from those schools, the change in climate and culture in those schools has reduced the number of discipline issues in these schools. Mr. Ramsey said there was legal guidance in formulating this policy and he asked that this information be provided in future presentations.

Mrs. Crawley asked if there is any indication that there might be a need for additional magnet schools? Dr. Goree responded that he did not see that indication; however, he did see the need to focus on strengthening the neighborhood schools so parents believe they have a healthy choice. Mrs. Crawley added that if another magnet is added, she believes the diversity of that school would increase.

Mrs. Bell stated while she has no problems with magnets, there are policies stating if a student has discipline problems in the magnet schools, they are returned to the neighborhood school. She also stated that the perception in the District is parents only want their children to attend certain schools and noted the fact that Walnut Hill is not a magnet, but is a great school despite the students from District 12 that have been pulled to the magnet schools.

Mr. Hooks stated that he only wants to make sure that everything is done fairly, because he remembers a student that scored high on the magnet test but was not accepted into a magnet school. Ms. Kay reported she spoke with that parent; and after reviewing the student's test results, the child did not qualify. She reiterated that when placement is made, staff reviews the results of the placement numerous times to make certain there is accuracy in the placement.

Ms. Trammel asked about the additional magnet seats at Broadmoor. Ms. Kay stated the information is included in the packet provided. Dr. Goree said he believes many of those seats were not taken even when offered numerous times to those on the wait list. Ms. Trammel asked if staff believes it is the perception of Broadmoor? Dr. Goree added he believes that may be correct based on what staff hears from families; because the perception of schools always plays a big part in whether or not children are sent to a particular school. He also stated that it is necessary for the District to work to have a favorable perception of the entire District; and when the neighborhood schools improve, he believes we will see everything else improve.

Mr. Riall asked about the January 2015 magnet testing schedule and why there are three testing dates for Eden Gardens? Ms. Kay explained that applicants are tested at their school of first choice; and after testing teams are filled, then staff moves to a school that does not have any openings. She also stated that because there were more applicants choosing Eden Gardens, it was necessary to add additional testing dates. He also asked how staff handles a student scheduled to test on the first date and they are sick. Ms. Kay stated staff works with parents on these incidents.

Mr. Rachal asked staff to provide the Board a tally of the students attending the magnet schools and the neighborhood school they would have attended. Mr. Rachal also asked the Superintendent about each neighborhood school having its own magnet component designed to meet the specific needs of that particular school. Dr. Goree stated that in Caddo there a number of schools with a magnet in their name; however, if one goes to that school and asks them to share the uniqueness of their specific magnet, more often than not the schools cannot do so. He said he believes anytime there is a magnet component in a school there are resources that should go with that magnet component; and the Board should be willing to fund the resources versus it just having the name on the school. With all Bossier Parish Schools being neighborhood schools, Dr. Goree said he believes everyone has a very good reputation of these schools since they focus on strong quality curriculum and instruction and implementing so the data indicates success; and he believes this is the direction Caddo needs to go in. The superintendent explained that in the new school year he would like to attempt an inventory of these buildings/schools that have these names on them; and it is not acceptable to him that the only "A" schools in Caddo are the magnet schools. That is why he believes we must work to get some of the non-magnet schools on that list and then he believes you will see the perception change.

Miss Green asked Ms. Kay about the decision to do a magnet component at Oak Park MicroSociety. Ms. Kay explained that the plan was to place students at Oak Park from the waiting list; and a limited number of students chose Oak Park. Dr. Goree reminded everyone that with any new program there is a time gap before the Board will see this catch on and grow. Miss Green asked if there are any plans to implement a program similar to Oak Park at other schools, and Dr. Goree responded that staff does not have any plans at this time, and the focus in the coming year will be to make certain all schools are supported with transparency and all schools are performing with gains.

Mr. Hooks stated Oak Park did not fare as well as it could have because people were not aware this was taking place; and when people consider magnet schools, they believe everyone in magnet schools are magnet students. He said he believes Herndon is the only school that has seen progress. Dr. Goree reminded the Board that this passed late in the Spring; and at that

point, magnet testing had taken place; and he noted Youree Drive and Byrd are the best examples of a school within a school magnet concept, which is how the original magnet was designed.

Ms. Trammel asked what happened with Fairfield since the neighborhood was told it would not immediately become a total magnet school, yet that is what happened and many of the students were sent to other schools across the District. Mr. Abrams explained it was allowed to continue but the neighborhood school was phased out by grade and it became a total magnet. Mrs. Crawford shared with the Board that she researched the minutes and the Board wanted a neighborhood school with a magnet component; and when the actual vote took place, the motion was to make Fairfield a complete magnet and not a neighborhood school with a magnet component. Mrs. Armstrong also agreed that originally it was to be a school within a school, and the regular school would be phased out; however, it happened quickly.

Report on Common Core, Eureka Math and PARCC. Keith Burton, chief academic officer, and Director of Curriculum Patrick Greer shared facts relative to Common Core, Eureka Math and PARCC and noted that their presentation is not meant to be an endorsement or disapproval of any of the items presented. Mr. Burton stated that Common Core standards began in 2007 in Columbus, Ohio when 48 state education superintendents and governors met to create learning goals/targets for all students regardless of the state in which they lived. He said there was a belief that the academic progress in the Nation's students had been stagnant; and because of that progress, it was felt that change was needed. Why? They believe it was because of the wide variety of standards existing across state lines and a consistent state pattern was needed. Mr. Burton also added that another reason it was felt that states were lagging behind was a lack of rigor within the presentation of standards. Mr. Burton explained that Common Core is not a curriculum but a list of ELA, Literacy and Mathematics standards and there is a huge need for additional resources to support teachers teaching these curricula. He added that examples of poor curriculum have appeared and the Nation is vastly behind in curricula resources that are aligned with the Common Core standards. He also said Common Core is not a prescription to tell teachers how to teach, but it does require specific application of skills; and the students must be able to apply those skills in a very rigorous setting. Common Core requires recognition and low level skill attainment, as well as a deep understanding by students to use the skills to solve real world problems. He added Common Core is also not a test, but the assessment of Common Core State Standards will lead to a specific test – the PARCC.

Mr. Burton further explained that the difference in the new standards is the increase in non-fiction text writing that is far beyond creating stories to using evidence from a writing to support personal thought. In Mathematics, Mr. Burton explained the push is to go deeper into fewer subjects and focus on using Math skills quickly and accurately.

In the goal to prepare students for College Readiness, it was determined there was an abundance of students entering college that required remedial courses, especially in Mathematics; and the goal was to create standards so students who entered college had the necessary skills to do well in any program leading them to a degree or certificate. Career Readiness was also created in the development of the Common Core standards to afford those students not attending college an opportunity to be ready for the work force with academic, employability and technical skills, because for every 100 ninth grade students, Mr. Burton reported that on average only 65 of those students will graduate from high school, and of those 65 graduates, 57% (37) will enter college. Also of the 37 who will enter college, only 24 will continue college after their first year; and after six years of college, only 12 will graduate with a degree.

Patrick Greer, director of curriculum, shared with the Board that we are at this point because the LDOE (Louisiana Department of Education) decided to accelerate the implementation of Common Core Standards which left districts scrambling to find the resources needed to

adequately address the standards. Mr. Greer explained that Caddo formed a task force under the guidance of Mr. Burton to review the resources available; and at that time the State was attempting to create a rubric for rating the different resources aligned to Common Core. Mr. Greer pointed out that the State rated Eureka Math as a Tier One system which meant it met all indicators and was the only resource ranked at the highest quality by the LDOE. Some of the myths relative to Eureka Math include it is the new math (which it is not), it incorporates how math works and why we need it. Mr. Greer also mentioned the challenges in Eureka Math including training teachers how to incorporate additional resources to fill in the gaps and the rigor of Eureka Math and training in filling in the gaps and applying some of the resources released by the State Department. Since February 2014, Mr. Greer reported that the District has worked in conjunction with Professional Development, area directors, et.al. to determine the greatest level of support for the teachers and the process for helping new teachers in Eureka Math. Relative to new and unfamiliar technology, he shared the teachers' concern not only for them to understand this in the classroom, but also that parents at home attempting to help their children with homework with no textbooks for Eureka Math also have a greater understanding. Mr. Greer reported that three parent Eureka Math meetings have been held to assist parents in a better understanding in order to help their students and make Eureka Math work. He also provided information on Frequently Asked Questions (FAQ) regarding Common Core, as well as timelines of support staff has provided since February 2014. As information comes to staff from the State, he also reported that staff will continue to share that information with the masses.

Following Mr. Greer's presentation, Mr. Burton shared information on the PARCC (Partnership and Readiness for College and Careers) test, and that beginning in March the third through eighth grade students will take this test in two phases – Phase I will begin March 16 and Phase II will be completed beginning May 8th for a total of 10 testing days. When Louisiana began giving this test, Mr. Burton stated that staff anticipated it being an on-line assessment; however, staff recently learned that this year's test will be paper and pencil for all students in these grades. He also explained that the test will be timed and will take approximately 75 minutes and each unit will be scheduled on a specific date; and Districts and families will not receive the students' test scores until the Fall of 2015. These results will no longer be used to promote students in 4th or 8th grades, nor to recommend students for summer remediation. Staff also announced that it will come to the Board very soon with indicators of promotion which will be a check list or rubric to decide if students possess the qualities to promote to the next grade; as well as recommend students for summer remediation. While this is not a Caddo Parish concern, it is a statewide concern that must be addressed. Mr. Burton also challenged Board members and the audience to work/resolve a fourth grade math problem from a LEAP test. He also shared information on the Math section and that students will be able to show their work, demonstrate they understand the concept as opposed to using a formula, compute quickly and accurately and apply their knowledge to solve real world problems. With teachers, principals, students and parents facing a completely new challenge, he added this will require a change in all.

Mr. Riall asked for clarification that Phase I of the PARCC testing will be 75 minutes daily, and Mr. Burton said approximately and provided FAQ and the schedule that must be followed. He also asked who wrote the Common Core standards and Mr. Burton stated that it was "experts" in their field, i.e., math professors, scientists, engineers, as well as educators.

Miss Green asked if she understands correctly that the School Board adopted Eureka Math? Mr. Burton responded that is correct. Miss Green asked how many did Caddo choose from, and he explained that the State did away with the Textbook Caravan and how textbooks were selected in the past, and staff had very limited resources. He further stated there are no textbooks and these are duplicated by Office Depot and not considered a text book adoption because there is no longer a textbook caravan at the State level. Miss Green asked if Common Core is hand-in-hand with the PARCC assessment, and Mr. Burton said it is.

Mrs. Bell shared that PARCC Testing is one of her biggest concerns because the State Department is asking the District to be ready when they are not ready. She asked what can the Board do to stop this test from being administered; and Dr. Goree stated that at this point, Legislation will be the only way to stop it. He reminded her that the Governor made an attempt to stop the testing early this year, but it did not happen; and because of where we are in the Legislative process, he is unsure how it can be stopped. Mrs. Bell said the public needs to be aware and she believes we need to be speaking to local Legislators, because this test does not need to be given. Also, relative to Eureka Math, she is glad to know that Caddo chose it; but it is not working and asked if there is anything the Board can do, can it be replaced with another program? Dr. Goree responded that the selection of Eureka Math is a by-product of how quickly Common Core standards are being implemented; and because of that, Caddo went with what the State saw as a Tier One resource (Eureka Math). With a lot of the complaints being that Eureka Math is so many steps, he explained that when students take the PARCC, this is how it will be presented on the test. Staff also is concerned with the implementation of PARCC and the timeline, and staff knows that the results will not be as best as they can be this year. Mrs. Bell asked if superintendents have met and discussed this, and Dr. Goree said they have and this is not a unique problem to Caddo Parish and other districts as well are doing everything possible to provide as much support as possible to teachers and parents. He also added that staff is positioned to continue to support this until that point comes where we may have to move away from it. Mrs. Bell stated that the parents are concerned because the resources are not available and she believes the students need textbooks. Mrs. Bell asked staff who selected the standards for the Common Core? Mr. Burton responded the State did select Common Core and recommended that districts adopt the Common Core standards. He also reminded the Board that the problem is not with standards because students can achieve at these levels; however, the problem is with the lack of resources and the speed of implementation to achieve the standards, as well as the lack of quality curriculum for teachers to use. He also stated there are some good qualities of Eureka Math and teachers are sharing some of the positive differences it is making, but the problem is the speed and the lack of quality support. Mrs. Bell asked if the Board can change the resource material, and Mr. Burton responded that the District can select its own curriculum and resources, but we do not have control of the State and if it decides to implement Common Core, then PARCC is included in that adoption. Mr. Burton stated he reviewed all the practice tests that are on-line as well as the released test items as prepared by Pierson Company. Mrs. Bell reiterated how unfair it is to the parents, students and others and encouraged the Board to consider these frustrations before moving forward.

Dr. Goree reminded everyone that the District did select what was considered to be the very best thing to bridge the gap and prepare students for the test.

Mrs. Crawley asked if Eureka Math came from New York and Mr. Burton said it did. Mrs. Crawley asked if State Superintendent John White came from New York and Mr. Burton responded he did. Mrs. Crawley asked if Mr. Burton thought it a coincidence that this was considered to be Tier One, and Mr. Burton said he truly believes it is aligned to Common Core. Mrs. Crawley said there are so many places in the world where something can come from and questioned why Caddo has to be one of the 12 states agreeing to participate in PARCC.

Ms. Trammel asked Dr. Goree and staff if Caddo is ready, because she is hearing staff say we are not. Mr. Burton commented that he puts Caddo's preparation in professional development and support provided to any school to any district in the state. Ms. Trammel said she does not believe the average student can write and she is concerned this will be a disaster for Caddo students as well as overwhelming for the teachers. She asked what will we do so Baton Rouge knows we are not ready for PARCC.

Superintendent Goree stated he understands the concerns and staff has communicated this to the State our concern relative to the rapid implementation. Also, actions are being taken by school

boards across the State to address these concerns; however, he clarified that while we are attacking Common Core as the problem, the problem actually exists within in the lack of available resources. He complimented staff on providing the needed support and training to the teachers; however, it is unrealistic to say we will be prepared to answer a four-step problem when Board members are each receiving multiple calls of concern from parents relative to the math curriculum. He added there are also teacher and student success stories for those that have caught on to how Eureka Math works, and the goal is to make certain the students are as prepared as possible for the assessment despite the problem.

Mr. Ramsey revisited comments on revisiting Eureka Math and is this something that may need to be scratched for next year and another math curriculum adopted. With Eureka Math being the Tier One curriculum by the State, Mr. Ramsey asked what the next tier might be. Dr. Gore stated that the District is working to answer that question and he believes the State is somewhat married to Eureka Math and they are providing additional support through the service teams to make Eureka Math work. Some pilot schools used Eureka Math last year and all unanimously agreed it was much easier after the first year. Mr. Burton explained that Caddo is learning that now there are over a dozen options available to districts, when last year the options were minimal; and Mr. Greer and his staff have anticipated that the Board may ask for a change and Mr. Greer is prepared to address this. Mr. Greer said that ongoing conversations have taken place with representatives from textbook companies looking at textbooks, digital formats, etc. at possible replacement if the need arises, as well as what can be married with Eureka Math in the event Eureka stays. As the year unfolds, staff will continue to have these dialogues and present information and suggestions to Mr. Burton and other administrative leaders. Mr. Ramsey asked about the need to provide paper resources to the teachers; and while we have been guilty of being lax in providing teachers with necessary resources. Also, LSBA continues to update the Board on those things they are attempting to do to address the issues local districts are faced with on a weekly basis.

Mr. Rachal referenced the textbook policy and the fact that it did not go before the Board for consideration/approval because there is no textbook involved. While the Board trusts the staff to do what it is supposed to do, he said the public looks to the Board when something is chosen, and the Board was not involved in this as it would be in a textbook adoption. If this continues to happen in the future, he believes it necessary to have a policy in place so when a new curriculum is adopted the Board is involved in the process. He also added that this information needs to be in every newspaper with a link to Caddo's website and only one click away from the public receiving this information. Also, in getting this type of information out to the public, it typically never goes any further than two or three levels and it's important that the public get this information, i.e. Common Core is not a curriculum. Mr. Rachal added that relative to the PARCC test, he asked when and how will it be used for the teachers, students and district? Mr. Burton explained that the State suspended VAM for a year, so there has not been direction on next year. The only good thing about the PARCC results is this is a benchmark year for what will happen next year, and levels are being set based on student performance for this year which means there will be a waiting at different levels based on student achievement. Mr. Rachal asked if benchmarks used will determine A, B, C schools and if there has been discussion on where these benchmarks will put the district on the new scale. Mr. Burton stated that the benchmarking simply establishes the scale and then the state will use this data to grade schools as well as districts, and possibly eventually teachers. Dr. Goree stated that even though we will receive data in November of 2015, the message is this will not always be the case, but districts will begin receiving data at the normal May-June timeline. Mr. Rachal further stated that this is the same as telling every state employee that has a car to drive that their car is being taken away from them and they will have to learn to drive a motorcycle with no instruction. Again, he believes this began with good intentions; however, it became corrupt along the way, it was pushed through too quickly, crammed down the District's throats and implemented incorrectly; and it is the children, as well as teachers and parents that paying for it.. He believes communication needs to

happen with BESE because there are rulers in Baton Rouge ruling over the Districts with no instruction.

Mrs. Armstrong shared that she has not heard anyone say anything positive about what is happening to the children, the teachers, the work force, the parents and grandparents, who are dealing with this. She asked what percentage of the Caddo population is capable monetarily to hire a tutor, because she believes it is 50%; and she knows there are teachers throwing up their hands and walking out. While new teachers can begin a new career somewhere else, she added there are the mature teachers who need to be mentors to the younger population, and they are leaving as a result of frustration. Again, she said we need to get off the backs of teachers and let them teach and allow them to be creative and work with each student one on one to address the students' differences. While this is an experiment, she believes we are on the losing end and fears we will lose students if we don't return to the main focus and basics.

Miss Green asked if we stay with Eureka Math will we make sure the principals, teachers and staff have input. Mr. Greer said he wants to do what is best for teachers and kids, and he believes the leadership supports that happening, as well as the Board members. Miss Green asked if this was done before stepping into Eureka Math? Mr. Greer responded that in looking at what was available and if the Board had been presented with the available information when the decision was made, he believes the Board would be looking at what was rated the number one product at that time. Mr. Burton also reiterated that this was vetted by principals, assistant principals, instructional coordinators, and teachers, and staff asked for the very best teachers to look at the materials. Miss Green said when seeing principals on the street, the question is always raised as to whether or not the principals were aware of what they were getting into, because many appear to be very frustrated with Eureka Math. Dr. Goree stated that teachers were included in the decision; however, in looking from the perspective that at the time the District was looking at a test for the District in approximately 10 months; and when looking at how Caddo was faring in Math in the state, there was concern in attempting to select the best resource material. Considering what staff had, he believes staff did an excellent job. Miss Green asked if staff was in attendance at the BPC meeting on Common Core, and Mr. Burton said he was in attendance and there are plans to bring the same meeting to Caddo in the near future. Miss Green asked, when this information is available, that staff would share it with her and others because she believes all stakeholders should make plans to attend that meeting.

Mrs. Crawley stated that she hear the rumor that New York dropped Eureka Math and asked Mr. Burton if he was aware if that is true or not. Mr. Burton stated that New York uses the curriculum Engage New York which Eureka Math was a by-product of that. Mrs. Crawley asked if the amount of time allotted for make-up tests (10 hours) is a doable thing. Mr. Burton explained there is probably a window of several days and there will always be allowances for students missing the test due to illness.

ESTABLISH THE AGENDA AND PROPOSED CONSENT AGENDA FOR THE DECEMBER 16, 2014 CPSB MEETING

Superintendent Goree highlighted items for the Board's consideration at the December 16, 2014 CPSB meeting and the following discussion ensued.

Future of Hamilton Terrace Policy. Dr. Goree explained that approximately two weeks ago an offer was received on the property; and after consulting with counsel, staff learned that the Board can choose to accept the offer on the property, but because there has been more than one inquiry in the last couple of months, staff has a concern. He further added that in looking to right size the District, staff has discussed possible future use for this property and the need to hold on the property. As the Superintendent, and his responsibility to be financially responsible, he believes it necessary to bring to the table for the Board's discussion any offer this size. After looking at

the three options, he stated it is staff's recommendation that the property be rebid at a minimum bid of \$650,000 which is the offer made and see if others who have indicated an interest wish to submit a bid as well. He said it is hard to say hold on to the property when this offer has been made and we do not have a future use identified.

Mr. Riall asked if we are aware of the intended use for the property, and Dr. Goree said we do not since they are working through an organization. He asked if we can stipulate in the sale agreement that the property will not be used for a charter school, and Mr. Abrams said it has been done before and the Board can try to add this stipulation.

Mr. Rachal asked what the beginning appraisal was on this property, and Mr. Woolfolk responded \$1.3 million. Mr. Rachal stated he is not in favor of putting it out for a minimum bid of \$650,000, because he doesn't believe it to be prudent to do so even though we do not know the proposed future use. Because this property is centrally located and ease of access is tremendous, he would rather not do anything at all; and if it is put out for rebid, he does not support going out with \$650,000 as a minimum bid, but he supports rebidding at the appraised value. Unless the Superintendent can tell him something different about possible future use, Mr. Rachal stated he will not support rebidding at a minimum of \$650,000. Dr. Goree said staff supports everything Mr. Rachal said; however, he cannot address future use by the Caddo Parish School System. Dr. Goree also said the \$650,000 came from how the other bids were done. Mr. Rachal stated that he will never be in favor of selling a piece of property without knowing who the buyer is and how the property will be used.

Mrs. Armstrong agreed with Mr. Rachal's comments regarding the School Board properties, and she reminded the Board that discussions have been held numerous times on having a facility for over-age students a career/technology center. She said this location would be an excellent location for such a facility, and a way to begin addressing the drop-out problem by developing a skills program for these students.

Mrs. Crawley asked how much would such a facility cost to build at this time? Dr. Goree stated he does not know; however, the average cost to build is between \$16 and \$25 million. While she hates to see an empty building, Mrs. Crawley added that if we put it out for bid do we not have to accept that bid with the possibility that it could be someone the community might oppose. Dr. Goree responded that is correct; and when putting the property out for bid, you do lose a certain amount of control since it is based on a bid process.

Mrs. Bell stated her agreement with Mrs. Armstrong's comments about another career center with no stipulations for potential drop outs.

Mr. Hooks stated because Mr. Rachal is in the real estate business, he agrees with everything he said and believes the Board should listen to his input.

Mr. Ramsey asked how many acres are in this site, and Dr. Goree said there are about eight acres. Mr. Ramsey asked how many acres are needed in building a new school, and Dr. Goree responded anywhere from 10-20 acres. Mr. Ramsey asked if there would be a restriction on the type school that could be built, and Dr. Goree responded that he believes an elementary or a special interest program.

\$500 Supplement for Employees. Jim Lee explained that staff was asked to look into this; and based on increase in sales tax revenue, i.e. Bentler Steel and privatization of LSU, staff believes a supplement in the amount of \$500 can be given to the employees at this time. He reminded the Board that this is a supplement because once Bentler Steel is complete, this money will no longer be coming in. Dr. Goree announced that this supplement will come in January.

Mrs. Crawley asked staff what is the projected fund balance for the year? Mr. Lee said with what has been received in sales tax and what we expect to receive in additional property tax, staff believes the balance will still show an increase by approximately \$100,000. Mrs. Crawley asked if the fund balance was approximately \$2 million, and Mr. Lee said it is in the neighborhood of \$20 million. He further stated the budget was in the black; and if we finish the year the way it is anticipated, it will increase by approximately \$100,000. Mrs. Crawley asked if we have thought about another idea that she believes is more focused on the needs, i.e. incentives for perfect attendance, for employees that show up on Friday and Monday. She also added that it would be her idea to provide more reward to those who faithfully show up and do a good job. Dr. Goree stated his agreement and staff learned from the process that it does not want to make a gut policy based on what will affect or improve attendance, and is why staff has intentionally not come back without further research on what actually works. He said staff also wants to work with the employee organizations when developing a policy that is best for everyone involved. Mrs. Crawley also stated that she wants Caddo's principals' salaries to be competitive or above the lowest Central Office employees so the principals will not want to leave the schools and go to Central Office, but stay at the schools. Dr. Goree said he has discussed this with Mrs. Crawley in the past and the big difference is the number of contract days because employees in Central Office work a 260 days a year whereas the principal does not. Mrs. Crawley asked if all the extra activities required of principals were added in, would their year not be extended, as it is her belief that principals need to be 12-month employees because of the staffing of schools in the summer. Mr. Ramsey asked what agenda item are we on because the comments are not related to the current item.

Mr. Rachal asked for clarification on the total cost to the district if \$4.1 million. Mr. Lee said that \$4.1 million is the total cost and the cost to the General Fund is \$3.6 million. Mr. Rachal asked staff to clarify the supplement being paid to all non-sub employees. Mr. Lee said he believes his staff does have clarity; and while there is a difference between substitute employees and regular employees, if an employee only works 4 hours a day but they participate in the retirement system, they are considered a permanent employee.

Mrs. Bell asked if everyone will receive this \$500, and Mr. Lee verified everyone but substitute employees.

Mrs. Armstrong asked if it matters if an employee is frozen, and Mr. Lee said it does not, and everyone will receive the \$500 but substitute employees.

Position Reclassification by Rahmberg, Stover and Associates. Ms. Trammel asked if the Board has seen this before, and for staff to clarify that these positions received the 2% pay raise and the \$500 supplement? Dr. Goree said they did, and Ms. Trammel asked if we are going to move this person from one level to another and will they receive another adjustment in their pay. Dr. Goree said it will be an adjustment in their pay, but not an additional 2%. Mr. Lee explained that if the Board approves this, employees on their current salary grade will move to the next grade and be placed the closest to where they are currently being paid. Ms. Trammel said she asks this because there were employees in positions that did not receive anything, and we made no adjustments, but now we are moving people who did receive something from one position to another and they are receiving an increase. Dr. Goree explained that these changes are coming as a result of changes in job descriptions. Dr. Robinson explained that the recommendation regarding the security patrol officers came as a result of disposition to a grievance and because the patrol officers carry weapons, it was recommended that this position be moved from Grade E to Grade F. Regarding the clerk position, when this position was first evaluated, hand filing was being done in a very large file room, and now because the job description for this position has changed as well as the responsibilities, the cost out of this position is approximately \$530. Ms. Trammel stated if we are moving certain employees and there are other employees that we have

done nothing for, she does not understand the need for change. Dr. Robinson noted that the key is not people but positions.

Mr. Hooks urged the Board to consider returning to the old pay schedule, because Board members hands are tied and only the staff can make these decisions. He said this pay scale is nothing but a nightmare and urged the new Board to return to the old (Arthur Anderson) pay scale. Dr. Robinson reported that she had a conversation with Mr. Rahmberg and he is available to come to Shreveport and meet with the Board if the Board so desires.

Adjustment of Compensation. Miss Green asked if any other names will be added to the list for salary requests, because a pay increase was given to this position when she came on the Board. Dr. Goree responded that in looking at the complexity of the tasks employees are being asked to do, and additional responsibilities and divisions placed under their supervision, it is his recommendation that the new salary is more appropriately aligned. Miss Green asked if responsibilities have been added since Dr. Goree became superintendent, and Dr. Goree responded absolutely both have incurred additions since his arrival and the Board has approved organizational chart revisions that affect both positions. Miss Green said while she is not against anyone getting a pay increase, it's hard to explain to employees in her district, because they are not seeing the added responsibilities, but only the increase in money paid to that employee. Dr. Goree added that Mr. Lee stressed in his comments that staff is always looking for opportunities to reward every employee financially when it is financially able to do so and is why this recommendation comes to the Board versus rolling this \$4.1 million into the General Fund. Miss Green said she understands, but her constituents many times do not understand. She also asked about the Director of Exceptional Students, and Dr. Goree explained that position was formerly Director of Special Education; and when it changed, the responsibilities expanded to include far more programs than Special Education, i.e. Homebound, etc. Miss Green asked Dr. Goree if he plans to add any additional requests in the near future, and Dr. Goree said he does not and reminded her of Dr. Robinson's comments that staff was committed to not doing anything until something could be done for everyone. Miss Green asked Dr. Goree if he has looked at all directors' pay. Superintendent Goree said staff has looked at all directors and the complexity of assignment as well as additional responsibilities to those jobs and these presented for the Board's consideration will address the needs thus far.

Mrs. Crawley asked that Board members be provided a copy of the letter submitted to Rahmberg and Rahmberg's response on these two positions. Dr. Robinson stated that she will get that information to the Board.

Mr. Riall asked about the possibility of Mr. Rahmberg addressing the Board in the near future. Dr. Goree stated that in response to Mr. Hooks' valid points, and if a Board member is not clear or pleased with the quality of service we are receiving, it is appropriate to request a presentation; and staff can arrange a presentation in the future. Ms. Trammel asked that information on the fee/cost for Mr. Rahmberg to address the Board be provided. Mr. Hooks spoke in support of Mr. Lee's increase as well as our teachers and administrators, and the need to pay them what they are worth. Dr. Goree reminded the Board that when considering these increases, Mr. Rahmberg only looks at the position and the specific responsibilities of that position.

Workers Comp Administration Fee. Barry Rachal stated that the Audit Committee discussed this item and asked staff to share the savings the District has seen with FARA. Jim Lee stated there has been far more savings than what this has cost. Mr. Rachal stated that these are services the District pays for, and due to the efficiency of this company, he believes the savings is close to \$1 million. Mr. Lee verified that the savings in using FARA totaled \$750,000 last year.

Approval of Request Authorizing Staff to Piggyback on Bossier Parish School Board Bid ITB2010-11-50 for 2 Special Needs Buses and Piggyback on DeSoto Parish School Board

Bid for 6 Route Buses. Mr. Riall asked staff if we are currently in the process of purchasing five buses a year on lease-purchase. Mr. Lee reported it is eight buses a year. Mr. Riall asked if this is in addition to the eight buses purchased each year. Mr. Lee explained that it is not, but it was necessary to go back and get approval from the company helping us with lease as they are financing the lease and needed it spelled out in detail.

Resolution for Governor to Call a Special Session for Common Core and PARCC Testing.

Mr. Ramsey asked the superintendent if anyone has approached him regarding the components of the proposed resolution. Dr. Goree said no one has talked to him about supporting this resolution. Mr. Ramsey stated that staff provided some good information this evening and he believes the common ground is the focus on PARCC testing. He asked how feasible is it to terminate PARCC testing at this point. Dr. Goree responded that while he does not know the answer to that question, he believes we are down the road and unless something very unique happens, we will be faced with PARCC testing. Mr. Ramsey asked Dr. Goree if the Board President has spoken with him about this item, and Dr. Goree responded that he understands the Board President's recommendation would be to refer this to the Long-Range Planning Committee so as to take a more systematic approach on the District's position relative to Common Core and PARCC testing. At this point, Mr. Ramsey stated he believes all would agree there are some issues; however, in moving forward as a group, the Board needs to be in concert with every part of such a resolution. Dr. Goree stated there are some valid parts to the resolution; however, staff has not been consulted, nor is staff in a position to say staff supports the resolution in its entirety. Mr. Ramsey asked Mrs. Crawford if, in the spirit of collaboration and understanding that at least four new board members will come on the Board in January, this item needs to be placed in committee. Mrs. Crawford responded that Mr. Pierson can do whatever he wishes; however, as the presiding officer, she is leaving it on the agenda at this time. Mr. Ramsey just asked that collaboration and new board members be considered. Mrs. Crawley said she believes this would be a motion to bring forward at the next meeting. Mr. Ramsey also questioned the timing because Mr. Hooks has questioned Common Core on numerous occasions, so he believes bringing this resolution earlier in the year would have been more appropriate. Mrs. Crawford explained that she attended a Common Core meeting; and after visited with Jane Smith because it is the law, and Mrs. Smith explained since the Legislature nor the Boards voted on this, sending a resolution to the Governor, BESE and Department of Education asking them to relook at this is the only thing that can be done at this time. She said she talked with other Board members before adding it to the agenda and they agreed they would support it. While she did not believe it would pass, it is something she believes needs to be done at this time.

ADDITIONS

Mrs. Crawley requested that "Establish Committee of Personnel Council to the Board" be added to the agenda. She stated that all three organizations (A+PEL, CAE and Red River United) are asking for this. Mr. Ramsey asked the superintendent for his comments, and Dr. Goree stated that the way it is written is different from what was previously described and originally there was a concern if the committee would hear bullying situations, would it compromise those Board members if it ultimately came to the Board as a Level IV grievance. At this time, he said he does not have any comments for or against it since he has not had an opportunity to review it and think through any implications or benefits to the District. Mr. Ramsey added that he remembers when first elected to the Board that seated Board members deferred items to the incoming Board, thus he feels very strongly about his position on both items.

Mr. Rachal asked Mrs. Crawley if what was discussed with the Superintendent was what came out originally. Mrs. Crawley explained that she placed on the request form asking if the Superintendent would be implementing this, and Mrs. Crawley said if we are going to have committees, and develop relationships with employees, she believes this to be important. Mr. Rachal said he can see value in this idea, and asked if further discussion can be held with the

Superintendent on this idea. Mrs. Crawford said it is a starting point. Dr. Goree said this is presented differently and it appears to be an improvement; but it is important to look and make certain it is not a duplication of services currently being provided.

Mr. Hooks reminded Mr. Ramsey that the current Board's job is not complete until December 31st, and he is concerned that the current Board is being dismissed prior to terms on the Board expiring. Mrs. Crawford stated while she appreciates Mr. Hooks' comments; they are not appropriate at this time. Mr. Hooks stated that Mrs. Crawford did not elect him and she is disrespecting him by taking the floor from him. Mrs. Crawford responded that she is not disrespecting him; but, she is only following Board policy. Mr. Hooks said he has never shown disrespect to anyone, and Mrs. Crawford declared Mr. Hooks out of order.

Ms. Trammel asked if we do not have an open door policy with the organizations, and Dr. Goree responded we do. She asked if she understands that the council desires to discuss with the Board whatever the topic might be. Dr. Goree said he will look at and visit with the presidents of the associations to get clarity on what exactly the associations are asking, because, the District has always worked to build the relationship with these associations. Mr. Ramsey also asked about policy revisions that are coming to the Board and if there are any issues that could be involved with this committee, or is there a need for this committee based on policy revisions that will come forth. He further stated that the Superintendent has stated some of these things are already in place and are being done, and he is concerned this is redundant since there is a policy in place whereby the Board hears grievances.

Mr. Abrams noted there are several issues, i.e. you are creating another committee that may be subject to open meetings with proper notification and recording of such meetings, and Forethought has been hired to update the policies and all the organizations have been invited and participated in the committee process for addressing changes to policies, particularly personnel policies. Mrs. Crawford asked for clarification and if this is similar to an ad-hoc committee? Mr. Abrams stated the request is for a council, so he believes it could be devised another way, but when you begin setting up another committee with Board members, this means the Board members on that particular council will be making decisions which is another meeting that falls under the Open Meetings Law. Mr. Ramsey added that the President does have the authority to establish ad-hoc committees to review certain items, which is something that has been done in addition to the current committee structure to address matters referred by the President.

Mrs. Crawford announced that 8.04, 8.06-8.07, and 8.09-8.10 are the consent agenda items. *Ms. Trammel moved, seconded by Mrs. Crawford, to approve the proposed agenda and consent agenda for the December 16, 2014 CPSB meeting as presented. Vote on the motion carried unanimously.*

ANNOUNCEMENTS AND REQUESTS

Mrs. Crawford announced that Item 12.02 will be Announce Possible Bond Election Consideration in January. Mr. Lee explained that this announcement must be made at the December board meeting if the Board decides it will go out for a bond election in May.

Mr. Ramsey asked that the Superintendent and Staff review technologies available for the Board Room facilities since the current equipment appears to frequently have problems.

POLL AUDIENCE

Jon Glover, employee, addressed the Board on matters of concern, i.e. magnet schools, Common Core and Eureka Math; and she asked the Board if it finds it odd that so many people have taken an interest in Common Core. She further stated that questions tonight have been asked for years

and it is disheartening to her that we have waited until the 9th hour to address an issue which has had considerable impact on the school district. She recalled at the last meeting when the Board Member from District 5 made a statement relative to his Town Hall Meeting dealing with the Common Core. She said the Board cannot say they are here to establish what is best for the children when the Board does not know the material that is best for the children. Referencing Mr. Burton's comments that the best teachers have been selected for Eureka Math; she questions what happened other than the fact that there are far too many weary moments that our children may not be equipped to handle what they are being asked to address. Ms. Glover said she has done her homework and she can stand before the Board with this concern. If not equipped with what needs to be done, if we have vices, if there are agendas that do not mirror what is needed in Caddo Parish, then she urged the Board to revisit what it is doing. If the children today do not get what is the best we have to offer, then the Board must know we only have what is put before them. Ms. Glover noted that St. Tammany made a decision to fight Eureka Math and she encouraged the Board to think first of the children in moving forward and not any other agenda.

Jackie Lansdale, president of Red River United, reminded the Board of what has transpired with the creation of Board committees and the fact that the committee allowing employees to talk about personnel policies that the Board will create. She said they have waited on the creation of this committee for two years; and after consulting with the other organizations, she noted that she again did not see it on the agenda. While there is a committee where the organizations meet quarterly with the Superintendent, the Superintendent does not create or pass policy, it is the Board's responsibility. She asked the Board to create this committee and offer the employees of the district the opportunity to vet policy, to sit down and discuss what will work and not work, so they do not have to fight fire with fire. Mrs. Lansdale said she believes it is very reasonable to allow the professional organizations to come to the Board in a committee forum to discuss personal, relevant items. In being more than willing to sit down with the Superintendent or any Board member, she said she finds it offensive when she believes matters have been ironed out and then the Board comes together and does the opposite. She asked that the Board show them respect.

Adjournment. *Ms. Trammel moved, seconded by Mrs. Crawford, to adjourn. Vote on the motion to adjourn carried and the meeting adjourned at approximately 8:00 p.m.*

December 16, 2014

The **Caddo Parish School Board (CPSB)** met in regular session on Tuesday, December 16, 2014 at approximately 4:30 p.m. in its offices at 1961 Midway, Shreveport, Louisiana with President Carl Pierson presiding and the following board members present constituting a quorum: Steve Riall, Jasmine Green, Charlotte Crawley, Curtis Hooks, Mary Trammel, Nell Fisher, Bonita Crawford, Barry Rachal, Ginger Armstrong and Dottie Bell. Mr. Ramsey was absent due to illness. Also present were Dr. Lamar Goree, superintendent, and Reggie Abrams, legal counsel. Miss Green led the prayer and Pledge of Allegiance.

CONSIDERATION OF MINUTES OF THE NOVEMBER 18, 2014 AND DECEMBER 2, 2014 CPSB MEETINGS

Mrs. Bell moved, seconded by Ms. Trammel, to approve the minutes of the November 18, 2014 and December 2, 2014 CPSB meetings as submitted. Vote on the motion carried unanimously.

PRESENTATIONS AND RECOGNITIONS

Bill Strother, director of communications and marketing, on behalf of the board, recognized the following staff members and students for recent achievements. President Pierson and Superintendent Goree presented each with a certificate in recognition of their accomplishment. Administrators, family and friends present were also recognized.

A.C. Steere Choir. Members of the A.C. Steere Elementary School choir shared several Holiday-themed songs. Diane Woodward is the choir director.

Presentation to Homeless Department. Board member Dottie Bell and Mrs. Lavada Palms presented approximately \$2,000 in cash and credit cards to Pittre Walker with the Homeless Education Department. She shared the history of their sorority annually holding the “Party with a Purpose” event for eight years which began by providing toys for children. The program has changed to provide assistance to the homeless through the Homeless/Title I Program. Board members were encouraged to support this worthwhile program.

A.C. Steere Student Starts “BEAR SHARE” Project. Julianna Gouthiere, 2nd grader at A.C. Steere Elementary, was recognized for starting the Bear Share Program which provides new or gently used stuffed animals to children involved in a difficult life situation, i.e. child abuse, being in the hospital or involved in an automobile accident

2014 Louisiana State Fair Baton, Dance Line and Cheer Team Competition. The following were recognized for participation and awards received in the 2014 Louisiana State Fair Baton, Dance Line and Cheer Team Competition: Blanchard Elementary Cheerleaders for winning 1st Elementary Large Pom, Large Show, Large Cheer; and Elementary School Grand Prize Winner; Southern Hills Vickettes for winning 1st Elementary Medium Pom, Medium Hip Hop, and Medium High Kick; Southern Hills Liturgical Drill Team for winning 1st Elementary Medium Liturgical; and Southern Hills Viking Squad for winning 1st Elementary Small Pom, Medium Cheer, Hip Hop and Elementary School Secret Judges’ Choice. Middle School winners are Caddo Middle Magnet Starline for 1st Middle School Small High Kick; Walnut Hill Cheerleaders for 1st Middle School Cheer/Pom (tied with Youree Drive); Youree Drive Middle School Varsity, 1st Middle School Cheer/Pom; Youree Drive Spartan Line, 1st Middle School Medium Hip Hop, Small Pom, Novelty and Small Military; Donnie Bickham Patriot Belles for 1st Middle School Medium Cheer, Jazz, Pom, Military and Middle School Grand Prize winner; Donnie Bickham Patriot Cheerleaders for 1st Overall Middle School Cheer Division; and Herndon Highsteppers for winning 1st Middle School Large Novelty, Pop Mix, Small Hip Hop, Medium Hip Hop, Large Military and Middle School Secret Judges’ Choice. High School winners are

B.T. Washington Cheerleaders for winning 1st High School Medium Cheer, Hip Hop and Pom; B.T. Washington Pep Squad for winning 1st High School Large Pep Pom; Captain Shreve Gator High Line for winning 1st High School Small Pom, Jazz and High Kick; Green Oaks Dancers for winning 1st High School Small Lyrical; North Caddo Rebel Steppers for winning 1st High School Medium and Large Military; Southwood for winning 1st High School Large Auxiliary; Northwood High School Varsity for winning 1st in Cheer; and Northwood High Falcon Line for winning 1st in High School Large Pom, Northwood High Falcon Line for winning 1st High School Large Pom, Hip Hop, High Kick and High School Grand Prize Winner.

We Care Essay & Video Winners. The following students were recognized as winners in the We Care Essay & Video contest sponsored by Community Renewal International. Elementary winners are Lola Carlisle, 5th grader at Herndon Magnet, 3rd Place; Desiree Hudson, 5th grader at Claiborne Fundamental Elementary, 2nd Place; and Morgan Kemper, 5th grader at Claiborne Fundamental Elementary, 1st Place. Middle School winners are Dalton Hudson, 8th grader at Youree Drive Middle AP Magnet, 3rd Place; Clair Gaudin, 8th grader at Youree Drive, 2nd Place; and Mamie Smith, 8th grader at Oak Park MicroSociety, 1st Place. High School winners are Terena Cooper, 9th grader at North Caddo, Sally Norton, 12th grader at Byrd and Hannah Jones, 10th grader from Byrd, three way tie for 3rd Place; Nathan Amos, Savannah Donnelly, Madison Elmore, Juan Fabela, Ashley Gillespie, Kaderrin Hollins, Davis Hopper, Aaron Nelson, Cassandra Ott, Kaleel Redilford, Laura Rives, Deborah Stackhaus and Xavionna Stover from Caddo Career & Technical Center, 2nd Place; and, Misty Wolf & Ashley Wolfe, 12th graders at North Caddo High, 1st Place. Mr. Strother also recognized Tom Watts and Bob Griffin from Community Renewal, Cindy McGowan from OIB and Amanda McGarrity, Judge.

KTBS One Class at a Time Winner. Shirley Brock from Westwood Elementary School was recognized as the winner of a \$1,000 “One Class at a Time” grant which she announced she will use to buy computer software (Mr. Know it All: Literacy on the Go!) to promote awareness and love of literacy.

2014 Christmas Cards to the Community at American Rose Center. The following Caddo Public Schools winners in the 2014 Christmas Cards to the Community at the American Rose Center were recognized: Elementary Schools – Claiborne Elementary, Third Place; South Highlands Elementary, Second Place; and Fairfield Elementary, First Place; and Middle Schools Caddo Middle Magnet, Third Place; and Youree Drive Middle, Second Place.

2014 Greening of the Trees, Louisiana State Exhibit Museum. The following Caddo Parish Public Schools were recognized as winners in the 2014 Greening of the Trees at Louisiana State Exhibit Museum: South Highlands, 4th Place; E. B. Williams Stoner Hill, 3rd Place; North Highlands, 2nd Place; and Arthur Circle, 1st Place. This year’s theme was “The Battle of New Orleans”.

Special Presentation from Community Renewal International. Michael Leonard made a special presentation to Superintendent Goree from the Community Renewal International in appreciation for the partnership with the School System over the years and for the help provided in celebrating their 20th Anniversary with President Jimmy Carter as the keynote speaker.

Newly Appointed Administrators. Charles Lowder, director of certified personnel, introduced and welcomed the following newly appointed administrators: Teniesha Mahoney, administrative assistant at Booker T. Washington; and Candice Webert, assistant principal at Youree Drive Middle School.

Board Member Recognitions. Second Vice President Mary Trammel expressed appreciation to the following members of the Board for their years of service to the children and employees in Caddo Parish and presented each with a plaque: Carl Pierson (District 3), Charlotte Crawley

(District 4), Curtis Hooks (District 5), Nell Fisher (District 7), Bonita Crawford (District 8), and Ginger Armstrong (District 11). Mr. Pierson was also recognized and presented a clock in recognition of his service as the Board's 2014 President.

VISITORS

Jon Glover asked the Board if it finds it odd the number of people who have taken a ninth hour interest in Common Core. Upon reading articles relative to Common Core (both pros and cons), she asked how is Caddo Parish affected; what will happen when Caddo students are tested, specifically those in the eight districts whose SPS scores are lagging. She noted a Town Hall meeting she attended where Common Core was the center of conversation and concern; and she believes if our SPS scores are any indicator of how successful the children in Caddo Parish will be, there is a problem. She noted that for as long as she can remember she has directed the Board's attention to the educational disparities in the school system, and no child can be prepared to meet the requirements of Common Core if they are not adequately prepared. She said she is most amazed that it takes the right person to bring forth concerns about the issues before action is taken, so she guesses she was not that person. Now everyone is coming on board and the Board wants to do a resolution, talk to BESE, and all these options were available when and if we vetted the Common Core and what it brings to the children. After hearing from educators in St. Tammany Parish that the practices of Common Core are too involved, too engaged; and it is not because the children can't attain it; but, if the children are not prepared to attain it, there is a problem. Ms. Glover referenced comments from the chief academic officer that the finest teachers were selected to vet the Eureka Math; and they were told by these teachers that the children can meet these expectations. She questions what was being looked at and what children are being talked about, i.e. the whole of children in Caddo Parish or a particular sect of children who can maintain and achieve what Common Core is to bring about. She further stated we do want higher standards for the children, but adequate preparation is needed to accomplish higher standards. If we sit back and watch the devastation that continues in Caddo Parish without saying anything and give consent, then we are as guilty as anyone that puts forth support of this effort. She closed by saying that when she stands before the Board pleading for the children, it is for the children and not a particular child, and there must be a problem because some are not hearing "the children" but "a child in a particular area" and we are to be about helping our children attain what it is that will make them successful in this society.

Frederic Washington referenced the resolution on PARCC testing and he believes the background of this resolution deals with the assessment not being in the spring. If this is the case, he said we have missed the entire point; because the State giving something to the local School District to implement and it is not complete is not an isolated incident. Mr. Washington said the teacher evaluation tool is not being used the way it was written, so he does not see the point with the proposed resolution if there is not going to be consistency across the board, from assessment to teacher evaluations and the like. Also, he pointed out that many things on the state level play a big role in the red tape in the classrooms, but also a lot of things preventing the teachers from being creative in our students learning process are things within the purview of the District. Mr. Washington stated that everyone has become consumed with what sounds and looks good on paper, but it is not in the best interest of teachers and it is not within the best interest of students. If the District really wants desirable results and really wants learning to take place, the Board needs to give teachers the autonomy/flexibility to do their job. In holding educators to high standards and saying it is all about the children, he truly believes that is not the case; and it is time for teachers to return to teaching and students to learning.

Erin Berry read a letter from the Highland Restoration Association regarding Hamilton Terrace and the possibility of HRA purchasing this property from the CPSB. She noted that HRA is asking that a decision on what to do with Hamilton Terrace be delayed so input can be provided in this decision, as well as decisions that might affect schools in the Highland neighborhood and

also affect the fate of historic buildings. She stated that any decision the School Board makes can negatively or positively affect neighborhoods, and these decisions should include input from the neighborhood stakeholders. She stressed the desire of HRA to be involved in any decision made relative to the Hamilton Terrace property, as well as Creswell and Barret. HRA requested that they be included in a meaningful way in decisions involving schools and students in the Highland Neighborhood, in particularly Hamilton Terrace, Creswell and Barret. As a resident of the Highland neighborhood, Ms. Berry added that she worked at Creswell this past year and she supports the small neighborhood schools and hopes it can be maintained. Mrs. Crawley requested that the superintendent meet with the HRA group concerning the schools in the Highland area.

Jackie Lansdale, president of Red River United, expressed gratitude on behalf of employees for the \$500 supplement in January, as well as for those employees receiving additional funds as recommended by Rahmberg, evidence that the process for re-evaluation of salaries does work. She also expressed excitement for Dr. Goree and his commitment to the professional organizations and his agreement to meet with them once a month, which she believes will bring a positive outcome. Also, Mrs. Lansdale stated as public servants standing up for students and employees, it is time to stand up and speak out regarding the PARCC and its faulty implementation and the fact that Caddo Schools deserves more respect than a shoddy, piecemeal effort. She also expressed thanks and appreciation to those Board members that will not be returning in 2015.

ESTABLISH THE AGENDA AND PROPOSED CONSENT AGENDA FOR THE DECEMBER 16, 2014 CPSB MEETING

Superintendent Goree highlighted items for the Board's consideration and the following discussion ensued. Dr. Goree announced that Item 8.14 "To Consider and Take Action with Respect to Adopting a Resolution Providing for the Issuance and Sale of General Obligation School Refunding Bonds..." is being pulled. Staff also requested that 8.12 Establish Committee for Personnel Council to the Board be pulled because a compromise resolution was reached and this is different than the board-established committees. Dr. Goree explained that a monthly meeting will be held with the association presidents and a representative from the Board, if the Board so selects one, will serve on that committee. Mr. Rachal called for a point of order and it appears that the item should be removed by the maker of the item or it goes to discussion at the time on the agenda it is heard. At that point, he added it is possible there could be a substitute which can be discussed at that time.

Mr. Pierson stated that Items 6.02, 6.04-6.05, 7.01, 8.05-8.07, 8.09-8.10 and 13.01 are the consent agenda. *Mr. Rachal moved, seconded by Mr. Hooks, to approve the agenda and proposed consent agenda for the December 16, 2014 CPSB meeting as presented.*

Positions Re-Classification by Rahmberg, Stover & Associates. Ms. Glover commended the efforts to insure that not only the security patrol personnel recommendation was approved but that the newly devised data imaging position also was approved. She shared her reservation that both these positions were put together for consideration and reminded the Board that it was noted at the executive committee work session that this came as a result of a grievance. Relative to the Data Imaging Position, she asked that someone help her understand why this recommendation is being considered since comparisons of both analyses from Rahmberg, Stover (one dated December 9, 2013 and another document dated March 13, 2014) yielded a difference in ranking by some 470 points, and she asked why? Consideration of this recommendation was first considered and denied on December 18, 2013, but now it is coming forth again with nothing new, and she wonders why. Ms. Glover stated she has never been a proponent for Rahmberg, Stover & Associates; and even though the Board accepted what they proposed and adopted the compensation plan, she believes a level of integrity is attached to the handling of this

recommendation and asked if it is true management can do whatever it wants unless someone says no, i.e. the Board. She stated every employee received a 2% increase in July of this year, except those redlined or frozen; so asking for reconsideration of this recommendation at this juncture should be denied; She said there is much to think about in consideration of this request because there is much potential for Pandora's Box being opened. If we can pick and choose what positions will be determined of an upgrade/more monies, there is a problem.

Adjustment Compensation. Ms. Glover stated that she has her mind made up, so do not confuse her with the facts. She asked the board if its mind is made up relative to this item? She shared her astonishment when reading this item particularly because there was no supporting documentation that would justify an adjustment with these two positions. She also stated that every employee received a 2% increase, and considerable monies are being recommended for approval, so she wonders what has warranted such an increase. She noted the chief financial officer's salary is \$103,995 and an extra \$11,627 gives him salary of \$114,622.08.

The director of exceptional children has a salary of \$87,282 and the additional \$6,283 brings it to a total of \$93,565; and while additional duties may have been assigned, she asked who will be performing those duties. Ms. Glover stated that every employee in the School District can attest to the fact that they perform extra duties outside the scope of their job description; and being denied the opportunity to apply for other roles in the secretarial arena all because you address the Board has been her experience so she will never have the opportunity to know such. Also, good sound practices should be expended when dealing with such recommendations.

Mrs. Armstrong moved, seconded by Mr. Hooks, to approve the adjustments of compensation for the chief financial officer and director of services to exceptional children as recommended by staff and Rahmberg, Stover and Associates. Miss Green asked the superintendent if everyone else's salary has been looked at by Rahmberg, and Dr. Goree said a complete audit of all staff has not been completed. This situation came as a result of looking at the reorganization of the district and structural changes were made to the organizational chart, as well as assignment of additional duties to both positions. Miss Green stated that she only does not want this to become an issue, and Dr. Goree stated that there is a system in place in the District where any employee can request to have their compensation evaluated and employees are invited to do that so that everyone is compensated fairly. Miss Green only asked that we are fair in decisions and employee salaries that are brought before the Board, and Dr. Goree agreed.

Mr. Abrams reminded the Board that it approved revising the salary structure several years ago when staff utilized a PEC (Personnel Evaluation Committee) and stressed the number of grievances filed on how employee salaries were adjusted. However, it was the Board's policy that an inside committee would no longer be used, but whenever issues came up regarding salary structure, an outside consultant would be used. Now when someone claims their salary is not in the appropriate spot, it will go to the outside consultant who will make a recommendation to the Board; and if the Board disagrees, the board does not have to do anything. He further stated that at this time, Rahmberg is only doing what the Board requests him to do, and that is to review and consider any employee's complaint that their salary is not appropriate.

Mr. Hooks concurred with the salaries proposed and asked why their secretaries were not included since when an administrator's responsibilities increase, so does the secretaries' responsibilities. Dr. Goree stated that the scope of the work for the secretary and if it has changed has not been determined; however, there is a process where the secretary can request that their job description and responsibilities be assessed and salaries reviewed. There is an approved pay structure for the secretaries and he added that staff works very hard to keep the scope of their work consistent with what it was even when adding additional responsibilities. Mr. Hooks added that even though tonight is his last Board meeting, he will make certain the new representative for District 5 brings this up. Mr. Hooks again concurred with granting these

positions an increase; but he believes to not compensate the secretary is a slap in the face. Dr. Goree said it has been discussed how it is wished employees could be compensated more; and he congratulated the staff and the Board for showing this commitment and effort in the one-time supplement in January.

Mrs. Crawley asked at the last meeting for Rahmberg information on this and Dr. Robinson stated that the requested information was included in the staff responses sent to the Board by Debbie Lohnes.

Ms. Trammel asked for clarification on what item the Board is discussing and was 8.07 not placed on consent. Miss Green stated that it was placed on consent. She also said she believes the supplement is needed; however, at one time there was a statement on every job description under responsibilities listing “and other related duties.” Ms. Trammel stated that she is aware of the point, but she also knows that Board members will continue to do whatever the job description states the work load will be.

Mrs. Armstrong asked the Board to remember that when Rahmberg makes a recommendation, he is doing so based on a comparative study with what the local market will allow.

Mr. Riall moved, seconded by Mrs. Armstrong, to call for the question. Vote on the motion to end debate carried with Board members Green, Crawley and Hooks opposed and Board member Crawford absent for the vote.

Vote on the main motion carried unanimously.

Mrs. Crawley asked that when she requests additional information on an agenda item that it be placed on BoardDocs.

CONFIRM THE CONSENT AGENDA

Ms. Trammel moved, seconded by Mr. Hooks, to confirm the consent agenda. Vote on the motion carried unanimously, and the following is a summary of the Board’s action on consent agenda items.

Item No. 6

6.02 Personnel Transactions Reports. The board approved the personnel transactions reports for the period of November 1 – 30, 2014 as recommended by the superintendent and submitted in the mailout.

6.04. Request for Leave Without Pay. The board approved a request for leave without pay as recommended by the superintendent and submitted in the mailout.

6.05 Renewal of Administrative Contract. The board approved the renewal of an administrative contract as recommended by the superintendent and submitted in the mailout.

Item No. 7

7.01 Capital Projects. The board approved staff’s recommendation to re-advertise and re-bid Project 2015-049, “Southwood Girls’ Softball Dressing Room”, as all bids were non-responsive.

Item No. 8

8.04 Rename the Auditorium at Oak Park MicroSociety School for Albert M. Moody, 1st Principal at Bethune Jr./Sr. High School. The board approved renaming the auditorium at Oak Park MicroSociety School the Albert M. Moody Memorial Auditorium for Albert M. Moody, 1st principal at Bethune Jr./Sr. High School.

8.05 Future of Hamilton Terrace Property. The board moved to reject the offer on Hamilton Terrace and for staff to begin the process of evaluating future uses of the property.

8.06 \$500 One-Time Pay Supplement for Employees. The board approved the \$500 one-time pay supplement for all employees, excluding substitutes, as recommended by staff and submitted in the mailout.

8.07 Positions Re-Classification by Rahmberg, Stover & Associates. The board approved re-classification of the Security Patrol position and the Clerk-File Document Imaging (Document Data Imaging Clerk) position as recommended by Rahmberg, Stover & Associates and submitted in the mailout by the Superintendent.

8.09 Workers' Comp Administration Fee. The board approved contracting with FARA to administer Risk Management claims as recommended by staff and submitted in the mailout.

8.10 Approval of Request Authorizing Staff to Piggyback on Bossier Parish School Board Bid ITB2010-11-50 for 2 Special Needs Buses and Piggyback on DeSoto Parish School Board Bid for 6 Route Buses. The board authorized staff to piggyback on Bossier Parish School Board's Bid ITB2010-11-50 for 2 special needs buses and to piggyback on DeSoto Parish School Board's bid for 6 route buses as submitted in the mailout.

Item No. 13

13.01 Student Readmission Appeal Hearings. The board approved staff's recommendation for readmissions for students DB, KG, FJ, WJ, TK, and DT. The parents are in agreement.

LEVEL IV GRIEVANCE HEARING IN ACCORDANCE WITH CPSB POLICY GBM

Mrs. Lansdale asked the Board to hear this grievance which has been properly processed and every effort made to resolve it. As part of the Board's obligation per State Law and Parish policy, she encouraged the Board to consider hearing it.

Mr. Rachal moved to uphold staff's recommendation at Level III. Motion failed for lack of a second.

Miss Green moved, seconded by Mr. Hooks, that the Board hear this Level IV grievance in accordance with CPSB Policy GBM. Miss Green stated she has always been for listening to employees; and we should go into the new year listening and being open to what the employees want to say. Mr. Hooks concurred with Miss Green's comments and that listening is one of the main functions of the Board. Vote on the motion carried with Board member Rachal opposed.

ESTABLISH COMMITTEE FOR PERSONNEL COUNCIL TO THE BOARD

Mrs. Lansdale reported that a meeting was held with the Superintendent; and if it is the will of the Board that this go forward, an agreement has been reached which they will try for six months and then revisit it. She added it is also within the Board's purview that a Board member would sit on this council.

RESOLUTION FOR GOVERNOR TO CALL A SPECIAL SESSION FOR COMMON CORE AND PARCC TESTING

Mrs. Crawford moved, seconded by Mrs. Armstrong, to approve and send to the Governor the following resolution requesting that PARCC testing be revisited.

RESOLUTION FOR MORATORIUM ON PARCC TESTING

Whereas, the Caddo Parish School Board Members and our stakeholders believe that commitment to providing a challenging and relevant curriculum will lead to constant improvement and high performance of Louisiana school systems; and

Whereas, effective instruction must meet the needs of all students allowing every child to learn at expected high levels; and

Whereas, the Caddo Parish School Board members are duly elected by the citizens of the parish of Caddo; and

Whereas, with the newness of the shift to Common Core State Standards and the extreme achievement gaps that have occurred due to the immediate rather than incremental implementation, causes students to be ill-prepared for the new testing format; and

Whereas, there is a lack of resources or a lack of time to properly train teachers in the use of the available resources that truly allow teachers to plan lessons and assessments which are PARCC-ready; and

Whereas, there has been a delayed release of ever-evolving resources to be used in instruction and assessment; and

Whereas, in previous years, educators knew about all aspects of the spring tests before school even started and PARCC's rushed release has put teachers and students at a serious disadvantage; and

Whereas, the amount of time it will take to get the PARCC test results back (Sept./Oct.) will cause the results to be somewhat irrelevant; and

Whereas, the testing format (daily for all grades) as opposed to "Phases" with iLEAP/LEAP will cause schools/districts to purchase more calculators to handle the load of everyone testing at the same time; and

Whereas, the paper and pencil option may not be available for as long as needed; and

Whereas, the members of the Caddo Parish School Board do hereby request an immediate moratorium on participating in the PARCC testing by all Louisiana students and at this time suggest using the current Louisiana assessments until a new assessment instrument is developed.

Be it resolved that this resolution be spread upon the official minutes of the Board, with copies being sent to Governor Bobby Jindal, State Superintendent of Education John White, members of the Louisiana Board of Elementary and Secondary Education, all members of the Louisiana Legislature, the President and Superintendent of every Louisiana School Board, the executive director of the Louisiana School Boards Association, and all public education stakeholders organizations/associations.

Mrs. Crawford stated that School Boards across the state are pulling this resolution; and after talking with Jane Smith since the Legislature nor local school boards voted on this, she wished to bring this forth for Caddo's consideration as a way of helping Caddo teachers and students by asking the Governor to relook at this. She shared how other states implemented PARCC over a couple of years versus Louisiana implementing everything at the same time.

Mrs. Armstrong concurred with Mrs. Crawford's comments and noted some of the concerns parents have shared with her. While everyone is accepting of higher standards, and Common Core is a set of standards, the problem is PARCC testing and all students being placed in it at one time leaving some major gaps in the implementation process. She also said that the Board needs

to be realistic that it can do very little without something like this resolution being submitted to the Governor and Legislature regarding our concerns. She stated her support of this resolution and encouraged the Board to carefully consider their support also.

Mr. Hooks said this is all great and he agrees; however, he believes we should have attacked this last year by contacting our Legislators when he brought this up.

Mr. Rachal asked the superintendent about the proposed resolution; and Dr. Goree stated he does understand Mr. Hooks' concern that we are far down the road and staff has been aggressively preparing students to do their very best on this test. In a perfect world, he believes this would have been referred to committee with ample time to research it. He also added that staff agrees with everything state in the resolution; however, it is true that students will be tested in a very few days and he does not know how productive the resolution will be. Mr. Rachal asked about what the law says at this time if a school's score goes down and is there not already a moratorium in setting the base score? Dr. Goree explained that the moratorium in place will look at percentages and numbers of schools currently in certain grades; and it does not mean that a school cannot change, but that across the state there will be an equitable number of schools to stay within certain grade ranges. He also added that there is a phase-in from the scoring perspective where the state is indicating appropriate models are being used to insure that the scores are similar to what the students would have made if still on the Louisiana assessment; but, at this time, staff has not received any validation. Mr. Rachal stated that when the Common Core Standards were put together and submitted, the intent was good; however, the process was hijacked and the implementation horrible; and our job is not always higher standards, but higher results for our students. He added his understanding that this resolution does not have any impact other than being a statement from the Board that we have issues with the implementation of the PARCC test and he believes the PARCC test will happen for this school year.

Mrs. Bell stated her support of the resolution; and after talking with a representative, she learned that we are not under a contract but still under LEAP/iLEAP and encouraged everyone to look into the facts. She said she believes it is money that is the problem and she does not believe we have PARCC. Dr. Goree explained there are concerns about the legitimacy of the contracts as relates to PARCC testing and our current contracts with LEAP/iLEAP. However, at this time it is a legal matter and until it goes through the court system, which is not something that will happen quickly, the answer will not be known. At this time staff is not comfortable attacking that issue since we do not know. Mrs. Bell said she supports the resolution and letting them know we do not want this to happen; and believes the Legislature can stop this before March.

Dr. Goree also explained that the State has given the District the authority, since test scores will not be known until November, to come up with a measure to determine retention at the critical grades and still meet our No Child Left Behind qualifications.

Mr. Riall moved, seconded by Mrs. Armstrong, to call for the question. Vote on the motion to end debate carried with Board members Green and Crawley opposed.

Vote on the main motion carried unanimously.

SUNSET ACRES NEW RESTROOM FACILITY

Mrs. Armstrong moved, seconded by Ms. Trammel, to approve the staff's recommendation for a new restroom facility at Sunset Acres.

Mr. Rachal stated that because there is not any documentation other than an estimate, he believes this item should be postponed. Dr. Goree said this was created by the reconfiguration of schools; and because Sunset Acres was a preK-5 school, but it now serves preK-6th graders. Steve White,

director of capital projects, explained that the restrooms in the classrooms for preK and Kindergarten years are very small; and if standard fixtures are added, one will not be able to open the restroom door. He said the funding source will be savings from last year's capital projects budget and contingency from the 2014-15 budget. He also stated that the estimate presented is his best estimate based on eight fixtures in each restroom. Mr. Rachal asked if staff determined this was number one on the list after reviewing all other capital projects? Mr. White explained that the Academic Affairs staff brought this to Capital Projects because of health and discipline issues as a result of moving students to other parts of the school for use of restrooms; and this is the earliest staff could address it.

Mrs. Crawford asked about the status of her request approximately one year ago relative to the women's restroom in the auditorium at Booker T. Washington and if this was addressed. Tommy Smith said he believes it was addressed immediately; but he will follow up on it.

Mr. Hooks moved, seconded by Mrs. Armstrong, to call for the question. Vote on the motion to end debate carried with Board member Crawley opposed and Board member Green not present for the vote.

Vote on the main motion carried unanimously.

ANNOUNCEMENTS AND REQUESTS

Mrs. Crawley asked if we are evaluating teachers that scored highly effective last year when they were told they would not be re-evaluated this year, but now we are telling them they will be evaluated. She would like to know why we are doing so.

Mrs. Crawley said she believes it would be wise to ask the state to allow Caddo to simply opt out of the PARCC testing for this year following sending the board-approved resolution. She stated she recommends this because it is not even the PARCC test, it has not been properly vetted, and it consumes valuable teaching time with no benefits to the students. Mr. Hooks said he too would like to receive this information.

Mr. Hooks asked for the number of bus drivers who have not been paid for field trips and after-school programs, when will these unpaid drivers be paid and who is responsible for keeping the time since we no longer use PR2s.

Ms. Trammel asked if staff is telling those in the Transformation Zone they cannot transfer out of the zone?

Ms. Trammel also asked when a child with a first infraction and no other problems is sent to Ombudsman for the entire year, how are we working with these students to help them in such infractions without such heavy penalties. She also asked staff to follow up with the Captain Shreve parent that is still not allowed on the campus.

Mr. Riall wished everyone a Merry Christmas and a Happy New Year! He also expressed appreciation to Mr. Pierson for his service as the Board's 2014 President, as well as the pleasure he has had in serving with the non-returning Board members.

Miss Green wished everyone a Merry Christmas and a Happy New Year and expressed appreciation to outgoing Board members for their service to the District and the children of Caddo Parish.

Mrs. Crawford stated that since there are new Board members in the audience, she would like to point out that according to Robert's Rules there is no Point of Information or Point of

Understanding, and encouraged the next President to attend one of the work sessions at the National Conference that addresses Robert's Rules.

Mr. Pierson stated that most organizations have their own rules and when they don't they refer to Robert's Rules.

Mrs. Armstrong thanked the Board for the honor of serving with them, as well as the staff for what they have meant to her personally in the work done on a daily basis. Caddo is a terrific school system, and there are many, many good things happening in Caddo whereby the students are profiting despite those issues brought forth by those in control. She encouraged School Board members to continue to do the best it can and support the Superintendent and staff.

Ms. Fisher noted that her short time on the Board has been wonderful and that when all work in one accord, things do work. She congratulated Raymond Green and welcomed him to the District 7 seat.

CONSIDER ADOPTING A RESOLUTION RELATED TO THE ISSUANCE OF GENERAL OBLIGATION BONDS AT THE JANUARY 20, 2015 SCHOOL BOARD MEETING

President Pierson announced that notice is hereby given that the Caddo Parish School Board of the Parish of Caddo, State of Louisiana, plans to consider a resolution ordering and calling an election to be held within the Parish of Caddo to authorize the issuance of General Obligation Bonds at the school board meeting on Tuesday, January 20, 2015 at 4:30 p.m. at the parish school board office, 1961 Midway Street, Shreveport, Louisiana.

Adjournment. *Mr. Hooks moved, seconded by Mrs. Crawley, to adjourn. Vote on the motion to adjourn carried and the meeting adjourned at approximately 7:20 p.m.*

T. Lamar Goree, Ph.D., Secretary

Carl A. Pierson, Sr., President

January 6, 2015

The **Caddo Parish School Board (CPSB)** met in special session on Tuesday, January 6, 2015 at 4:30 p.m. in its offices at 1961 Midway, Shreveport, Louisiana immediately following the Oath of Office for all Caddo Parish School Board members by The Honorable United States District Judge Donald Walter, Western District of Louisiana with Board Member Mary Trammel presiding and the following Board members present constituting a quorum: Steve Riall, Jasmine Green, Margaret Brown, Susannah Poljak, Bonita Douzart, Raymond Green, Denee' Locke, Barry Rachal, Larry Ramsey, Kacee Kirschvink and Dottie Bell. Also present were Superintendent Lamar Goree and Legal Counsel Reginald Abrams. Mr. Riall led the prayer and Pledge of Allegiance.

ELECTION OF 2015 OFFICERS

Mr. Ramsey moved, seconded by Mr. Rachal, to select officers by slate. Vote on the motion to elect officers by slate carried unanimously.

Mr. Ramsey nominated, seconded by Mr. Rachal, that Steve Riall be elected President, Mary Trammel, First Vice President, and Dottie Bell, Second Vice President. Vote on the motion carried unanimously.

AUTHORITY TO USE A FACSIMILE SIGNATURE BY THE PRESIDENT

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

At this time, Ms. Trammel called for a 5 minute recess, and the meeting recessed at approximately 4:43 p.m. The board reconvened in open session at approximately 5:03 p.m. with President Steve Riall presiding.

APPROVAL OF SETTLEMENT

Mr. Ramsey moved, seconded by Ms. Trammel, to approve the settlement of bodily injury claim #4805156 as recommended by staff and submitted in the mailout. Vote on the motion carried unanimously.

Adjournment. *Mr. Ramsey moved, seconded by Mrs. Bell, to adjourn. Vote on the motion to adjourn carried unanimously and the meeting adjourned at approximately 5:04 p.m.*

T. Lamar Goree, Ph.D., Secretary

Steve Riall, President

January 6, 2015

The **Caddo Parish School Board (CPSB) Executive Committee** met in regular session on Tuesday, January 6, 2015 at approximately 5:05 p.m. in its offices at 1961 Midway, Shreveport, Louisiana with President Steve Riall presiding and Mary Trammel and Dottie Bell present constituting a quorum. Also present were Jasmine Green, Margaret Brown, Susannah Poljak, Bonita Douzart, Raymond Green, Denee' Locke, Barry Rachal, Larry Ramsey, Kacee Kirschvink and Dottie Bell. Also present were Dr. Lamar Goree, superintendent, and Reggie Abrams, legal counsel. The prayer and Pledge of Allegiance were omitted.

PRESENTATIONS

Mr. William Strother, director of marketing and communications, introduced staff members who shared the following presentations.

Transformation Zone Update. Billy Snow, transformation and innovation officer, shared information on the Zone schools and efforts to re-imagine and transform the schools that have historically failed. He highlighted the partnership with the University of Virginia via the partnership with the RSD which entails summer training, site visits, on-site professional development to maximize support for the Zone, PARCC-ready instruction, fall training, follow up reports and repeat the cycle beginning in the summer of next year.

Mr. Snow highlighted the following four "big rocks" that need moving in order to turn the schools around: (1) climate and culture, (2) teaching effectiveness, (3) RTI (Response to Intervention), and (4) Data Base Collaboration. Specific goals implemented in each of the Zone schools were highlighted, including addressing environment and discipline, attendance at Ron Clark Academy, beautifying campuses, setting expectations, rewarding the good, involvement in community service, lesson planning, delivery, focus quizzes every two weeks based on the curriculum, teacher instructional leadership training, monthly zone professional learning community meetings with campus leadership teams, response to intervention time during the school day other than Core instruction times, weekly professional development time on each campus where teachers work together to learn something new and apply in their classrooms, and tracking data on the wall in their data room.

Billy Snow shared how staff knows this is working by noting the reduction in the number of arrests at Fair Park and Woodlawn from 85 last year to only 5 this year. Also last year the District was using an additional 100 seats at Ombudsman for expulsion and the decrease is attributed to the Zone schools not expelling children because discipline and classroom management are better. Additional data noted included 70 Fair Park students enrolled in Enriched Algebra classes versus only 6 students scoring good on the EOC in Algebra last year, attendance is up at every school in the Zone and at the elementary level attendance is 96 and 97%, discipline and out of school referrals are down at every campus. Additional highlights include no discipline referrals at Midway this year, Atkins Elementary discipline referrals are down 50%, Mooretown has had only 2 suspensions, Westwood over the past two years has decreased their discipline referrals by over 70% and out of school suspensions only 1.7% versus 15.3%, CMCT discipline referrals are down 40% and Lakeshore discipline referral rate is only 6.6%, well under half the state-expected rate of 15%. Mr. Snow also reported that the number of out of school days for discipline reasons at Woodlawn is down 147% and there are four ACT Prep courses with an enrollment of 89 students and 148 students at Woodlawn are enrolled in Credit Recovery at this time. Every school is doing bi-weekly focus quizzes and tracking data to improve instruction which includes Reading and Math fluency as well as performance on focus quizzes for all curriculum areas. He also shared the importance of community support and the positive response to a recent community bus tour of three of the Zone schools, and recent

projects that students were involved in as part of community service to provide Christmas to a family who lost all their Christmas and belongings in a fire. Partnerships in the community have provided free haircuts by barbers, a playground a Queensborough, and classes held at the Norton Art Museum where students learned their subjects through Art.

Mr. Snow also reported that the work being done in the Zone schools is also getting to other campuses by teacher instruction leadership training being provided to all D and F schools this summer, Ron Clark Academy opportunities expanded in the District, RTI is district-wide effort, UVA processes have been expanded to other schools, and PARCC professional development expanded to other schools outside the Zone as they are working for the good of all students.

Challenges include the uncertainty with state testing; and while progress is being seen, he reminded everyone that 60-80% of the students came in below grade level by two or more years; and their work began by turning these schools into schools again with well-behaved children and teachers and staff members who work tirelessly. Mr. Snow explained that another challenge is the number of over-age children and 9T students in the middle and high schools; so, in the elementary schools they are using intervention time to catch students up knowing if a child is retained once, they are 50% more likely to drop out of school. Staff is working with Ombudsman to provide extra spots to catch these students up through credit recovery so they are not on the campus with 8 and 9 year old students. Mr. Snow also reported that the number of special education students in The Zone is high, and it is not high because of the children, but because of misidentification and not being provided the right information for a long time. Also attracting and retaining certified teachers, especially in critical areas, is a concern and staff has begun processes to develop Caddo's own training certification programs to grow our own.

Mr. Snow stated that The Zone is truly saving lives, one school at a time, and it is an honor for him to be a part of the Transformation Zone. He recognized those in the audience that are on the Transformation Zone Team.

Update on Act 833. Dr. Shelia Lockett, director of department of exceptional children, shared with the Board an update on Act 833 that went into effect August 1, 2014 and it provides opportunities for alternative pathways for certain students with disabilities to be promoted and to graduate with a standard high school diploma, and it increases the role of the IEP teams in making those decisions. Dr. Lockett stated that a vast amount of students are impacted by Act 833 with over 100 seniors that should be able to graduate by the end of this school year some with as many as 34 and 36 credits, but they were unable to pass EOC tests. She said her staff is committed to providing on-going guidance on how to successfully implement the new responsibilities outlined in this law by having a presence in Baton Rouge and holding monthly meetings on what we can do to help our students be successful. At this time, Dr. Lockett explained there is a 70% drop-out rate across the state for students with disabilities mainly because the students were unable to pass the end-of-course testing; and with this Act, more students will be qualifying for full implementation for February 18, 2015. Dr. Lockett also highlighted what this means for promotion and graduation and how it will provide alternative pathways for students with disabilities to be promoted and to graduate with the standard diploma as well as define the role of the IEP teams. With IEP teams typically comprised of the parent, student, a regular and a special education teacher, and an ODR (instructional specialist or a school administrator/principal on that campus), they process the support in meeting the provisions to BESE regulations and IEP team processes, extensive support for IEP teams and local education agencies and communication with parents.

Dr. Lockett explained that Act 833 also states that the District must implement the law in a way that adheres to IDEA regulations and the elementary and secondary act. Promotion criteria states that if in the school year immediately prior to each grade level in which the student is required to demonstrate certain proficiency levels in order to advance, the IEP team shall meet and

determine whether or not that student can promote, and this applies to students pursuing the general education curriculum and taking regular state standardized tests. The student may be in the 3rd or 7th grade and fail to meet either the local Pupil Progression Plan or approaching Basic, Basic Standard on the ELA and Math statewide assessments, beginning with student performance in the 14-15 school year and not retroactive. She said also included is rigorous goals for students being identified by the IEP team, including diagnostic information, appropriate monitoring and intervention/other strategies, an intensive instructional program, innovative methods to promote the student's advancement (including flexible scheduling for students with disabilities, alternate learning environments, online instruction, etc.) to accelerate the learning process scientifically validated to improve learning and cognitive ability. In high school, a course of study is to be identified that will promote both college and workforce readiness in career placement and advancement.

For graduation, Act 833 means if a student fails to pass statewide assessments for two of the three most recent school years or the two most recent statewide assessments required for graduation, the IEP team has the option of determining alternate ways for the student to demonstrate proficiency. She said the IEP team may determine if the student is required to meet state established benchmarks on statewide assessments for the purpose of graduation, as well as alternative performance requirements on such assessments. Further, she said if it is determined that a student does not have to meet traditional requirements, then within 30 days of the student entering the next course or school year, the IEP team must determine how the student must demonstrate proficiency in order to graduate.

Additionally, Dr. Lockett explained that if the IEP team determines the student is not required to pass statewide assessments to graduate, the student must successfully complete IEP (Individual Education Plan) goals and requirements, as well as one of the following conditions: (1) be employable/employed in an integrated inclusive work environment, (2) must demonstrate mastery of specific employability skills or self-help skills, or (3) have access to services through other means outside the school system. To be eligible for Act 833, a student must have an exceptionality that excludes them from Gifted and Talented, they must have scored unsatisfactory on statewide assessments taken in the 3rd and 7th grade, they have not achieved upon entering high school at least a combination of Basic, Approaching Basic on Math and ELA in two of the three most recent years (6th, 7th or 8th), or they do not achieve a score of Fair, Good or Excellent after two attempts of the same EOC test.

Dr. Lockett explained that the role of the IEP team and teachers, per Act 833, may be to establish individual performance requirements for students aligned to the grade level standards for the specific courses of enrollment and shall be incorporated by the teacher of record when awarding the course credit. Additionally, the IEP determines if it is appropriate for the student to pursue a diploma through alternate means of demonstrated performance; and the IEP and teacher of record would develop an educational plan that includes how the student would demonstrate their individual performance requirements necessary to receive the course credits. Also, the teacher of record will determine whether or not to award the Carnegie unit.

Documentation is done by the IEP team completing the Department of Exceptional Children's Alternative Pathway to Promotion Criteria forms. With the majority of Caddo's high schools operating on a 7 or 8 hour block, Dr. Lockett stated they saw this as an opportunity for students with disabilities to be equalized with their regular education peers and have an opportunity to graduate with a standard high school diploma. However, rigorous goals and objectives, IEPs with diagnostic information, and statewide assessments must be in place. For graduation, Dr. Lockett explained that the student's portfolio must include (1) general student information, (2) statewide assessment scores, (3) progress monitoring data, (4) IEP of the student, (5) work samples, and (6) an employability portfolio. Also the alternative pathway performance base assessment rubrics include: Geometry, Algebra I, English II, English III, Biology and U. S.

History. This information is verified at the end of the school year when the IEP team will meet to review the data collected through this process and the grades must be finalized by the school before a determination that the student is ready to graduate. The student must pass their classes, must have good attendance, must achieve their individual education plan goals, and show mastery on alternative pathway to promotion rubric. Dr. Lockett announced they will attend the next Act 833 steering committee meeting and students who meet the requirements for LAA 1 may be considered for addition to Act 833, i.e. severe and profound, and the moderate and low-function autistic children.

Mrs. Bell asked Dr. Lockett in lay terms that these students could not graduate before this act because of their disability and their inability to pass the end-of-course test, and asked if the regular test was offered to students with disabilities last year and is why they could not graduate. Dr. Lockett responded that is correct. Mrs. Bell further asked for clarification that staff, along with the team, will come up with the criteria to help the student. Dr. Lockett confirmed they will be able to graduate with a standard high school diploma and staff met with principals earlier in the year regarding providing guidance and making certain Caddo remains in compliance. She also reminded Mrs. Bell that these students have earned Carnegie units, especially the seniors, and the only reason they would not be able to walk is because of the end-of-course testing or state-mandated required test. She further stated there are those who are not test takers, but if they are given a task, they can get the task done.

Ms. Trammel asked how many different diplomas are offered. Dr. Lockett responded we offer a standard high school diploma; however, there is a Certificate of Achievement for LAA1 students, which basically says they must pass their IEP goals. Additionally, a good thing coming from Act 833 is students with disabilities are able to attend school until they are 22, mainly because they have not passed the EOC test, and this allows them to receive the standard high school diploma which will provide them opportunities.

ReInvest in Caddo. Superintendent Goree shared with the Board and public the ReInvest in Caddo Parish Plan, an opportunity for the children. Dr. Goree stated that as superintendent he has had the opportunity to visit with many people in the community over the past year and one common theme has been the need to right-size the school district; and while closing schools is not his driving force, and while fiscal responsibility is important, he believes we must look for opportunities to provide students with the very best educational opportunities that we can. He said the ReInvest Plan is an opportunity for all the citizens in Caddo to reinvest not only in right-sizing the school district, but more importantly providing all students with a better educational opportunity. He explained that he will share a district perspective, followed by academic and demographic information from Keith Burton, chief academic officer; Mary Nash-Wood, assistant director of communications; and Dr. Gary Joiner, local demographer; financial impact information from Jim Lee, chief financial officer.

Dr. Goree said the purpose of this presentation is that district leadership is recommending to the Board that they approve a bond initiative that will not increase property tax millage. He said this request is made based on district analysis of student population, facilities and instructional priorities. The superintendent also shared that Caddo is currently educating 41,100 students, we have 5,680 dedicated employees making Caddo the second largest employer in the area, we boast nine Blue Ribbon Schools of Excellence; and we have 35 elementary schools, 6 K-8 schools, 7 middle schools, 3 7-12 schools, 8 high schools and 3 unique schools. As a school district, Dr. Goree stated he believes we have shown commitment to fiscal responsibility by balancing the budget and will continue to provide the community with balanced budgets. In 2012, Dr. Goree explained, the district was in this same situation where we could have kept our millage and done some projects; however, a decision was made to show financial responsibility by reducing our millage from 7.6 mils to 6 mils which resulted in a tax savings for the taxpayers. Also, over the past 12 years, he noted the \$5.2 million saved by refinancing existing debt at a lower rate and

these savings are expected to continue as staff continues to look at how to make the best use of our General Obligation bonds and refinance them at the best rates possible and maximize savings to the taxpayers. At this time, he added staff anticipates saving an additional \$800,000 for the taxpayers. Dr. Goree also shared that he continues to hear that Caddo Parish is a shrinking population still operating the same number of schools; however, he pointed out that since 2000, the District has closed or repurposed 13 schools and throughout the Strategic Planning process, we will determine what the future uses of properties that have been closed will be.

The superintendent also reported on how the needs were identified and that one of his strongest characteristics is collaboration because he is not one to make decisions in isolation and he firmly believes in collaborating which has been done in the process. He explained that Mr. Lee came to him last May about this opportunity being on the horizon. He also stressed the fact that he talked to Mr. Lee about the timing and the need to begin the strategic planning process and let it dictate direction relative to the bond initiatives; however, he learned this was not an option because of bond laws and that a decision had to be made in January 2015 if the district would move forward and ask the voters to approve a bond issue. Staff at that time began gathering demographic information and data needs for the District by approaching principals on what they would need if given the opportunity to create the perfect school. A community group was formed and discussions began with them on the idea of a bond issue and what they thought about the ideas. Conversations were held with Board members regarding needs, with Dr. Gary Joiner regarding the population trends in the District, and information gathered was put into a plan to present to the Board and the community group for consideration of moving forward, which is the presentation being made today after many, many hours of hard work. Important impacts on the District include there is no increase in the tax millage if approved; and he assured the Board that after working with the principals on their dream list, the \$108 million plan is nowhere near the total of the wish list; but staff made a choice not to ask the taxpayers to pay more taxes by increasing the millage, but we would continue to diligently work to determine the best use of \$108 million (how much the District can move forward with without raising taxes). Dr. Goree added that staff sees this as an opportunity to truly reinvest in Caddo Parish classrooms and schools with clear focus on areas such as STEM and career education.

Being a native of Shreveport, Dr. Goree stated he is vested in Caddo and he understands the population shifts and growth; and he believes this plan has given an opportunity to not just close 10 schools, but to look at how the best decisions can be made and the population needs are being addressed in addition to accepting responsibility for making a positive impact on the community by producing true 21st Century-prepared students that can go forward and be successful. Also, relative to the population reductions, Dr. Goree said that in 2000 Caddo Parish Public Schools was educating 45,500 students and today we are educating 41,100 students, a 10% reduction in the student population. At the same time, Caddo was also operating 75 schools in 2000 and today we are operating 62 schools or a 17% reduction in facilities. Dr. Goree said he is not indicating that Caddo is right-sized, but he believes there is yet much to do in right-sizing the district. With this bond issue not increasing the millage tax, it will result in the closing of six additional schools with Blanchard Elementary re-opening in a new location.

Keith Burton, chief academic officer, shared with the Board and public that information presented is based on three things (1) population data (where are Caddo students/families now, where will they be in 5 years/10 years, and what can we do to insure we are meeting the population shifts. Also, in looking at instructional priorities, Mr. Burton said the question is What do we in Caddo do very well?, what do we need to improve on?, when high school seniors leave Caddo, could we have done a better a job if afforded opportunities? Regarding the facilities and operations staff has looked at whether or not we are doing the very best with what we have, can we improve it?, and what else can we offer students to provide them with a better education. Mr. Burton stated that staff is before the Board asking it to consider a reinvestment in

new schools, STEM instruction, new classrooms, career education, transportation, and efficiency in right-sizing the district.

Addressing the proposal for new schools, Mr. Burton stated that the recommendation for new schools comes to the Board as a request after an analysis of population shifts. After reviewing the population and visiting with Dr. Gary Joiner, the first request is for a new school in the Blanchard community. Blanchard is currently severely over-crowded and the largest population boom is anticipated in Blanchard due to the expansion of I-49. Also, the deferred maintenance cost and the cost to make the buildings adequate would exceed \$9 million; so staff is requesting closure of Jack P. Timmons Elementary and Blanchard Elementary and construct a new K-5 elementary school in Blanchard. Mr. Burton further stated that the second reinvestment is for a new preK-8th grade school in Southeast Shreveport to address the population shifts in that area and the large attendance zone population sent to these two schools. Also, in talking to the families in the area, they have an over reliance of magnet school entrance, especially in the area of Kindergarten and 6th grade; and if they do not make it into a magnet, the parents send them to private. He further stated that approximately one-half of the population in this attendance area makes up half of the total population of all private school students in the Parish. Also regarding University and Youree Drive, Mr. Burton brought to everyone's attention the number of portable buildings exceeding 25 at each of these schools and this proposed plan would allow for the temporary buildings to be removed from the campuses. Thirdly, the staff is requesting the Board to approve a new elementary school in Central Shreveport which will reinvest in the central Shreveport and Highland communities by combining 3 schools into one central state of the art campus. As a result, staff is asking the Board to approve closing Barret Paideia Academy, Creswell Elementary and E. B. Williams Stoner Hill Lab School because of the cost of deferred maintenance, adequacy needs, need to make these schools ADA compliant is in excess of \$18 million. He further stated that annual maintenance costs will be reduced by approximately 75% and eliminate facilities that are ineffectively sized to accommodate these school populations, as well as additional utility savings of approximately \$108,000 annually, as well as a savings in human capital over time of approximately \$1.2 million General Fund dollars that could possibly be repurposed into providing more and additional instructional opportunities.

Mary Nash-Wood, assistant director of communications, highlighted for the Board and audience specifics on how we got to the current point. She noted the growth around Blanchard of approximately 600 children and the continued growth as I-49 is completed; as well as the fact that the residents in this area believe in public education. Mrs. Wood also stated that because there are not ample slots in preK-K, many are choosing private schools. Additional statistics also indicate there are over 10,000 children under the age of 18 in North Shreveport-Blanchard proper, many of which are under the age of three and is the population for any facility that might be built. For Central Shreveport and the aging facilities, Mrs. Wood reported that Barret will turn 100 years old next year, Creswell was built in 1920 and E. B. Williams Stoner Hill was built in 1954; and, the fact is most of Caddo's facilities are an average of 60 years old which brings increased maintenance costs and fewer dollars going toward instruction. She also noted the capacities of these three schools and that enrollment at each is near that capacity. According to U. S. Census Data, Mrs. Wood reported that 2,935 students under the age of 18 live in Central Shreveport, and the percentages in public education and private education (mainly high school). In South Shreveport, Mrs. Wood reported that this area has increased by a steady rate of 15% every time one looks at U.S. Census Data; however, only 1 in 3 is in a magnet or magnet component. With University and Youree Drive bursting at the seams, the parents feel they must choose a magnet for their children, and it is more so in the 71115 area. Of those in private schools, she explained the highest jumps one will see in enrollment are Kindergarten and the 5th through 8th grade. If a kindergartner does not get in, parents are choosing private school (44% of Caddo's kindergartners in 71115 are choosing private school, and 27% of the middle school students are choosing private school from this area. When a preK-8th grade opportunity comes forth, there is a population there to utilize that opportunity. She also explained that this area has

the fewest number of students enrolled in public education in Caddo Parish with only 5% being enrolled in public schools, most of which are in magnet components. Also, she asked the Board to note information from the Louisiana Department of Education that 20% (2,300) are in private schools. Also, while there has been a decrease in enrollment in Caddo Parish, Mrs. Wood stated an increased enrollment in private schools has been seen, and the 2,300 is half of that private school enrollment which staff believes these students can be recaptured into the public schools.

Mr. Burton reported that after an analysis of Caddo's instruction, staff is asking for a reinvestment with STEM instruction. When looking at what Caddo does well and what does it need to improve on, staff realizes after talking to local colleges and universities that improvement is needed in the area of science instruction; and staff is asking for a reinvestment in every single high school in the parish to increase and upgrade the science labs at every high school and provide an increase in technology to insure equity among all the high school programs. While many of the labs have been improved, Mr. Burton said that has happened because parents and PTAs have raised the dollars to upgrade them. Also, he said it is important that the District align our science instruction to the future workforce demands, as well as better prepare Caddo's students for the science courses offered beyond high school.

Mr. Burton stated that staff is also asking for a reinvestment in Caddo's classrooms and he shared with everyone pictures of the many temporary buildings in Caddo. Because of the many rows of temporary buildings at many of our schools, he said it is not possible to offer the technology they need, students and teachers must walk in inclement weather to the main building for lunch and restroom breaks, cost is high because of the inefficiency of these buildings, safety is a concern of temporary structures, thus staff is asking for the reinvestment in classrooms based on need. At this time, staff is asking for wing upgrades at three schools (Walnut Hill, Cherokee Park and Summerfield) based on enrollment numbers now and in five years. Also, staff is requesting to construct auditoriums at two K-8 schools (Walnut Hill and Herndon) because they are the only two K-8 schools without auditoriums; as well as auxiliary gymnasiums at Green Oaks, Captain Shreve and Southwood High Schools. The construction of activity centers is also needed at Atkins, Forest Hill, Riverside, Summer Grove and Westwood Elementary Schools to address needs at this school. A new library is being requested for C.E. Byrd High School since the current library is too small for the population of over 2,200 students, with the proposed new library to be built on the existing footprint without taking any additional parking or green space at Byrd. Mr. Burton stated that staff is also asking for a reinvestment in career education by constructing an additional wing and expansion of offerings at the Caddo Career and Technology Center. Examples of proposed career offerings include plumbing and general carpentry. A request is also being made to expand career opportunities for a large percent of underserved students specifically for those students in the MLK area that cannot access the Caddo Career and Technology Center because of distance and the fact that many are in a credit recovery program attempting to recover lost credits. Because the district has made a commitment to provide quality transportation to all students and because the District must retire school buses after 25 years, Mr. Burton reported that Caddo must retire 19 buses in the next five years and 127 in the next 10 years (which is in addition to the 20 buses already planned for purchase through the general fund), and staff is asking for a reinvestment for providing quality transportation for Caddo's students.

Mr. Burton reported that a request is also being made to reinvest in efficiency and right-sizing the District by addressing the heating and air conditioning at C. E. Byrd High School since it was last updated in 1984 and the Byrd system leads the district in total repair cost and the number of work orders (approximately 300 issues reported in the last three years). Also, Byrd was the only site to not receive a heating or air conditioning upgrade during the last bond initiative. Mr. Burton explained that right-sizing the District will happen by closing six campuses and building three new schools, which will mean an anticipated annual savings on maintenance, upkeep, and utility cost of approximately \$1.5 million. Again, the campuses scheduled for closure will be

Barret, Creswell, E. B. Williams Stoner Hill, current Blanchard site, Jack P. Timmons and the Alexander Learning Center (building will close, but services will still be provided to the children at other facilities where there is ample room to do so).

Jim Lee, chief financial officer, shared the financial implications of the proposed ReInvest in Caddo Plan. He explained that this plan would be paid for through General Obligation bonds which can be done without increasing the debt service millage. Also, Caddo has a dedicated millage (6 mils) used to pay off Caddo's debt; and we can issue this without increasing because (1) Caddo is a good steward of its monies, (2) property values continue to increase in the district, and (3) Caddo maintains a very good bond rating (AA-) for a current bond refunding that is being considered. With the bad press received over the last several months regarding Caddo being the highest taxing body in the State, Mr. Lee compared Caddo to the four neighboring districts. Relative to the revenue generated by paying off these millages, Mr. Lee said his comparison indicates that Caddo is in line with the four neighboring parishes; and in looking at total property taxes, he noted that it is the millage rate where people say we are a lot higher than others (which is correct if you look strictly at the millages). However, when adding in those districts that are comparable in size to Caddo Parish, the total property tax revenue generated in each of the parishes based on the amount generated for students is what will put Caddo on the same playing field for analytical purposes. Mr. Lee noted that while we are in line with some of the other districts, he noted that the statement that we are so high above everyone else is not a fair assessment.

Another step, as noted by Mr. Lee, is we are constantly criticized for how high the property tax rates; however no one talks about sales tax, and he believes that is because Caddo is so low on sales tax. In comparing Caddo to the same districts and the amount of sales tax revenue that each receives, there is not a district lower than Caddo and that is because Caddo is one of the lowest in the state. A final comparison was the total tax revenue generated (sales and property tax), and Mr. Lee noted that Caddo is near the bottom. He also shared a sample of property values (assessed values) with the Board and the effect a bond initiative would have on property taxes, showing what property owners are currently paying and what they will pay if this bond initiative is approved. In summary, Mr. Lee emphasized to everyone that this plan will not increase the tax millage rate, and there are no plans to do so; because staff looked at how much we could borrow without putting a higher burden on property owners. If the Board decides to not do anything, the savings will be minimal to property owners; and comparing ourselves to neighboring districts and districts of the same size, Caddo is in line with the tax dollars per student. Also, since 2000, Caddo has attempted to be good stewards of the taxpayer dollars and to the property owners and reduced the tax millage rate by 10 mils.

Dr. Goree summarized the following cost that staff is asking the Board to move forward with at this time. (1) What costs have been identified? He explained that he has had numerous calls questioning why certain projects were not included and reiterated that staff is very firm in its belief not to increase the millage so it was necessary to closely look at the projects and determine what projects would fit within the \$108 million, which is really not a lot of money for a district the size of Caddo and the fact that a school has not been built since 1989. Dr. Goree stated that the first to be recommended is a K-8 school in South Shreveport at a cost of \$24.5 million. Also a K-5 school in Blanchard at \$16.3 million and a new K-5 school in central Shreveport at \$16.3 million. He further explained that auxiliary gyms at Green Oaks, Captain Shreve and Southwood at \$6.6 million. Also planned is an auditorium at Walnut Hill and Herndon K-8 schools at a cost of \$7 million. Activity centers at Atkins, Forest Hill, Riverside, Summer Grove, and Westwood for a cost of \$5 million. Upgrades will be made to science labs at all high schools at a cost of \$5 million, and Dr. Goree stated that his father taught science in Huntington and he actually visited his father's classroom only to learn that the classroom was exactly the same as when he taught. As he traveled the city, Dr. Goree stated he was very underwhelmed with the quality of science education which is contributed directly to the facilities. Dr. Goree also reported a new wing at

Cherokee Park that came in at \$1.2 million, two at Caddo Career & Technology at \$3.5 million, one wing at Walnut Hill at a cost of \$2 million and a new wing at Summerfield at a cost of \$2 million, a library at C. E. Byrd High School at a cost of \$2.5 million, HVAC at Byrd at a cost of \$4 million, and air conditioned buses at \$2 million for a total of \$97.9 million plus an additional \$10 million for design costs.

Superintendent Goree addressed that technology is not included in this plan because staff did not want to commit paying for technology for 25 years that is outdated, which is what a bond does, but continue to support technology needs through the General Fund versus tying bond dollars to it.

In addressing why not close one of Caddo's high schools, Dr. Goree reported that staff agrees with the community and the Board that there is a need to close a high school in Caddo Parish; however, because of our work and the Memorandum of Understanding with the Recovery School District, Fair Park High School and Woodlawn High School cannot be considered at this time since we are working through this contract. It was also staff's decision if all schools could not be considered, staff could not make a good decision which one would be closed, thus the decision to not recommend closing a high school at this time, but a conversation that the school district must have in the years to come.

He said at this time staff has not determined any attendance zones; and understanding concerns in the community that populations will shift from one high school to another, he is committed that this will not happen based on this plan. While it does not mean that attendance zones will not be changed, it has nothing to do with high school attendance zones and staff anticipates that the high school attendance zone one currently resides in will not change.

Dr. Goree also explained how this bond initiative fits in the District's Strategic Plan and that through the Strategic Plan we will work with the community on how we repurpose the closing schools, and we are committed to not let anything happen to any building closed that will bring down the value of the community.

The timeline for this plan over the next two weeks will be to afford the community the opportunity to voice their opinions and on the 20th the Board will vote whether or not it will move forward and place it on the ballot in May, affording the citizens the opportunity to decide to reinvest in Caddo Parish. If that happens, the District could see funding as early as the fall, 2015. Dr. Goree closed by stating that staff is attempting to not place any additional burden on any citizen and will not increase the millage; however, staff would like the opportunity to capture the funds so education can be reinvested in and educational opportunities for students improved. Dr. Goree also stated that in making the best fiscal decisions for the District, he will always consider quality, and staff sees this as an opportunity to be good stewards but also reinvest in students as well as accept full responsibility for the role Caddo plays in the economic development of the City and preparation of students to be active, engaged members of the community.

Mr. Ramsey commended the superintendent and staff for the outstanding job in presenting the information. He said his concern continues to be the projection of child-bearing families in areas where we build buildings and will they be there. In looking at the tax-paying dollars spent, and projections over the next five and ten years, he believes it is important to reflect the data in detail, and he asked that staff verify this. Dr. Goree recognized Dr. Gary Joiner, local demographer, who has been helpful in determining locations and building of schools. Dr. Joiner shared with everyone maps via powerpoint reflecting essential data and population shifts. He said he was asked to go back 20 years and look at how and where the Parish has changed, where people are moving before discussion began on where the needs might be. He noted that he assisted in evaluating attendance districts, where they are now, where they have been and where

the population traditionally has been and where is it coming. Dr. Joiner explained that he began by building a digital map of the parish down to the census block and compared roads (then and now), river, and election districts (precincts). Data from 1991, 2001 and 2011 were reviewed along with elementary schools, middle schools, high schools, magnet schools and a comparison of all possible data received from staff and what is happening with the populations in each, mapping the changes. Between 1930 and the year 2000, Dr. Joiner reported that Caddo grew less than 2% and Shreveport's population was highest in 1984. He added that a lot of people move around in the parish, as well as those who moved from Caddo to Bossier and DeSoto Parishes, and this is the closest "apples to apples" comparison he can get.

He highlighted the trends in population movements throughout the parish. He said the problem is what will happen if a school is built in the wrong place and there is no replacement population for the school. He noted on the map the areas of that remain to be agricultural, unused property; and when I-49 is completed, he explained there will be at least 12 exits between the Arkansas line and north Shreveport, thus the next big "boom" of population will be in north Shreveport with many coming from north Bossier. Dr. Joiner explained how replacement properties come about and the ripple effect that takes place, which puts tremendous stress on the School Board/School System to make these important decisions.

Mr. Ramsey again stated this is a lot of information to digest and Dr. Goree responded that staff will respond to Mr. Ramsey in a written format. Mr. Ramsey said he believes this is an important part of whether or not this bond issue goes forward; and to him, it appears there is a good case.

Mrs. Bell said that as the representative for District 12, Greenwood has said they want a school. In looking at the information presented by Dr. Joiner, she said it appears the children are not in Greenwood; and noted that it appears Walnut Hill is where the growth is; and she asked if she understands correctly that we are saving money by closing Timmons and sending the 100 students (that live in District 12) to Walnut Hill? Dr. Goree said staff can provide a specific dollar amount in savings relative to Timmons; however, when staff looked at the wish list, building a school in Greenwood was a part of that list, and growth generally comes when a school is built. But, the situation staff had to face is the millage is not increased, the staff had to prioritize; and at this time the population to support a new school in Greenwood is not already there. In looking at the plan, Mrs. Bell said she is glad for the plan for all the high schools and also that the students addressed in Dr. Lockett's presentation will have a chance to graduate. Mrs. Bell stated that misconception and perception are bad in Shreveport and she asked if everything presented today will be available on Caddo's web for the public to access, and Dr. Goree responded absolutely. Dr. Goree noted that he has done six very successful bond elections and the process is very unique and staff is committed to being 100% transparent and a link on the web site is being developed so that every meeting he attends and every presentation made on the bond initiative will be listed.

Miss Green asked Dr. Goree if the Board decides to not go forward with the bond issue with the public what could happen. Dr. Goree said he does not have a Plan B and he believes the citizens will move forward with the plan. Miss Green asked if staff has any plans on changing the plan, and Dr. Goree stated that staff has no intention of changing the plan presented, because this is the best plan staff has to offer and staff is committed to this plan staying the same and moving forward. He said staff has spent many tireless hours to give the Board the best plan possible and staff is not changing it. Miss Green asked if citizens have problems with some of the plan, will there be changes, and Dr. Goree said they do have the right to vote no. Miss Green asked how the ballot will be set up and will each item be voted on separately? Dr. Goree said no it is one bond to reinvest in all children in Caddo Parish. In meetings for the public, Miss Green asked how these will be set up and when will one be scheduled in the Green Oaks area. Dr. Goree said typically the meetings will come following the Board's decision to move forward; however, staff

has been sensitive to the climate of the community and has begun meetings with groups. He also reiterated that there is nothing to hide and staff will be extremely transparent, meeting with anyone and any group that asks. Miss Green asked staff to explain an auxiliary gym, and Dr. Goree said schools have competition gyms (full bleachers, restrooms, concessions) and an auxiliary gym is a scaled back version (no concessions, bleachers on one side). For equity, Green Oaks is the only 7-12 school configuration that does not have multiple gym facilities so they can do a better job of separating the middle and high school students, but also running dual programs for girls and boys. Miss Green said while she understands why Green Oaks would be getting an auxiliary gym, why are Captain Shreve and Southwood getting an additional gym? Dr. Goree explained these are two of the district's larger population high schools operating with one gym which is creating issues with management of students as well as athletic programs. Miss Green referenced Dr. Joiner's presentation and asked if he could explain the effect I-49 will have on MLK? Dr. Joiner said he sees it growing on the northern side; and whether people realize it or not, it has a symbiotic relationship with Blanchard and as Blanchard grows so will MLK.

Mrs. Brown applauded Dr. Goree and staff for the presentation and that we need to remember that we are to take care of all the children of all the people. Relative to career education, she said this is very important and she hopes we can move back to these initiatives in career preparation and to not keep the students from this program because of behavior issues. Mrs. Brown also stated that she has some ideas about environments, districts and regions; and she wants to see the children in her district grow up as she did – poor but not knowing it; and she hopes there will be an initiative to revitalize the Allendale-Lakeside area. She also asked if any consideration has been given to reopen Linear. Dr. Goree said staff also anticipates growth in this area and staff has been very purposeful with what is done with the Linear campus. He also shared his excitement over the message he hears relative to closing schools, and he thinks of Title I students that would be afforded the opportunity to attend a state of the art elementary school in central Shreveport, an area that has not been invested in. Relative to the career education component, Dr. Goree stated that staff and the board has expressed interest on numerous occasions that we must look at how we can expose more students to the Career Center; and because everyone will not attend college, career readiness is good and we must provide more opportunities to get into different areas, i.e. plumbing.

Mr. Rachal expressed his appreciation for the excellent presentation and believes this is what the community and all Caddo Parish need to hear and understand. He said this is not the first time the Board has seen this, because the superintendent involved each and every Board member along the way. Mr. Rachal stated that Dr. Goree does bring more people to the table and affords more involvement than any other superintendent in the past, and he believes he means it when he says staff will be transparent. Mr. Rachal announced that one year ago he met with Dr. Goree and the only thing different in this proposal is in the beginning he believed there was a need for a new school in Greenwood, and he is thrilled with what staff has brought to the Board. Also, relative to taxes, he has heard all the complaints and issues and reminded everyone how low Caddo is. He reiterated the dollars the District has saved Caddo taxpayers, and he looks forward to moving forward and addressing growth in the parish, and the fact that a new school has been needed in south Shreveport for at least 15 years. Mr. Rachal said he looks forward to the meetings on the bond initiative, and asked the superintendent about the possibility of setting up a joint meeting with the Parish Commission and City of Shreveport on the proposed bond plan.

Ms. Trammel referenced the career education and if the GPA requirements have been addressed. Dr. Goree responded that in looking to provide more opportunities for students, which the Board has been clear in wanting more students exposed to these programs, staff will look at all prerequisites and how more students who have not met these may have an opportunity to participate in this program. Dr. Goree noted Mr. Burton's statement relative to the number of students who have not had exposure; and when looking at the problems, it was mainly because

they were behind in credits. Within the proposed new wing, staff is looking for opportunities for possible on-line credit recovery programs and to give them the opportunity to come to the Career Center and also make up their missing credits. He added this will be seen even before the bond proposal. Ms. Trammel expressed her appreciation to the Superintendent for being transparent and also for considering transportation in this bond initiative. The superintendent explained that when one looks at a district's budget, 85% is generally in personnel costs; so if in the next 10 years Caddo reaches a point where it must retire over 100 buses, it is possible that this would come from the General Fund, which means cuts in that 85% and cuts in classes.

Mrs. Kirschvink applauded the entire staff for the thoughtful, pro-active approach; and she is excited to be a part of the process. She shared her remembrance of how excited Bossier was when they opened new schools and the growth in the area where new schools were built. Mrs. Kirschvink stated this is an opportunity for Caddo to get three new schools, and she anticipates we will see growth returning to Shreveport as a result. She added it is also an opportunity to create new cultures and not start completely over. She asked if what the voters will be actually voting on will be the millage. Mr. Lee explained they will be voting on the proposition and we set the millage for what it will take to repay the debt. He said there are certain limits on what the taxpayers can be charged, and we will ask them to vote on specific projects which will mean they are voting on a millage rate that will generate the amount of dollars needed. Mrs. Kirschvink noted that discussion has not happened on the details of the projects, i.e. where will the schools be built, contractors, etc. and she expressed her concern about the expenses and she would want to look at how the dollars will be spent. Also, she asked how involved will the communities, principals, parents, etc. be in determining what the new school/auditorium will look like? Mr. Lee further explained that the proposition put before the voters must be very specific as to how the funds will be used, with a small leeway if funds are left over and what can be done with those dollars, because the law requires that the money is used for what the taxpayers vote on. Dr. Goree addressed that it is an advantage that the District has not built a new school in over 20 years because in looking at the design, etc., staff is committed to having community involvement throughout. He said he believes this community has not given up on public education and clearly wants to play an active role which is easy for staff to do; and staff will be extending the core strategic plan committees to involve more community persons.

Mr. Riall asked about possible locations for these proposed new schools, is this something the Board will approve separately? Dr. Goree said that is correct and staff has begun some conversations but does not want to be premature before the Board has decided if we will move forward. Mr. Riall expressed the Board's appreciation for the presentation.

At this time, Mr. Riall called for a brief recess and the Board recessed at approximately 7:30 p.m. The Board reconvened in open session at approximately 7:45 p.m.

Mr. Riall expressed his appreciation to the Board for electing him to serve as the President for 2015; and on behalf of the returning Board members, welcomed the new Board members.

ESTABLISH THE AGENDA AND PROPOSED CONSENT AGENDA FOR THE JANUARY 20TH MEETING

Superintendent Goree highlighted the items for the Board's consideration at the January 20, 2015 meeting and the following discussion ensued.

Resolution Ordering and Calling a Special Election. Mr. Rachal asked staff to explain the 8% per annum amount in the resolution, and Jim Lee explained that a rate must be in the resolution and 8% is the maximum rate; however, we will sell bonds at the current market rate which will probably never be close to 8%. Mr. Rachal stated that he would feel more comfortable if that

percentage was changed to 5%, and Mr. Lee responded he will talk to Bond Counsel and respond back to the Board.

Possible Litigation Red Sox Investments, LLC v. City of Shreveport and Caddo Parish, No. 576,478 (First Judicial Court Caddo Parish, La). Legal Counsel announced he will submit a memo under confidential cover with a recommendation.

Mr. Riall announced that 8.03 is the consent agenda. *Ms. Trammel moved, seconded by Mrs. Bell, to approve the proposed agenda and consent agenda for the January 20, 2015 CPSB meeting as presented. Vote on the motion carried unanimously.*

POLL AUDIENCE

Sally Cox addressed the need for a universal pre-kindergarten program for Caddo Parish Schools noting that research shows investing early in getting children ready for kindergarten reaps higher dividends than remediation in later years, as well as opportunity to be more successful. As Caddo studies plans to realign some of the schools and services, she encouraged the Board to be visionary in its opportunities to prove it wants to improve the academic achievement and quality of life in the community by offering preschool children a high quality child development program, and give parents in the community an additional choice.

Cara Hamilton, Stoner Hill PTO, addressed the Board on concern that Stoner Hill will be closed. She noted what Stoner Hill offers its students in the classroom as well as extra-curricular activities and how research indicates that large schools can be detrimental to at-risk populations. She highlighted the advantages of a small school environment in meeting the needs of students and their success. While they are not opposed to building new schools, she encouraged the Board to not close Stoner Hill and shatter the legacy in the Stoner Hill community of academic excellence.

Tahira Abdul-Rahman, BTW High School Alumni Foundation, thanked the Board for renaming the auditorium at Oak Park in memory of her father Albert M. Moody, the first principal at Bethune Jr. High School. She also addressed the proposed bond initiative and asked the Superintendent and the Board to include the needs of Booker T. Washington High School in its decisions regarding the schools in Caddo Parish. She noted historical aspects of Booker T. Washington High School and items needing addressed that affect the health, safety and well-being of the students and staff, and asked the Board to not allow BTW to fall in disrepair but to do what is necessary to maintain the capital improvement of BTW. She also asked that the Board remember the academic needs of BTW because of the challenges on this campus.

Erin Berry, Highland resident, addressed the proposed bond initiative and the plan to close schools in the Highland and Stoner Hill areas. She said while they do not want to appear ungrateful, and they do want success for their children, she shared how they see success for the children in their area as a result of the small neighborhood school/small classroom size concept. Ms. Berry encouraged the Board to consider these advantages and not ask for consolidation of schools until there is a better comparison between rebuilding and refurbishing.

Jackie Lansdale, Red River United, addressed the Board on the grievance process and the fact that the Board is scheduled to hear a grievance at the January 20th meeting. She noted there were only three grievances last year in a district that has 6,000 employees; and encouraged the Board to listen and take seriously what employees bring before the Board and make the decision based on the best needs of the district.

Adjournment. *Ms. Trammel moved, seconded by Mrs. Bell, to adjourn. Vote on the motion to adjourn carried and the meeting adjourned at approximately 8:15 p.m.*

January 20, 2015

The **Caddo Parish School Board (CPSB)** met in regular session on Tuesday, January 20, 2015 at approximately 4:30 p.m. in its offices at 1961 Midway, Shreveport, Louisiana with President Steve Riall presiding and the following board members present constituting a quorum: Jasmine Green, Margaret Brown, Susannah Poljak, Bonita Douzart, Mary Trammel, Raymond Green, Denee' Locke, Barry Rachal, Larry Ramsey, Kacee Kirschvink and Dottie Bell. Also present were Dr. Lamar Goree, superintendent, and Reggie Abrams, legal counsel. Mr. Riall led the prayer and Pledge of Allegiance.

CONSIDERATION OF MINUTES OF THE DECEMBER 16, 2014 AND JANUARY 6, 2015 CPSB MEETINGS

Mrs. Bell moved, seconded by Mr. Ramsey, to approve the minutes of the December 16, 2014 and the January 6, 2015 CPSB meetings as submitted in the mailout. Vote on the motion carried unanimously.

PRESENTATIONS AND RECOGNITIONS

Mr. Bill Strother, director of communications and marketing, on behalf of the board, recognized the following staff members and students for recent achievements. President Riall and Superintendent Goree presented each with a certificate in recognition of their accomplishment. Administrators, family and friends present were also recognized.

Barret Paideia Academy. Members of the Barret Paideia Academy choir and dance team sang and performed to "Happy" by Ferrell Williams. Geraldine Walker is the music teacher at Barret; and Beverly Cole is the principal.

One Class at a Time Winner. Jo Pfingstren, Donnie Bickham Middle School, was recognized as a One Class at a Time winner. Ms. Pfingstren will use the \$1,000 to buy Microviewers for her students.

Claiborne Fundamental Elementary Magnet Earns National Honor. Claiborne Fundamental Elementary Magnet School was recognized for earning the honor of National Title I Distinguished School by the National Title I Association. This program publicly recognizes qualifying Title I schools for outstanding academic achievement of their students.

Newly Appointed Administrators. Charles Lowder, director of certified personnel, recognized Sydney Allen, new principal at Eden Gardens Fundamental Elementary School.

VISITORS

Angela Tappe, Blanchard parent, spoke in support of not only the proposed new school in Blanchard, but other communities in the parish as well. She encouraged the Board to consider the children and their future and support sending the proposed bond initiative to the voters.

Tamara Greis, Blanchard parent, shared her support of the proposed bond initiative and what a new school would mean for Blanchard and encouraged the Board to support moving forward with the proposed plan.

Jeff Everson, City Councilman, shared his belief that passage of the bond proposal will have a negative impact on the Highland-Stoner Hill neighborhoods. He said these neighborhoods bring much positivity to the City and this plan threatens their future by closing four of its historic schools. He stated that the City Council and Parish Commission have both adopted the Great

Expectations Master Plan that has identified specific problems and the need to focus on development in the core of the community. He said the proposed plan also sends the message that neighborhoods have an expiration date, and he urged the Board to consider how this plan will impact the community, i.e. loss in property values, loss in revenue, increases in the need for a police presence near the closed facilities. Mr. Everson stated they are very interested in being involved in the process and further discussions.

Tom Arceneaux said the Board is really voting on whether or not to submit a loan application to the citizens of Caddo Parish; and if the Board votes to place this on the ballot in May, to consider how they feel as the “banker” and the CPSB is asking to borrow \$108 million without a long range plan. Highland is only asking to see the plan first since they were not included in the discussions as those were in the areas where new schools are being built. He added the Highland residents are the ones most negatively affected by the proposal before the Board, and he requested the Board to wait until a long term plan is in place before going to the voters for \$108 million. He also asked that, if the Board chooses to move forward with the proposal, the Highland area has direct and institutionalized input into what happens in their neighborhood. He stated this is threatening an area that is already threatened; and he noted that two of the three recognitions today were schools that are almost 100 years old, so to him the age of a building does not determine the quality of a school. Mr. Arceneaux also shared his research on bond elections and the percentage of hard-core no votes in school board bond elections, and he knows the District does not need the support of those typically on the *yea* side to be on the *nay side*.

Tiffany Bolzan, parent and Caddo Parish educator, stated her support of the proposed bond initiative; and while she understands change is uncomfortable, there is a need to step outside our comfort zone and make much needed, productive changes. She encouraged the Board to consider the needs of the children when voting on this initiative.

Sylvia Fredieu, substitute teacher, stated that, because substitute teachers are responsible for carrying on the duties in the classroom in the teacher’s absence, she believes substitutes should receive the same privileges, i.e. bonus pay, benefits, etc. as teachers; and she asked for the Board’s consideration.

Meredith Haynes, former principal at Blanchard Elementary and a Blanchard resident, encouraged the Board to support Dr. Goree’s ReInvest in Caddo Plan. Relative to the building of a new Blanchard Elementary, Ms. Haynes noted the various concerns, i.e. growth in population, change in classroom needs, cafeteria that is unequipped to accommodate the number of students, inadequate library size for the school’s population, inadequate restroom facilities, etc. She encouraged the Board to support this initiative and help remove/resolve obstacles that prohibit students from receiving the quality of education they deserve.

Jon Glover, employee, addressed the many mandates relative to testing and how it affects teachers and children on a daily basis. She reiterated her position that there is much divide in Caddo Parish that promotes the existing gap among students, and the District needs to get a hand on what is being required from both the teachers and students and not continue the great divide. She also noted evaluations relying on the success or failure of students; and asked if administrators are evaluated, do they feel the same discomfort as teachers when being evaluated, and if the discomfort has been rectified by addressing the discomfort. As a stakeholder she wants the superintendent and his administration to be held to the same standard as the teachers; because no one should ever feel like they are not worthy of being employed in the system.

Slattery Johnson, vice chair of the Shreveport Historic Preservation Commission, addressed the proposed closure/demolition of historic school buildings; and while he understands the needs of the children always come first, he believes that is possible without sacrificing their heritage. Mr. Johnson agreed that the libraries, cafeterias, gymnasiums, science wings, auditoriums are all

important components in putting the children in the best position to excel, and he believes the Superintendent and the Board are justified in pursuing their goals; but he also believes they can be achieved without carving our local landmarks, because there are other schools, i.e. South Highlands, located in older buildings that are successful. Mr. Johnson also reported that at a public meeting of the Shreveport Historic Preservation Commission on this date the designation of local landmarks was discussed; and Chapter 36, Section 26 of the Shreveport Code of City Ordinances empowers the Shreveport Historic Preservation to designate local landmarks that would then be protected under the ordinance. He announced the Shreveport Historic Preservation will come up with a list of local landmarks; and Hamilton Terrace, Barret, Creswell, and Alexander will all be designated as landmarks. He said the proposed plan will have a significant impact on one of the City's core neighborhoods, decreasing property values, kids now having to ride a bus to school; and he believes these things can be done without sacrificing the historic buildings.

Clay Walker, Caddo Juvenile Services and Highland resident, updated the Board on some collaborative efforts with the School System, noting that those developed relative to truancy have been successful in bringing these numbers down, including de-escalation training for better behavior, which has resulted in a reduction of approximately 40% in school arrests. Regarding the bond issue, he stated he was a part of the focus group and they brought the need for more vocational opportunities to the table, because this is a reality for many of the students they work with. He noted that more of these opportunities are needed and he appreciates that the proposed plan expands these opportunities that will help keep kids in school and off the street which will reduce crime. Mr. Walker stated he believes the plan is well developed as far as what it will do with the \$108 million; and as a resident of Highland, he would like to see an equal effort to what is done for the buildings that will be closed. He noted his faith in the Superintendent after his first year as Superintendent and encouraged the input from this neighborhood relative to the future use of these buildings.

Tamika Fredieu, paraprofessional, encouraged the Board to consider paying paraprofessionals more because of their responsibility in the classroom in the absence of teachers. While paras are qualified but not certified, she asked the Board to consider paying paraprofessionals a teacher's pay/supplement since they manage the class when teachers are out.

Carmen Nelson addressed the Board on the possibility of extending the K4 Gateway Program to K5 noting statistics that indicate the need for students to continue beyond K4 in order to reach the developmental milestones. While magnet schools do support a part-day program, they do not supplement the children's educational needs in a full-day capacity. Ms. Nelson shared reasons why a part-day program does not meet the needs of the children, and she encouraged the Board to seriously consider adding another Gateway Program at the K5 level.

Irma Rogers, MLK CDC, addressed the Board on their continued commitment to rebuild their community and to insure that the children receive an excellent education. She stated they will continue to facilitate all activities that dictate the MLK children will enjoy bountiful futures by preparing them to compete in a global marketplace. She noted new housing construction in the MLK area since 2005, as well as their continued efforts to pool all resources, specifically human capital, to rebuild the community. Mrs. Rogers, on behalf of the MLK CDC, respectfully asked the Board join them in a conversation concerning this to determine the best interest of all MLK area schools. She added that historically the MLK area has supported almost every bond issue, and they are asking for the availability of options for the development of students attending the MLK schools within this proposed bond issue, and that their request be addressed immediately and that it is entered into the Board's records, i.e. plans for Newton Smith 6th Grade Center, plans and studies for all changes in MLK area schools, possibility of returning 6th grade students to Linear, how and where will administrators and teachers be placed in the MLK area, how will building new schools and closing schools affect the MLK area schools, etc. She also requested

on behalf of the MLK community that the superintendent and others immediately meet with the MLK community about the education and future of our children, and requested a date by the close of business on January 30, 2015.

Jackie Lansdale, president of Red River United, stated that research states that the most important factor in raising student achievement is the teacher in the classroom, and the second most important factor is the classroom size, and third is the materials, supplies and the physical facilities. She noted that 95% of the children still attend public schools, which is an anomaly for an urban district; and this speaks to the confidence the public has in public education. When voting on the upcoming bond, the Red River United Executive Board considered these specific items; and while there were areas they were not completely sold on, they felt very strongly that moving the District forward is a collective responsibility and unanimously agreed to support it. Mrs. Lansdale noted that it is now up to the Board to vote in support of the proposed Bond and bring the community together in support of the Bond and move the District forward by demonstrating that we are all willing to give Caddo's students the schools they truly deserve.

ESTABLISH THE AGENDA AND PROPOSED CONSENT AGENDA FOR THE JANUARY 20, 2015 CPSB MEETING

Superintendent Goree highlighted items for the Board's consideration and President Steve Riall announced that Items 6.02-6.04, 7.02, 8.01-8.03 and 8.05 are the consent agenda. *Ms. Trammel moved, seconded by Mr. Green, to establish the agenda and consent agenda for the January 20, 2015 CPSB meeting as presented. Vote on the motion carried unanimously.*

CONFIRM THE CONSENT AGENDA

Jon Glover addressed Item 8.03 and her concern that every child in Caddo Parish experiences the same level of academic achievement. She asked what has been done to rectify overcrowding in schools in different areas of the parish aside from spending millions of dollars. She also stated it is essential that every Caddo Parish child has access to equal educational opportunities and resources, and encouraged the Board, before providing for some and not all, to make every effort to insure that equal educational opportunities and resources are accessible to every child.

Ms. Trammel moved, seconded by Mr. Ramsey, to confirm the consent agenda. Vote on the motion to confirm the consent agenda carried unanimously and the following is a summary of the Board's action on the consent agenda items.

Item No. 6

6.02 Personnel Transaction Reports. The Board approved the personnel transactions reports for the period of December 1, 2014-December 31, 2014 as recommended by the superintendent and submitted in the mailout.

6.03 Renewal of Administrative Contracts. The Board approved the renewal of administrative contracts as recommended by the superintendent and submitted in the mailout.

6.04 Request for Leave without Pay. The Board approved a request for leave without pay as recommended by the superintendent and submitted in the mailout.

Item No. 7

7.02 Capital Projects. The Board approved the following bids as recommended by staff and submitted in the mailout on the bid tabulation sheets: (1) Carter Construction Co., Inc., with a Base Bid for the sum total of \$310,000 for Project 2015-049B, "Southwood Girls Softball

Dressing Room Re-Bid”; and (2) Whitlock & Shelton Construction, with a Base Bid for the sum total of \$286,000 for Project 2015-090 “Sunset Acres Restroom”. A copy of the bid tabulation sheets is filed in the permanent file for the January 20, 2015 meeting.

Item No. 8

8.01. Property/Bus Rental Requests. The Board approved requests for use of Caddo Parish School property in accordance with CPSB Policy KG, as recommended by staff and submitted in the mailout.

8.02 Out of State Travel. The Board approved requests for out of state travel as recommended by staff and submitted in the mailout.

8.03 Resolution Accepting and Approving the Capital Improvement Plan, designating purposes for which proceeds of a proposed bond issue will be budgeted, and otherwise providing with respect thereto. The Board approved the following resolution accepting and approving the capital improvement plan, designating purposes for which proceeds of a proposed bond issue will be budgeted, and otherwise providing with respect thereto as submitted in the mailout.

RESOLUTION

A resolution accepting and approving the CAPITAL IMPROVEMENTS PLAN, designating purposes for which proceeds of a proposed bond issue will be budgeted, and otherwise providing with respect thereto.

WHEREAS, the Superintendent has submitted his recommendations concerning capital improvements projects, together with a recommendation that the foregoing be funded through not exceeding \$108,000,000 of general obligation bonds; and

WHEREAS, the Parish School Board of the Parish of Caddo, State of Louisiana, now desires to accept and approve said recommendations as herein provided and to let the citizens of Caddo Parish know for which projects the proceeds of the bonds will be budgeted;

NOW, THEREFORE, BE IT RESOLVED by the Parish School Board of the Parish of Caddo, State of Louisiana (the “School Board”), acting as the governing authority of the Parishwide School District of Caddo Parish, Louisiana (the "District"), that:

Section 1. This School Board hereby accepts and approves the CAPITAL IMPROVEMENTS PLAN recommended by the Superintendent, a copy of which is on file with this School Board and available for public inspection. In order to provide funding for the capital improvement program set forth therein, this School Board will submit to the voters for their consideration a proposition authorizing the issuance of not exceeding \$108,000,000 of general obligation bonds. Upon approval of the bond proposition by the voters, the proceeds thereof shall be applied, to the extent feasible, to the specific projects set forth in said plan. This School Board does hereby commit and pledge itself to so budget such bond proceeds for said respective projects.

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>	_____	_____	_____
Margaret Brown	<u> X </u>	_____	_____	_____
Susannah Poljak	<u> X </u>	_____	_____	_____
Bonita Douzart	<u> X </u>	_____	_____	_____
Mary Trammel	<u> X </u>	_____	_____	_____
Raymond Green	<u> X </u>	_____	_____	_____
Denee Locke	<u> X </u>	_____	_____	_____
Barry Rachal	<u> X </u>	_____	_____	_____

Larry Ramsey	<u> X </u>	_____	_____	_____
Kacee Kirschvink	<u> X </u>	_____	_____	_____
Dottie Bell	<u> X </u>	_____	_____	_____

And the resolution was declared adopted on this, the 20th day of January, 2015.

_____ Secretary	_____ President
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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 page constitutes a true and correct copy of the proceedings taken by said Parish School Board on January 20, 2015, accepting and approving the CAPITAL IMPROVEMENTS PLAN, designating purposes for which proceeds of a proposed bond issue will be budgeted, and otherwise providing with respect thereto.
IN FAITH WHEREOF, witness my official signature of the School Board on this, the 20th day of January, 2015.

Secretary

8.05 Possible Litigation Red Sox Investments, LLD v.City of Shreveport and Caddo Parish, No. 576,478 (First Judicial Court, Caddo Parish, LA). The Board authorized the attorney to intervene in this matter on behalf of the Board after the court hearing regarding joinder of the parties.

RESOLUTION ORDERING AND CALLING A SPECIAL ELECTION TO BE HELD IN PARISHWIDE SCHOOL DISTRICT OF CADDO PARISH, LOUISIANA, TO AUTHORIZE THE INCURRING OF DEBT AND ISSUANCE OF BONDS THEREIN; MAKING APPLICATION TO THE STATE BOND COMMISSION IN CONNECTION THEREWITH; AND PROVIDING FOR OTHER MATTERS IN CONNECTION THEREWITH

Mr. Ramsey moved, seconded by Mrs. Bell, to approve the resolution ordering and calling a special election to be held in the Parishwide School District of Caddo Parish, Louisiana, to authorize the incurring of debt and issuance of bonds therein, making application to the State Bond Commission in connection therewith, and providing for other matters in connection therewith as submitted in the mailout.

Mr. Ramsey stated that the Board has reviewed school facilities and addressed academic and facility needs for a long time; and in 2012, the Board elected not to go forward with a bond election but actually rolled back the millage 1.6 mils. He shared he has always believed data is needed to support a plan that involves spending taxpayers money and noted the ongoing discussions and negotiations with the RSD on schools merging and closures, facilities studies commissioned by the Board on every building in Caddo Parish; and the superintendent and staff working tirelessly over the past year to address facility and academic needs for Caddo Parish children. He said he believes the plan on the table has a basis in the study shared with the Board by Dr. Gary Joiner detailing the inward/outward movement, and the student population for a five-ten-year plus period with the data indicating the student population will be in these areas and the need to address the facilities and academic needs in these areas. He also said he believes the title “*Reinvest in Caddo*” is most appropriate, and he noted that this bond works within our bonding capacity with no increase in taxes and he supports the proposed bond issue.

Mrs. Bell echoed Mr. Ramsey’s comments and that this is not about adults, but about the children. She noted that children should not have to eat lunch at 10:00 a.m., and how the two previous superintendents attempted to address these needs, and it is now time to put the children first in the Caddo Parish School System.

Miss Green stated that while the plan has some good points, she believes some will cause a problem. She said she believes we must come up with some type of compromise with the Highland-Stoner Hill-Barret community, because she would hate to see what closing all these schools in one community would do to that community. Also, in her area, she understands the Blanchard community is happy, as well as the MLK area, but they are looking for some things for the future, and not just an auxiliary gym. Dr. Goree reassured everyone that the school district is committed to the Highland-Stoner Hill-Barret communities having a voice in what is to happen in closing these schools. He noted that since 2000, Caddo Parish has closed 13 schools in an effort to right-size the District and be as efficient as possible; and this plan moves dollars from the administrative column back to the instructional column, as well as affords more opportunities to be more efficient and better stewards of the taxpayers' money. Dr. Goree also noted that this plan does not just close schools, but it builds a new facility in the Central Shreveport area, a point which has not been made in tonight's discussion. He further acknowledged Mrs. Rogers request and he will work to set up a meeting next week to provide answers to the questions; but noted that some of the questions will be answered through the strategic planning process. Miss Green asked the superintendent to remember the importance of our communication with the public being on key, and if he met with these communities. Dr. Goree stated his appreciation for Miss Green's comments and that he is very committed to the community and to serving as superintendent as long as the Board will have him. He added he has been successful in six of six bond initiatives; and while he understands the uniqueness of this community at the level of engagement from the previous districts he has worked in, he and his staff will make a commitment to meet with communities as much as possible; and when it is not happening, asked that he be made aware that it is not. Dr. Goree also noted a recent meeting in the Highland community (at Creswell) as well as the Stoner Hill community (at the Valencia Center) to present the plan. Miss Green asked Mr. Riall if she understands correctly that the Board's vote tonight is to move the bond initiative to the public for a vote, and Mr. Riall confirmed that is what this agenda item is.

Ms. Trammel expressed her appreciation for Dr. Goree's transparency and that he will accept suggestions from the public to determine what is important to them in preserving these vacant buildings so they do not become an eye sore in the community. She said she believes a community receiving a new state-of-the-art school is o.k., but the communities are concerned about what will happen with vacant buildings. Dr. Goree said since moving forward with the new plan in the new year, there has been an engagement of the various communities, because there is a commitment that there will not be any eye sores in the communities, and losing neighborhoods is the last thing he wants to see happen.

Mrs. Brown also expressed her concern for the Highland community; and while she supports what has been said relative to staff's transparency, she asked that persons from that area be appointed to work with staff so they continue to understand what is happening as well as getting input from them. Dr. Goree reiterated that as a superintendent, he understands and appreciates the love people have for the Caddo School District as well as its buildings; however, he also has a charge to be fiducially responsible to provide students the very best education possible. When making decisions, capacity and expansion opportunities have to be considered and staff will work with the community to do what is best in repurposing any closed schools.

Mrs. Poljak stated there is fear that Highland has not been treated fairly in the past and they fear nothing will be done to repurpose empty buildings. She asked if, once the Board votes on this issue, it is possible to immediately create a committee of Highland-Stoner Hill residents who can start thinking about what they want from these buildings in their community. Dr. Goree said it is possible and staff is currently moving in that direction by communicating with the Highland Homeowners Association and they will include Stoner Hill. She also asked for clarification in discussing repurposing, and does this not mean that any building must be torn down. Dr. Goree

responded absolutely not; and a tear-down should be an option along with other options, i.e. what will bring the most value to the community; however, tearing down a school can also bring value to the community.

Mr. Rachal said this vote is to turn this issue over to the voters to vote on, and he reiterated that we are only dealing with one portion of property taxes and that is for bonds and interest. He further explained the total millage is 6 mils; and of that 6 mils, this only deals with one mil; and if this does not pass, the millages will actually drop one mil. Mr. Rachal shared history of millages, i.e. 2003 they were 87.27 mils in property taxes to the school board; and as of today, they are 75.66 mils, a drop of almost 10 mils in the past 10 years. Also in the past 10 years, the School Board has taken advantage of opportunities to roll back property taxes, and have never increased in the past 10 years. At this time, the District has the opportunity to build some new schools without increasing the taxes; and he shared that Bossier Parish has built six new schools and Bossier Parish contributed 13.55 mils for bonds and interest, which is a lot more than Caddo. In Southeast Caddo, he reported there has been enough population for approximately 15 years to build a new school, something he has fought for many years because there is only one elementary school in that area.

Vote on the motion carried unanimously and the following resolution was approved.

RESOLUTION

A resolution ordering and calling a special election to be held in Parishwide School District of Caddo Parish, Louisiana, to authorize the incurring of debt and issuance of bonds 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 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, 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, 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 2, 2015**, 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 proposition, to-wit:

PARISHWIDE SCHOOL DISTRICT PROPOSITION (BONDS)

Shall the Parishwide School District of Caddo Parish, Louisiana (the "District"), incur debt and issue bonds not exceeding \$108,000,000, to run 20 years from date thereof, with interest at a rate not exceeding 7% per annum, for the purpose of acquiring and/or improving lands for building sites and playgrounds; including construction of necessary sidewalks and streets adjacent thereto; purchasing, erecting and/or improving school buildings and other school related facilities within and for the District, and acquiring the necessary equipment and furnishings therefor, **INCLUDING, TO THE EXTENT FEASIBLE, THOSE SPECIFIC SCHOOL PROJECTS SET FORTH IN THE "CAPITAL IMPROVEMENTS PLAN" APPROVED BY THE SCHOOL BOARD ON JANUARY 20, 2015**, title to which shall be in the public; which bonds will be general obligations of the District and will be payable from ad valorem taxes to be levied and collected in the manner provided by Article VI, Section 33 of the Constitution of the State of Louisiana of 1974 and statutory authority supplemental thereto, with no estimated increase in the millage

rate to be levied in the first year of issue above the 6 mills currently being levied to pay General Obligation Bonds of the District?

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, MAY 19, 2015**, 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 result 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, May 19, 2015, 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.

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 issue, sell and deliver the bonds 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. 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 9. Employment of Bond Counsel. This Governing Authority finds and determines that a real necessity exists for the employment of special counsel in connection with the issuance of the Bonds, and accordingly, Foley & Judell, LLP, as Bond Counsel, together with Co-Bond Counsel as may be designated by this Governing Authority for any series of bonds, is hereby employed to do and perform work of a traditional legal nature as bond counsel with respect to

the issuance and sale of said Bonds. Said 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 such 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 Bonds. The fee of Bond Counsel (together with Co-Bond Counsel) for each series of said bonds shall be fixed at a sum not exceeding the fee allowed by the Attorney General's fee guidelines for such bond counsel work in connection with the issuance of each such series of general obligation bonds and based on the amount of said Bonds actually issued, sold, delivered and paid for, plus "out-of-pocket" expenses, said fees to be contingent upon the issuance, sale and delivery of said bonds. That pursuant to instructions from the Chief Financial Officer, 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 Chief Financial Officer 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 Chief Financial Officer 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 10. Declaration of Official Intent. Prior to the delivery of the Bonds, the Governing Authority anticipates that it may pay a portion of the costs of the projects from the General Fund. The projects include those purposes set forth in the proposition herein. Upon the issuance of the Bonds, the Issuer reasonably expects to reimburse any such expenditures of other available funds from a portion of the proceeds of the Bonds. Any such allocation of proceeds of the Bonds for reimbursement will be with respect to capital expenditures (as defined in Reg. 1.150-1(b)) and will be made upon the delivery of the Bonds and not later than one year after the later of (i) the date such expenditure was paid or (ii) the date on which the project was placed in service. This Section is intended to be a declaration of official intent within the meaning of Reg. 1.150-2.

SECTION 11. Additional Notice Requirement. This Governing Authority made the announcement with respect to this resolution required by La. R.S. 42:19.1, at its public meeting on Tuesday, December 16, 2014 and published said announcement in the Official Journal on Wednesday, December 17, 2014.

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>	_____	_____	_____
Margaret Brown	<u> X </u>	_____	_____	_____
Susannah Poljak	<u> X </u>	_____	_____	_____
Bonita Douzart	<u> X </u>	_____	_____	_____
Mary Trammel	<u> X </u>	_____	_____	_____
Raymond Green	<u> X </u>	_____	_____	_____
Denee Locke	<u> X </u>	_____	_____	_____
Barry Rachal	<u> X </u>	_____	_____	_____
Larry Ramsey	<u> X </u>	_____	_____	_____
Kacee Kirschvink	<u> X </u>	_____	_____	_____
Dottie Bell	<u> X </u>	_____	_____	_____

And the resolution was declared adopted on this, the 20th day of January, 2015.

Secretary

President

EXHIBIT "A"

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 Parishwide School District of Caddo Parish, Louisiana (the "District"), on January 20, 2015, NOTICE IS HEREBY GIVEN that a special election will be held within the District on **SATURDAY, MAY 2, 2015**, 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 proposition, to-wit:

**PARISHWIDE SCHOOL DISTRICT PROPOSITION
(BONDS)**

Shall the Parishwide School District of Caddo Parish, Louisiana (the "District"), incur debt and issue bonds not exceeding \$108,000,000, to run 20 years from date thereof, with interest at a rate not exceeding 7% per annum, for the purpose of acquiring and/or improving lands for building sites and playgrounds; including construction of necessary sidewalks and streets adjacent thereto; purchasing, erecting and/or improving school buildings and other school related facilities within and for the District, and acquiring the necessary equipment and furnishings therefor, INCLUDING, TO THE EXTENT FEASIBLE, THOSE SPECIFIC SCHOOL PROJECTS SET FORTH IN THE "CAPITAL IMPROVEMENTS PLAN" APPROVED BY THE SCHOOL BOARD ON JANUARY 20, 2015, title to which shall be in the public; which bonds will be general obligations of the District and will be payable from ad valorem taxes to be levied and collected in the manner provided by Article VI, Section 33 of the Constitution of the State of Louisiana of 1974 and statutory authority supplemental thereto, with no estimated increase in the millage rate to be levied in the first year of issue above the 6 mills currently being levied to pay General Obligation Bonds of the District?

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	Oak Park Elementary/Middle School, 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

PARISHWIDE POLLING PLACES	
Precinct	Location
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	Southern University@Shreveport Gym, 3050 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

PARISHWIDE POLLING PLACES	
Precinct	Location
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
081	Southern University@Shreveport Gym, 3050 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/Middle School, 4331 Henry Street, 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

PARISHWIDE POLLING PLACES	
Precinct	Location
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
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

PARISHWIDE POLLING PLACES	
Precinct	Location
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	Belcher Village Hall, 411 Charles 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
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
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.

Notice is further given that a portion of the monies collected from the tax described in the Proposition shall be remitted to certain state and statewide retirement systems in the manner required by 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, MAY 19, 2015, 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 result 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 20th day of January, 2015.

ATTEST:

President

Secretary

STATE OF LOUISIANA
PARISH OF CADDO

I, the undersigned Secretary of the Parish School Board of the Parish of Caddo, State of Louisiana (the "Governing Authority"), the governing authority of Parishwide School District of Caddo Parish, Louisiana (the "District"), do hereby certify that the foregoing pages constitute a true and correct copy of the proceedings taken by the Governing Authority on January 20, 2015, ordering and calling a special election to be held in Parishwide School District of Caddo Parish, Louisiana, to authorize the incurring of debt and issuance of bonds therein; making application to the State Bond Commission in connection therewith; and providing for other matters in connection therewith.

IN FAITH WHEREOF, witness my official signature of the School Board at Shreveport, Louisiana, on this, the 20th day of January, 2015.

Secretary

RESOLUTION PROVIDING FOR THE ISSUANCE AND SALE OF GENERAL OBLIGATION SCHOOL REFUNDING BONDS AND PROVIDING FOR OTHER MATTERS IN CONNECTION THEREWITH

Mr. Ramsey moved, seconded by Mr. Rachal, to approve the resolution providing for the issuance and sale of General Obligation school refunding bonds and providing for other matters in connection therewith as submitted in the mailout.

Jim Lee explained that with this refunding issue, we will refund most of the 2007 bond issue at a lower rate and a net savings to the taxpayers of approximately \$925,000 for a total savings since 2002 of \$6.2 million. Mr. Rachal stated that interest rates are historically low, but asked what else would contribute to the School Board being able to refinance and receive these savings? Mr. Lee responded that we have a very strong bond rating (AA-) which the District has maintained for the last several years with Standard and Poors, we have a good financial record from paying debts as they become due, and Mr. Schleuter added that the maintenance of the bond rating is key to being able to go out into the market and get the very lowest interest rates. He also stated that this is one of many refundings that Caddo Parish has done with all the savings being to the benefit of the taxpayers (over \$6 million in taxes that the taxpayers are not paying because of the various refundings). Also critical in the bond process is maintenance of a good fund balance which Caddo has done; and he confirmed that the refunding of the bonds is not extending the debt but reducing the payments made by taxpayers each year. Mr. Rachal also asked Mr. Schleuter if he considers these savings and what the Board has done over the past few years average, and Mr. Schleuter responded that what Caddo has done is possibly above average since Caddo has taken advantage of lower interest rates and refinanced a significant number of times to lock in the savings.

Vote on the motion carried unanimously and the following resolution was approved.

RESOLUTION

A resolution providing for the issuance and sale of Fourteen Million Five Hundred Thirty Thousand Dollars (\$14,530,000) of General Obligation School Refunding Bonds, Series 2015, 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 2007, dated March 1, 2007, of which \$17,070,000 is outstanding (the "Series 2007 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 2007 Bonds, consisting of \$15,220,000 of Series 2007 Bonds which mature March 1, 2018 to March 1, 2032, 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 Fourteen Million Five Hundred Thirty Thousand Dollars (\$14,530,000) principal amount of its General Obligation School Refunding Bonds, Series 2015 (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

HEREAS, 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, etc. 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 2015, 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 Company, N.A., 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 February 10, 2015, 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, 2015.

"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 Company, N.A., 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 2007, dated March 1, 2007, consisting of \$15,220,000 of Series 2007 Bonds which mature March 1, 2018 to March 1, 2032, 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 & Associates, Inc., 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 "General Obligation School Refunding Bonds, Series 2015, 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 Fourteen Million Five Hundred Thirty Thousand Dollars (\$14,530,000) principal amount of Bonds of the Issuer to be designated "General Obligation School Refunding Bonds, Series 2015, 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 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, 2015, 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>
2018	\$665,000	3.000%	2026	\$ 990,000	5.000%
2019	695,000	3.000	2027	1,055,000	5.000
2020	725,000	3.000	2028	1,125,000	5.000
2021	755,000	3.000			
2022	795,000	5.000	2030	2,405,000	3.125
2023	840,000	4.000			
2024	885,000	4.000	2032	2,660,000	5.000
2025	935,000	5.000			

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 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 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. The Bonds are not callable for optional redemption prior to their stated dates of maturity.

SECTION 5.2. Mandatory Sinking Fund Redemption. The Term Bonds maturing on March 1, 2030 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 (<u>March 1</u>)	Principal <u>Amount</u>
2029	\$1,180,000
2030	1,225,000*

* Final Maturity

The Term Bonds maturing on March 1, 2032 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
2031	\$1,290,000
2032	1,370,000*

* Final Maturity

ARTICLE VI APPLICATION OF BOND PROCEEDS

SECTION 6.1. Application of Bond Proceeds. 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 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 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 "gross 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 Company, N.A., 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 Company, N.A., 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 November 14, 2014, 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, 2017, 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	_____	_____	_____
Margaret A. Brown	X	_____	_____	_____
Susannah W. Poljak	X	_____	_____	_____

School Board Members	Yea	Nay	Absent	Abstaining
Bonita Douzart	X			
Mary Trammel	X			
Raymond E. Green	X			
Denee' Locke	X			
Barry F. Rachal	X			
Larry Ramsey	X			
Kacee H. Kirschvink	X			
Dottie Bell	X			

And the resolution was declared adopted on this, the 20th day of January, 2015.

Secretary President

STATE OF LOUISIANA
PARISH OF CADDO

I, the undersigned Secretary of the Parish School Board of the Parish of Caddo, State of Louisiana, do hereby certify that the foregoing pages constitute a true and correct copy of a resolution adopted by said Parish School Board on January 20, 2015, providing for the issuance and sale of \$14,530,000 of General Obligation School Refunding Bonds, Series 2015, 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 January, 2015.

Secretary

SUPERINTENDENT’S REPORT

Update on Collaborations with RSD. The superintendent reported that on Friday through professional development a group of teachers from the Transformation Zone traveled to Atlanta to attend the annual conference at the Ron Clark Academy, and he shared the many positive emails from those teachers thanking the Board for the opportunity. Also, this training opportunity is going beyond the Transformation Zone with Keith Burton accompanying a group of administrators and teachers from outside the Transformation Zone to this academy. He added he believes many practices in this academy are things Caddo is incorporating in our schools that are showing great success. Dr. Goree also announced that the second and third bus tours are being planned to highlight the successful work with the RSD and in our schools.

Mrs. Bell noted the excitement she is hearing from teachers about the Ron Clark Academy, and she asked is it possible to bring the Ron Clark training to Caddo for more of Caddo’s 3,000 teachers? Dr. Goree said it is possible and he will look into that possibility.

Update on SunGard. Dr. Goree reported that the District is continuing to move forward with the implementation of the SunGard system and staff continues to move forward with the goal of payroll.

ANNOUNCEMENTS AND REQUESTS

Miss Green recognized Carla Moore’s announcement that she is retiring and she thanked Tammy Tales for the “Best Board Member of the Month” award.

Mr. Ramsey asked that an item be placed on the February agenda to authorize the CPSB Executive Committee and Board Attorney to negotiate contract extension with Caddo Parish Superintendent Dr. Lamar Goree.

Mr. Riall expressed appreciation to staff for efforts in the cleanup at Caddo Middle Career and Technology following the break-in. Ms. Trammel reiterated Mr. Riall's comments and appreciation for the staff's hard work in cleaning up CMCTC.

Mr. Riall also announced that committee assignments will be finalized prior to the first meeting in February.

Mrs. Brown asked that the Board go on record in support of Clay Walker and the Juvenile Division for their efforts to keep children off the street and for their program to help Caddo children.

President Riall also announced that the February 3, 2015 Executive Committee meeting is rescheduled for February 10th; and the April 7th Executive Committee meeting is rescheduled to Tuesday, April 14th.

EXECUTIVE SESSION

Level IV Grievance. *Mr. Ramsey moved, seconded by Mr. Rachal, to go into Executive Session for up to 30 minutes for the purpose of a Level IV grievance. Vote on the motion carried unanimously and the board went into executive session at approximately 6:35 following a brief recess. The Board reconvened in open session at approximately 7:19 p.m.*

Dr. Goree expressed appreciation for information presented in this hearing from all parties; and that based on the information, staff is still waiting on a ruling from BESE; and he would like to recommend that the board uphold staff's recommendation and add that when and if the ruling is received from BESE, staff will act quickly and in accordance with that ruling. He committed that staff will also be diligent about getting a ruling from BESE on this issue.

Mr. Ramsey moved, seconded by Mr. Rachal, to uphold administration's dispositions at Levels 1, 2 and 3 and maintain the class schedules unless the State Department advises Caddo that it should alter its schedules.

Mrs. Brown moved, seconded by Miss Green, to amend the motion to uphold the disposition of this grievance for a period of 90 days and continue to work with the State to get some type of resolution. Following clarification, Mrs. Brown withdrew her motion, and Miss Green withdrew her second.

Mrs. Bell shared her concern that there are not more students in these courses so we could have more teachers; however, even if there are only four students in a class, they need to be in that class by themselves. She shared her concern that it could be a liability issue if the instructor has too many students in one class and they are welding. She asked what will be done if the State Department rules we should not do this for safety reasons; because 741 states "unless safety hazards exist"? Because she believes it can be changed, she said she cannot support the motion.

Mr. Abrams explained that there are always risks in shop classes, so it is the Board that must determine if Shop will be offered or not, and if more teachers are hired in an effort to reduce the risks. In essence, the Board has a motion on the table that will allow BESE to come back with a ruling as to whether or not it is a problem. Dr. Goree added that one of the concerns is staffing and when looking at the Career Center, you are looking at students that are pulled from all across the district, and an attempt to make it work so as many students as possible are afforded as many opportunities as possible. Also, staff does not want to put students in any situation that is felt unsafe, and this was considered when a decision was made relative to the Master Schedule and two groups of students in one class. Mrs. Kirschvink shared her concern because she is always tech safety first; however, she believes the school and the program are excellent and she has no concern that the school would do anything to jeopardize the safety of the students. She asked about the possibility of providing a paraprofessional who might monitor along with the

instructor; and since we do not have the ruling from BESE at this time, she deferred to that, thus she liked the motion to postpone.

Mr. Rachal moved, seconded by Mr. Ramsey, to call for the questions. 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, Brown, Poljak, Douzart, Trammel, Green, Locke, Rachal, Ramsey and Kirschvink supporting the motion.

Adjournment. *Mr. Rachal moved, seconded by Ms. Trammel, to adjourn. Vote on the motion to adjourn carried unanimously and the meeting adjourned at 7:30 p.m.*

T. Lamar Goree, Ph.D., Secretary

Steve Riall, President

February 3, 2015

The **Caddo Parish School Board (CPSB)** met in special session on Tuesday, February 3, 2015 at 2:00 p.m. in its offices at 1961 Midway, Shreveport, Louisiana, with President Steve Riall presiding and the following Board members present constituting a quorum: Jasmine Green, Margaret Brown, Susannah Poljak, Bonita Douzart, Mary Trammel, Raymond Green, Denee' Locke, Barry Rachal, Larry Ramsey, Kacee Kirschvink and Dottie Bell. Also present was Legal Counsel Reginald Abrams. Mr. Riall led the prayer and Pledge of Allegiance.

Mrs. Bell asked everyone to continue to pray for the family of the student from Barret as well as the Barret family.

VISITORS

Jackie Lansdale, president of Red River United, 1726 Line Avenue, addressed the current situation with the implementation of Common Core and PARCC testing in Louisiana. She spoke on behalf of teachers and requested that the Board allow every teacher in the District to reopen their student learning targets and be able to place in their student learning targets that they should not be penalized for any student whose parents choose for them to opt out of the test. Anytime a teacher is held accountable, regardless of how, teachers want to make sure that how they are being measured is fair, it's understandable and has integrity; and she asked the Board to act on this today.

Brenda O'Brock, 248 Lakepoint Drive, addressed the Board on Common Core and the need to do something about this bad reform. She stated she will be praying for each one serving on the Board to start being good detectives and to get the boldness when seeing something that is bad for children and start doing something about it. She also told the Board that if it does not know by now that this is a bad reform, she doesn't believe it has done its homework or that it is a part of the government that brought this in. She asked the Board to not allow Louisiana to be the last state to get rid of Common Core and to allow students to opt out of this test.

Jon Glover, 8100 Pines Road, asked the Board why opting out is being requested without the leaders of the School System being present here who could give a definite reason why they are asking for this? Understanding that if our students are allowed to opt out it will impact the SPS scores, she said it is important to understand the true purpose of opting out.

Kylie Richardson, 295 Pecan Drive, addressed the Board on behalf of her children who continue to tell her they are not ready for testing. She encouraged the Board to read the information being given to the children and required of them to read and hopefully see what will happen in a generation of our children. She doesn't believe this information is developmentally appropriate and we should be ashamed of what we are doing to the children. Mrs. Richardson asked the Board if they know what will happen to these children when their parents opt them out of taking this test and they receive a zero? When voting today, she encouraged the Board to consider the children.

APPROVAL OF RESOLUTION REQUESTING A SPECIAL CALLED MEETING OF THE BOARD OF ELEMENTARY AND SECONDARY EDUCATION REGARDING THE EFFECTS OF STUDENTS OPTING OUT OF PARCC TESTING

Leisa Edwards, on behalf of the Superintendent, presented the item for the Board's consideration at today's meeting.

Mr. Ramsey moved, seconded by Mrs. Bell, to approve resolution requesting a special call meeting of the Board of Elementary and Secondary Education regarding the effects of students opting out of PARCC testing as follows:

**RESOLUTION REQUESTING A SPECIAL CALL MEETING OF BESE REGARDING
THE EFFECTS OF STUDENTS OPTING OUT OF PARCC TESTING**

Whereas, the Caddo Parish School Board Members submitted the attached resolution dated December 16, 2014 requesting that BESE declare a moratorium on Louisiana students participating in PARCC testing for the reasons stated in said resolution;

Whereas, the Caddo Parish School Board has been advised that there is a movement by parents throughout the State opting their students out of participating in the PARCC testing this year;

Whereas, the Caddo Parish School Board has been advised that the State Department of Education has condoned the practice of parents opting their students out of participating in PARCC testing but has advised that the School Districts will be held accountable for every student not taking the PARCC test by assigning a zero (0) for every student that does not take the test;

Whereas, allowing students to not take the test with no consequences but assessing a zero (0) grade for each student that does not take the test will have dire consequences on the school and district performance scores;

Whereas, the Caddo Parish School Board members hereby request that BESE call a special call meeting to either (1) call for a moratorium on all school districts participating in PARCC testing or (2) advise districts that any parents who receive a waiver from the State Department or a school district allowing their child to not participate in PARCC testing also be exempt from including that child in the calculation of the school and/or district's performance score as well as teacher evaluations;

Be it Resolved that the members of the Caddo Parish School Board do hereby request that BESE hold a special meeting and (1) approve a moratorium on all school districts participating in PARCC testing; or (2) advise districts that any parents who receive a waiver from the State Department or a school district allowing their child to not participate in PARCC testing also be exempt from including that child in the calculation of the school and/or district's performance score as well as teacher evaluations.

Be it further resolved that this resolution be spread upon the official minutes of the Board, with copies being sent to Governor Bobby Jindal, State Superintendent of Education John White, members of the Louisiana Board of Elementary and Secondary Education, all members of the Louisiana Legislature, the President and Superintendent of every Louisiana School Board, the executive director of the Louisiana School Board Association, and all public education stakeholders organizations/associations.

Mr. Ramsey said he hopes to see an overwhelming support of this resolution, and he encouraged parents, grandparents, et.al. to engage in a letter-writing campaign to their legislators and senators. Because the state is who embarked on this education reform several years ago, he believes we should look to them to help get us out of where we are, because one of the things they did in the process was to negate a lot of the local district's power. Mr. Ramsey stated the Board realizes the impact this is having on teachers and students, which is unforgivable; and he encouraged everyone to support the resolution.

Mrs. Bell echoed Mr. Ramsey's comments and shared a personal example of why she believes everyone, all of Louisiana, should support this resolution.

Mr. Rachal noted in the resolution the statement that the State Department of Education is condoning parents opting their students out of participating in PARCC testing; and he questions why everyone is being punished if the State Department is telling everyone this is bad enough to opt out their children. He stated that last month the Board took action to tell them to back off and they still have not gotten the message, and he encouraged everyone across the state to get on board with this resolution and get BESE to stop and think the bad that this is doing to our children.

Ms. Trammel also shared a personal experience with her grandchildren and the Common Core standards and her concern the stress and burden it is placing on children especially if there is no one at home that can help them with assignments. She encouraged everyone to support this resolution and realize the impact this will have on our schools' scores.

Mr. Ramsey also reported that he did hear from the superintendent and Dr. Goree and his staff support this resolution. He also noted that four BESE members encouraged the Board to rise to leadership in this and to hopefully encourage the support of the remaining BESE members in this matter.

Mrs. Douzart concurred with Board members' comments and her concern that the state brought PARCC testing yet they are now telling parents to opt out of the testing. Her concern is the children and the stress and anxiety this is creating for them. She encouraged everyone to be on one accord and collaborate in this matter.

Mr. Green stated his concern about the analogy of what this program is about, because it is apparent they have forgotten the 5 Ps and he supports this resolution.

Mrs. Brown stated that common sense is not a common thing, and the people were very careful in choosing the members of the Board, and she encouraged them to be as diligent when it is time to choose Legislators. Also she encouraged everyone when they got home to look up the word *asinine*.

Mr. Riall announced that he received a letter from the Board of Elementary and Secondary Education announcing their receipt of the resolution approved by the CPSB at its December 16, 2014 meeting. Mr. Riall encouraged everyone to contact the BESE members about how they feel.

Vote on the motion carried unanimously.

Adjournment. *Miss Green moved, seconded by Ms. Trammel, to adjourn. Vote on the motion to adjourn carried and the meeting adjourned at approximately 2:32 p.m.*

T. Lamar Goree, Ph.D., Secretary

Steve Riall, President

February 10, 2015

The **Caddo Parish School Board (CPSB) Executive Committee** met in regular session on Tuesday, February 10, 2015 at 4:30 p.m. in its offices at 1961 Midway, Shreveport, Louisiana with President Steve Riall presiding and Mary Trammel and Dottie Bell present constituting a quorum. Also present were Jasmine Green, Margaret Brown, Susannah Poljak, Bonita Douzart, Raymond Green, Barry Rachal, Kacee Kirschvink and Dottie Bell. Mr. Riall announced that Mrs. Locke and Mr. Ramsey are absent due to illness. Also present were Dr. Lamar Goree, superintendent, and Reggie Abrams, legal counsel. Miss Green led the prayer and Pledge of Allegiance.

PRESENTATIONS

Districtwide Accreditation. Chief Academic Officer Keith Burton shared that for many years the local school system has been involved in school-level accreditation (all high schools) and that staff is asking the Board to continue but shift to a district-level accreditation process. He explained the same accreditation service (AdvancED) that provided the school-level accreditation will be used. Being the world's largest education community, he reported that AdvancED currently serves over 27,000 public and private schools, not only in the United States, but also in approximately 69 countries around the world, impacting more than 15 million students through its accreditation system. The accreditation at one time was through SACS (Southern Association of Colleges and Schools); and they merged with AdvancED in 2006; with only high schools accredited at this time, even though some middle and elementary schools have participated in the past. He said the problem is the planning, hosting and filing of required paperwork that falls on the school-level, as well as the inconsistent timing on when schools were accredited, and is why staff is proposing we pursue District-level accreditation for all Caddo schools (elementary, middle and high schools), with the planning, preparing and filing of reports being the District's responsibility. The three main cornerstones to accreditation include standards, continuous improvement, and quality assurance (internal and external reviews); and he highlighted the five standards of (1) Vision and Purpose, (2) Governance and Leadership, (3) Teaching and Assessing for Learning, (4) Resources and School Support Systems, and (5) Using Results for continued improvement. Mr. Burton explained that if approved, sub-committees will be developed of District personnel to begin a process of evaluating each school in these five areas. He also explained that the internal and external reviews of the process will be conducted by District-level employees and will give the District an opportunity to hear from community stakeholders (parents, community members) to provide analysis of surveys and that this process will continue over a five-year period. Mr. Burton explained that the external review will be the last portion of the accreditation process, and approximately 20 educational professionals will come to Caddo to evaluate the data/artifacts based on the five standards provided. Mr. Burton highlighted the timeline for the process from sending a letter in January to notify AdvancED of our interest, costs involved, advantages, with a final report being made to the Board in the fall. If the Board approves the proposal presented, staff will assemble a district team and complete a self-assessment of readiness, to see if Caddo has reached the Benchmark level to begin the accreditation process. Also, a team will come to the District in March to determine if the District is ready to proceed; and from August 2015 to May 2016 the internal view process will take place. The culminating activity in the fall of 2016 will be 20 participants from outside of Caddo Parish staying in the District 3.5 days and they will make the accreditation determination on the last day of the visit.

The cost of accreditation at this time is \$725 and each school is responsible for the fee as well as external review expense of approximately \$3,000 per school every five years. Mr. Burton explained if the District goes to a district wide accreditation, the annual fee will be \$650 per accredited school; so there will be an increase in the District cost because we are recommending adding all Caddo schools and not just the high schools. He added this cost would be handled by

the District and not placed on the schools. Also, the external expense will double, but only one time, because instead of every school paying \$3,000 every five years, the District will only pay \$6,000 once. Mr. Burton highlighted advantages to going to a District-level accreditation, i.e. National protocol, increased ability to improve student achievement, increase organizational effectiveness by receiving feedback from an outside group, insure all departments are working together in harmony, and increase the marketability of the District. Mr. Burton shared a list of districts in Louisiana that have completed this accreditation process.

Mrs. Bell asked if she understands correctly that this will include all Caddo schools and if all schools will be selected or only a certain number of the schools. Mr. Burton explained that they will select 20% of the schools to visit during a 3.5 day external review process, so all schools will be prepared but only 20% will be randomly selected. Mr. Burton further explained that when the visit is made in March, they will do an analysis to determine if the District is ready to begin the process. Mrs. Bell asked if they say Caddo is ready to begin this process, will they pick how many schools, and Mr. Burton responded that during the external review they will randomly select 20% of Caddo's schools. Upon completion of the external review and they look at the documentation staff collected during the year of internal review, they will make a decision if the entire District is accredited. Mrs. Bell asked who will comprise the Caddo Team, and Mr. Burton responded it will be District level staff. She also asked if a team of outside community members will be included, and Mr. Burton said yes with the superintendent taking the lead on community representatives as well as principal involvement because many times they provide names of parents to be involved in the process. Mrs. Bell asked if principals, supervisors will be included; and Mr. Burton explained that the initial District team will be comprised of District-level staff and teams will not begin school-based reviews until August with the District team leading them through the preparation of data and analysis so they are prepared in the event their school is selected. Mrs. Bell asked about the length of the process and Mr. Burton stated the District will know in the fall of 2016 (December) if Caddo is accredited.

Mrs. Bell added that when Huntington went through the process last year, she as a Board member, as well as other community representatives, were brought in to determine if the school was supported by the community. She reminded everyone that the Board continually hears people say we need to fix the Caddo Parish School System; and when people are looking to move to Shreveport, she believes that this accreditation will help sell this area if all the schools are accredited.

Mr. Rachal asked for clarification of what they do on a yearly basis, what does AdvancED provide for us? Mr. Burton explained they are the external reviewer and they set the bar for accreditation; they are the third party that accredits not only elementary schools, but also colleges. Mr. Rachal asked about the benefits to the District once the District receives accreditation status? Mr. Burton responded we cannot accredit ourselves and through the process, much of what is done will be affirming the process we have in place as well as giving the District feedback on how we can better do the jobs, and it is good to have the feedback from an outside group not only on standards but systems, data collection and analysis as well. Dr. Goree added that when looking at the accreditation process even for colleges and universities, it is about an outside entity validating what you are actually doing. He also stated he believes the accreditation status will impact parents as they make decisions on where to educate their children, because the standard will be validated that our schools are meeting the mark. Mr. Rachal stated his understanding; however, he sees the District working with the University of Virginia, the RSD, et.al, and this is adding yet another entity to evaluate us. Mr. Burton reminded Mr. Rachal that Caddo is already using them, but on a school-by-school basis and staff is now asking that the weight of the accreditation process be placed on the District and not the individual schools. Dr. Goree clarified that this would be for all schools, because the contract with the University of Virginia, as well as the RSD, only targets the ten schools in the Transformation Zone. Mr. Rachal asked if it is possible to approach the RSD about the

possibility of using AdvancED to meet what is required of the District; and Dr. Goree responded that the works being described are different because the accreditation agencies will come in and evaluate what the District is doing effectively and what needs to be improved upon whereas the Virginia project with the Transformation Zone schools provides support, strategies and professional development models (they tell you what is wrong and help you fix it). The accreditation process tells us what we are doing well or not and the District chooses to address on its own. Mr. Rachal noted that the superintendent has done an excellent job of eliminating unnecessary programs; and while he knows that SACS works well and it is good to have all Caddo schools working in the same direction, he is only against numerous consultants possibly leading the District in different directions. He asked staff to explain the impact this will have on the budget, and staff responded that the annual cost will be approximately \$60,000, which is an increase from \$8,000 to \$60,000. Mr. Rachal stated he believes in a district with 42,000 students and approximately 3,200 teachers that this is a reasonable investment in which Caddo will get a good return.

Mr. Rachal asked staff to explain what AdvancED is looking for when they conduct the evaluation? Mr. Burton stated that while it is one thing to produce a product, it is also important to see the action behind the product, i.e. the five standards by which the District must document implementation within our schools. Mr. Burton further explained that staff will produce the artifacts and then the data behind our implementation of not only the vision, but leadership, teaching and assessing practices, how we are spending our money and allocating our resources (tangible or human), and how we are constantly reflecting to improve. Mr. Rachal asked if there will be a need to increase staffing internally for this, and Mr. Burton responded absolutely not.

Mrs. Poljak asked if every school that applies becomes a candidate, and Mr. Burton clarified it is not the schools that apply, but it is the District which will encompass all schools. Mrs. Poljak asked is it possible that the District could be told no, and Mr. Burton responded no. Mrs. Poljak also asked how the accreditation increases our learning capacity, and Mr. Burton responded through the reflection of the District's practices, not only at the District level, but also at the school level. In the last year the District has seen results on the practice of Response to Intervention; and if we are able to provide the same analysis on all our practices throughout the District, at every school, he believes we will see added capacity.

Mrs. Kirschvink stated she understands what it means to the City when entities such as the Fire Department and the Trauma Center hold top ratings; but she asked if she understands correctly that if 20% of our schools pass, all schools are accredited? Mr. Burton said that is correct and is why the one year of internal review is so powerful. Mrs. Kirschvink also stated that she does not wish this to become more stress for teachers, but as she understands it, this is something the District will do and not the teachers. She also asked, if teachers are found to be good in their individual classroom through this process, will this help them in their evaluations and/or their school performance. Mr. Burton responded that staff is very aware of the stress teachers are under, especially in the past year; so decisions made will be considered very heavily to make sure there is no additional burden on teachers. He also reiterated that most of the work will be done at the district level and the leadership level at the individual schools. Mrs. Kirschvink asked if we actually have high schools to compare this, and Mr. Burton reiterated staff does have a list of accredited high schools and many of the high schools have been doing this for years. The newness will be those schools that have never gone through the accreditation process, thus the experienced schools and staffs that have gone through this process will assist them.

Ms. Trammel asked which schools have already been accredited through this program, and Mr. Burton responded all the high schools have been accredited through AdvancED. She asked why the decision to go with the District level accreditation, and Mr. Burton responded mainly to be able to take a comprehensive review of school and district reform and improvement reflection

rather than it being left up to an individual school. He also added that the work being done in the Transformation Zone, as well as in non-Transformation Zone schools, will help lead the process.

Mrs. Brown stated that as a recipient of various honors and grants over the years as an employee in the system, oftentimes these applications asked if a district was accredited; and she believes having this accreditation status will be a plus for Caddo.

Mr. Riall asked how the State (BESE/State Department of Education) views this. Mr. Burton explained that while it does not mean more e-funds, it is the norm and the highest honor a district can receive.

ESTABLISH THE AGENDA AND PROPOSED CONSENT AGENDA FOR THE FEBRUARY 17, 2015 CPSB MEETING

Superintendent Goree highlighted items for the Board's consideration at its meeting on February 17, 2015 and the following discussion ensued.

Purchasing bids. Mr. Riall asked where the kitchen equipment will be placed. Lisa Lloyd explained the equipment includes a steamer with a stand, a large kettle and a convection oven with a stacking kit for Atkins, J.S. Clark, and Oak Park. Mr. Riall requested that in the future the item and schools be spelled out in the information.

Approval of Request for Long-term Use of Newton Smith by Southern University. Miss Green asked Dr. Goree if this is what the School Board wants. Dr. Goree responded staff sees this as an opportunity to utilize school district facilities that are currently vacant and generate revenue, as well as an opportunity to secure additional seats for opportunities for our students in programs Southern is proposing for this facility. Miss Green asked about the \$1,400 a month and Dr. Goree explained that this dollar amount was figured based on square footage we are currently renting other facilities in the district. Miss Green said she would like to see this \$1,400 times 2.5. Mr. Woolfolk further explained the request was made for 10,000 square feet of the facility's 33,000 square feet (1/3 of the actual square footage), and staff went to the building's appraised value of \$1 million, took 30% of that (\$300,000), and then figured at the going interest rate, amortized for 30 years, and the monthly payments came to \$1,400 (principal and interest). Miss Green asked which wing will they use, and Mr. Woolfolk responded that has not been determined. Miss Green asked if the cafetorium is included in the \$1,400, and Dr. Goree responded that is not one of the areas included. Miss Green indicated her community has asked to use the cafetorium for certain functions and she would not want an entity to lease it and them not have the opportunity as well. Miss Green asked if a three-year lease is average for our facilities. Mr. Woolfolk responded it varies; however, the lease at M.J. Moore is for three years. Miss Green stated it is a concern to her that the highway is coming through her neighborhood, and as the representative for that district, she cannot determine what the population will be for the MLK community so she would hate to sign a three-year lease and her district grow by leaps and bounds and there becomes a need for the school. She asked if there is any way we can negotiate with Southern University regarding a year to year or a two-year lease. Mr. Woolfolk said his proposal was for a three-year lease, but it also includes the option to extend or to be able to renegotiate as conditions change with a 30-day notice from either party. Miss Green again asked if the three-year lease can be changed to a two-year or a year-to-year lease. Dr. Goree responded that by putting the clause in the lease, he believes this addressed concerns that might come about; but the fact is it is a school that is empty/closed, and we are not currently using it. Until the highway comes through or until we see the growth in the population, this is a wonderful opportunity for our students to be in more career and GED type educational opportunities; and it also gives us the opportunity to generate revenue on an empty building. Miss Green asked the staff to look at the changes she has suggested and asked when she can expect to hear from staff on this. Dr. Goree said it is difficult to put a timeline on this when staff has worked so hard to

make the contract something that will protect the interest of the district and more importantly provide additional opportunities for the students. He further stated he believes the current contract meets the needs outlined by Miss Green in the event the District did need to use this facility. He also asked Miss Green to remember there is a second empty school building in District 2 that we are allocating some funds for renovations. Miss Green added her concern now is Newton Smith. She again asked the Superintendent to take a look at the things she has mentioned and if they would like to use the cafetorium, she believes they need to lease this space as well. Dr. Goree stated staff will review Miss Green's request and report back to her.

Mrs. Bell stated she is looking at the children and the fact that SUSLA received this grant from 71 programs across the United States, and it is a program for providing academic and occupational skills training for at-risk youth ages 16-24. She said she has been fighting for these students since serving on the CPSB, and she doesn't see where we can do more at this time than put this program at Newton Smith and provide this outstanding program for the students in Caddo Parish. She asked if at-risk, struggling students will have the opportunity to attend this program. Dr. Goree responded that in negotiations, it was made clear that we expected our students to have a certain number of seats to take advantage of these services for Caddo's students. Mrs. Bell asked if transportation can be provided for these students, and Dr. Goree said that is something the district will provide upon learning of a student's need.

Mr. Rachal agreed with Miss Green on the lease amount because he believes \$1.68 a square foot is extremely low for a 10,000 square foot building. He suggested the possibility of a real estate broker looking at this and providing some comparisons on the real market value. He added the benefit is we will work with Southern University and they will work with our children, and more specifically our at-risk students. Not knowing what the grants are, Mr. Rachal stated that \$1.68 a square foot is low. Dr. Goree said staff will look at the cost, but asked the Board to remember this is a governmental agency dealing with another governmental agency that will provide us a service, and they will likely tell us the value of the seats for Caddo. Mr. Rachal stated he would rather be pro-active on the front side rather than get caught on the back side. Mr. Rachal also asked for a copy of the lease, and any other costs to them for the use of the facility and its upkeep. Mr. Woolfolk explained that all the details are in the lease and the attorney is working on this with the utilities being prorated.

Mr. Abrams stated that from the information provided, it appears this could be a lease/cooperative endeavor agreement between the two agencies since they are providing a service we want as pointed out by the superintendent.

Mrs. Kirschvink asked if this is an all-day program, after school. Mrs. Snead with Southern University shared with the Board that when it comes to at-risk youth and meeting the education work-force needs, this is something near and dear to her heart. As Vice Chancellor for Community and Work Force Development, she reported they oversee adult education programs, short-term training programs and it has been a goal of the community to bring Youth Build to this area for over a decade. She said not only is it a treasure to have this program, but if you do a good job, the funding can be available year after year and is why SUSLA partnered with the City of Shreveport, the Caddo Parish School Board and other entities in the community to put together a strong proposal that would meet individuals where they are to get them skilled training and to get their GED, technical experience actually in the MLK community. Mrs. Snead stated that she does not look at this opportunity as a dollar for dollar match because Caddo will be providing its students what the Governor is asking of communities – work force training. She reported that the program will begin with residential carpentry and it will be an all-day program that provides educational training in the a.m. and technical training in the afternoon. Also, she reported they serve approximately 100 students in the adult education program and their only limitation is space. Mrs. Kirschvink said she has been to the school's adult education graduation and she believes it to be an awesome opportunity and asked how many students does Southern

believe they can help through this program. Mrs. Snead explained that this particular grant was written to serve 60 students over two years (30 students per year) with the third year being a time to wind down the program and provide placement. However, their goal is to begin in year one to expand the program because they do not look at this as a one-time program, but a comprehensive, technical school that can meet the needs of the community with Caddo's at-risk students through a work force training center to addressing training needs and process technology, manufacturing, residential carpentry, welding. At this time, she explained they have done allied health, aerospace technology, and based on the input from the community-at-large, they desire for more and that is what SUSLA is working to do through the development of a work force training center to meet the work force needs and continue to grow.

Mr. Riall asked if the lease has been presented to SUSLA, and Mr. Woolfolk said it has not and will not be presented until after the Board approves moving forward.

Miss Green stated she really likes what SUSLA is providing and that it is coming to Newton Smith, but asked the Superintendent if Vo-Tech or someone else decides to come forth with the same program, will we give them the same opportunity to lease the remaining space at Newton Smith? Dr. Goree responded that while he can't answer her question specifically, it is something staff would consider specific needs because the District is still utilizing a portion of the Newton Smith facility. He also added he believes this is a unique situation with Southern because there is only a fence separating the two facilities. Miss Green also requested that the name not be changed on the school, and that it remain Newton Smith. Dr. Goree added there has been no discussion relative to changing the name of the school. Miss Green stated that she looks forward to working with Southern University in the future.

Ms. Trammel asked if she remembers correctly that at one time the District leased a facility(ies) for \$1. Dr. Goree said that is correct. Ms. Trammel further stated that she does not believe the major issue should be about money if we are helping our students get vocational experience, and they are able to work and become good citizens. Dr. Goree said he will be the first to say we must be fiscally responsible; but at this time, the District has been blessed to provide a much-needed service that is priceless and that is an education. He further added that this is an opportunity to expand and provide services to under-served students in Caddo. The Superintendent added that staff will definitely consider everything the Board has brought tonight and will bring to the Board what is believed to be a win-win situation for kids.

Mrs. Brown shared that Caddo and Margaret Brown unsuccessfully applied for a Youth Build project and she believes it important to collaborate with SUSLA and make this happen for these at-risk students.

Mr. Green stated this is a win-win situation, and encouraged the Board to move forward.

Mr. Riall asked what happens to a vacant building over time. Mr. Woolfolk responded that vacant buildings deteriorate; and even if you receive nothing for it, having it occupied is better than it being empty.

Recommendations for 2015-16 Capital Projects and Designers. Mrs. Bell shared her excitement to see the renovation at Linear and asked if this means Linear will return to Caddo? Dr. Goree stated that negotiations are complete and Linear has been returned to Caddo Parish Public Schools. He noted that there are some major concerns with vandalism in that community and staff looks to work with the community to address this; but as part of the MOU, staff has made a commitment that it will open as a school in the 2016-17 school year. Mrs. Bell asked the superintendent about a concern over the situation at Northside (T Building that burned), and how we are handling these situations. She announced she will call a meeting of the Insurance and Finance Committee to discuss this issue.

Mrs. Kirschvink asked about the amount of \$35,000 for the BTW Rekey Phase II. Greg Spurlock explained that Caddo has what is known as the best system because it affords us the ability to make sure all keying needs at a school can happen. Mrs. Kirschvink asked if this is something that must be contracted out or does Caddo have staff that can do some of the work to keep the cost down? Mr. Woolfolk stated that the repairs of keying are done internally; however when it is a major keying of the entire school or of the wiring, it is put on bid. Dr. Goree added it is safety and security and the reliability of function; and while it is expensive, it is the best and it has been reliable. Mr. Woolfolk also explained that these are estimates and when it is bid, the actual cost will come to the Board for approval.

Mrs. Poljak asked about the monies on this list for the Byrd HVAC project and does it impact what is planned in the bond initiative? Dr. Goree explained when the bond was designed, staff knew it did not want to increase taxes, so there was no way the entire HVAC at Byrd could be done, so some of the funds to complete this \$8 million project will come from Capital Projects.

Ms. Trammel asked if, in Phase III of the reroofing of Woodlawn, staff has rid the school of the bats. Mr. Woolfolk responded staff hopes this will be accomplished in the reroof; however, staff is aware that bats can enter buildings through the smallest openings, and at this time staff has not received calls in recent weeks about bats.

Contract Renewal for Third Party Reviewer. Dottie Bell asked if we have recommendations for charter schools. Dr. Robinson reported that as of today staff has received three letters of intent and she will meet on Wednesday about a fourth charter. Mrs. Bell asked about the report on the Magnolia Charter School, and staff responded they will forward a copy to Mrs. Bell. Dr. Goree also announced that Pathways will report to the Board at the March work session.

Mr. Rachal noted his remembrance of going through this last year and that we are mandated by the State to hire a third party to review these. He added he believes the charges for this service seem to be reasonable considering something that the State requires of the District.

Extension of Superintendent's Contract. Mr. Abrams shared with the Board a copy of the proposed extension to the Superintendent's contract and that during the last meeting Mr. Ramsey requested that members of the Executive Committee and legal counsel work with the superintendent on an extension of his contract. Mr. Abrams reported that he met with the Superintendent and with Executive Committee members individually to discuss those items presented for the Board's consideration. He stated that the Superintendent agrees to extend his contract with a current expiration date of November 13, 2016 until December 15, 2018; and he reminded the Board that it cannot go any further than four years and the Superintendent agrees to extend as far as the Board can do so in order to provide stability to the District. Mr. Abrams also said this helps in taking care of issues surrounding the bond issue as well as showing that the Board, as well as the Superintendent, is committed to Caddo Parish. Secondly, Mr. Abrams reported that as compensation for the Superintendent's early agreement to extend his contract, the Board will pay the Superintendent \$10,000 before May 15, 2015, and that the Superintendent has agreed if he voluntarily leaves before the end of his term, he must return to the Board pro rata the sum remaining in the contract which he believes solidifies Dr. Goree's commitment to the School District. During the retreat, Mr. Abrams reported that the experts announced Dr. Goree meets all the criteria for an up and coming superintendent; and that once he serves in the capacity of superintendent, he becomes extremely marketable and could probably set his salary and go anywhere in the nation. He believes this incentive to sign early guarantees the Superintendent will be around for a long time; and it also helps the bond and the longevity of the Caddo Plan, the agreement with the RSD to keep a competent superintendent on board as well as keep the schools in the Transformation Zone in the Caddo District. Mr. Abrams also reported that the Superintendent's compensation will increase from \$200,000 to \$225,000 beginning on

March 1st and shared a list of comparable salaries of superintendents in similar size districts. He also noted there is no escalation clause in the contract which means he will not get raises when other employees in the district receive a raise. Mr. Abrams explained that the area in the Superintendent's contract relative to evaluations being done in accordance with receipt of State Accountability Reports needs to be modified; and it is recommended that since we do not know when the District will receive this report, and the contract states the Superintendent's evaluation will come after receipt, it is recommended that this be modified to an annual evaluation in November; and if the State does not provide a report or if the testing instrument does not fairly assess the student progress, then the Board and Superintendent can come up with another way to assess the effectiveness of the Superintendent. He also addressed rumors that the Superintendent had not yet been evaluated since coming to Caddo, and he explained that the Superintendent's contract indicates his first evaluation would come after receipt of the 2014-15 school year since he came to the District mid-year of the 2013-14 school year.

After discussion of proposed items for consideration, President Riall proposed Items 8.01, 8.03-8.10 and 13.02 as the consent agenda. *Ms. Trammel moved, seconded by Mrs. Bell, to approve the proposed agenda and consent agenda for the February 17, 2015 CPSB meeting as presented. Vote on the motion carried unanimously.*

POLL AUDIENCE

Jackie Lansdale, president of Red River United, stated her support of the idea to hold committee meetings on days the Board meets; however, she is concerned that they are unaware of called special meetings if they are not notified. She asked the superintendent if it might be possible for them to be notified anytime there is a change or a special Board meeting is called.

Adjournment. *Ms. Trammel moved, seconded by Mrs. Bell, to adjourn. Vote on the motion to adjourn carried and the meeting adjourned at approximately 6:04 p.m.*

February 17, 2015

The **Caddo Parish School Board (CPSB)** met in regular session on Tuesday, February 17, 2015 at approximately 4:30 p.m. in its offices at 1961 Midway, Shreveport, Louisiana with President Steve Riall presiding and the following board members present constituting a quorum: Jasmine Green, Margaret Brown, Susannah Poljak, Bonita Douzart, Mary Trammel, Raymond Green, Denee' Locke, Barry Rachal, Kacee Kirschvink and Dottie Bell. Also present were Dr. Lamar Goree, superintendent, and Reggie Abrams, legal counsel. Mr. Ramsey was absent. Miss Green led the prayer and Pledge of Allegiance.

CONSIDERATION OF MINUTES OF THE JANUARY 20, 2015, FEBRUARY 3, 2015 AND FEBRUARY 10, 2015 CPSB MEETINGS

Mrs. Bell moved, seconded by Ms. Trammel, to approve the minutes of the January 20, 2015, February 3, 2015 and February 10, 2015 CPSB meetings as submitted in the mailout. Vote on the motion carried unanimously.

PRESENTATIONS AND RECOGNITIONS

Bill Strother, director of communications and marketing, on behalf of the board, recognized the following staff members and students for recent achievements. President Riall and Superintendent Goree presented each with a certificate in recognition of their accomplishment. Administrators, family and friends present were also recognized.

Pine Grove Elementary School Musical Group. The Pine Grove Principal Performers, 4th through 6th graders from Pine Grove Elementary School, shared with the board and audience two instrumental selections reflective of Mardi Gras and Black History Month. The students were directed by Linda Henderson, principal of Pine Grove Elementary.

DECA Chapter at Caddo Career & Technology Center. The DECA Chapter at Caddo Career & Technology Center was recognized as the recipient of an award from the National DECA Organization for bringing their chapter to the "Thrive" level. Alexandra Garcia, president of the CCTC DECA Club, shared DECA Chapter projects and activities that contributed to them receiving this National award.

2016 Caddo Teachers of the Year. The following teachers were recognized as finalists in the 2016 Teacher of the Year program: Elementary Finalists are Rebecca Kliebert, Fairfield; Chermonica Dennis, Turner; and Amanda Ambrose, Walnut Hill. Middle School Finalists are Heather Fulco, Caddo Middle Magnet; Tara Burch, Donnie Bickham; and Dr. Mark Schlatter, Ridgewood. High School Finalists are Debrah Guillot, C. E. Byrd; Leslye Gilchrist, Caddo Magnet; and Julia Adkins, North Caddo Magnet.

District winners are Shannella Gaines, Claiborne, Elementary Teacher of the Year; Shannon Smith, Walnut Hill, Middle School Teacher of the Year; and Nicole Vasquez, Captain Shreve, High School Teacher of the Year.

2016 Caddo Principals of the Year. The following were recognized as 2016 Caddo Public School Principals of the Year: Ellen Hall, Claiborne Fundamental Elementary Magnet, Elementary Principal of the Year; Tellauance Graham, Caddo Middle Career & Technology Center, Middle School Principal of the Year; and Dr. Marby Barker, North Caddo Magnet, High School Principal of the Year.

VISITORS

Glen Davenport addressed the Board on matters of concern that 17 days has been set aside as Black History month, and asked what does this mean since there have been many positions that say why and he too asks why set aside a month to acknowledge him when he lives 365 days a year as a Black individual. While he is blessed to hear the stories of old, he said he questions how the information that depicts he and others like him has been distorted, and thus many have not been afforded the resources and opportunities that would help all be equal in actions and practices. He said he works for the organization with attitudes of superior and inferior behaviors, barriers prohibiting those like him from succeeding, and children who have not gained ground educationally.

Jon Glover noted history of commitments since 2010 by State Superintendent John White and she questioned if these commitments were heard why they have not been implemented. Ms. Glover shared that she questioned action at the February 10th CPSB meeting when agenda Item 8.07 was placed on consent. She asked if the Board vetted all the information given it in making this decision. Since each Board member was selected to be stewards of the school system and each took on the responsibility to make certain every effort is expended to offset the continued demise of the schools system, and asked if that is what the Board is doing. She noted Louisiana is ranked 48 in the nation in poverty and 45th in education, and that poverty will continue if we don't educate. She stated that 15-20 years of plans have been brought to the school board, and the result seen has been schools turned into charters, schools closed, schools merged, 22 schools declared academically unacceptable, and 8 out of 12 districts not meeting the needs of the children collectively. She stated that as a stakeholder, a constituent and a taxpayer, she wants to know that every effort is being expended to insure that every child in Caddo Parish has equal access to the resources and tools that bring forth academic success.

Simone Hennessee, Providence House, shared that the single aim for Providence House is to break the cycle of homelessness for families with children, gaining the resources necessary to move permanently to independent living. Ms. Hennessee reported that last year Providence House served 157 families, a total of 535 homeless people (165 adults and 370 children), and since 1992, they have served approximately 9,500 homeless children, most of whom attended Caddo Parish public schools. She stated that knowing that the children they serve will grow up to be just like their parents for good or for ill based on their environment, so they work with a sense of urgency to change what they know and hold up something different for them to practice and learn daily. With education being the key for changing a life for good, Ms. Hennessee stated that adults must be able to make a living wage and children must be on track to do the same, and shared that their only licensed child development center in the State has as its goal to prepare children to learn and attend school on grade level when they leave Providence House. Their success rate for families that graduate is 92%. Ms. Hennessee challenged Caddo Parish Schools to challenge the young people in the schools to get involved in their Sleepout 4 Independence and help break the cycle of homelessness for families with children and raise enough money to do more in educating and training the next generation of leaders.

Carmen Nelson, parent, requested that the School Board consider a proposal for a K5 full day Gifted and Talented Program for children currently in the K4 Gateway Program. She shared a petition from parents at A.C. Steere and Shreve Island asking for implementation of this program in the 2015-16 school year to help the gifted children better acclimate into the school program the following year. Ms. Nelson shared personal experience with her child in the Gateway Program at A.C. Steere; and that she believes with the number of students in the K4 program at A.C. Steere and Shreve Island, there are enough students for a full class. She also shared why she believes these children would benefit from one more year of a full-day program before being mainstreamed into the regular class and a one-half day Gifted and Talented Program. She asked that the Gateway Program at A.C. Steere and Shreve Island be combined into one K5 classroom for the 2015-16 school year.

Jackie Lansdale, president of Red River United, stated that when President Lyndon Johnson signed the Elementary and Secondary Education Act into law in 1965 it was to insure equity and quality public education for all children, believing that these were key to the war on poverty. With the law changing over the past 50 years, one of the biggest changes came under President George W. Bush with No Child Left Behind and Race to the Top under Barak Obama and the obsession with High Stakes Testing. Noting that Congress has promised to take up this legislation again, she announced she has been invited to be a part of a delegation to visit with National Legislators. She said she believes no one can disagree that poverty is still a huge factor in education when one looks at the correlation between Louisiana's poverty ranking and education attainment ranking. Mrs. Lansdale also noted that current Legislation holding schools solely accountable for the ills of society is counterproductive and hyper focusing on a single measure of accountability, High Stakes Testing, makes it divisive, expensive and punitive, and it has not worked. She stated the need for the law to change to where it is different and broader, embraces communities surrounding the schools, provides for wraparound services needed, addresses preK education in all schools with extended day and year, addresses students not reading at grade level by developing individual plans, and establishing realistic accountability using multiple measures that are understandable to the teacher, the student and to the parent. Regarding the Superintendent's contract, Mrs. Lansdale stated while she understands the Board's position in the extension (and she has no objection), she asked the Board for the same consideration to the other employees by moving to create an alternate assessment for all affected employees.

Marvin Alexander, principal at Green Oaks, addressed the lack of support for principals of the 7-12 configured schools, and the parents' concerns for their children's safety on a campus of 7th graders through 12 graders. Mr. Alexander referenced the implementation of the Rahmberg & Associates Salary Schedule, a schedule which seemed to be confusing and unfair to those who strived daily to maintain a campus that met the demands of the district and provide the children in Caddo a multiple path to success. He also referenced the lack of support for meeting the demands to continue to advance and addressed the issue of double responsibilities principals of 7-12 school configurations are held accountable for providing and meeting all the needs for middle school students and high school students. He said the principals of the 7-12 configuration schools are asking the Board to re-evaluate their salaries since in actuality they are in charge of and responsible for two schools.

Suzanne Phillips, parent of a sixth grader at Caddo Middle Magnet, addressed the Board on the addendum to the Pupil Progression Plan and asked if her understanding is correct that the addendum prevents parents from opting out of the test, because she wants to make sure parents have the choice to opt out their student(s) if they so wish. She said she believes parents should have this option to opt their child out of the high stakes testing without the consequence of not being passed to the next grade if they choose that their children not take the test.

ESTABLISH THE AGENDA AND PROPOSED CONSENT AGENDA

Superintendent Goree highlighted items for the Board's consideration and the following discussion ensued.

President Riall announced that items 7.01-7.02, 8.01, 8.03, 8.05-8.11 and 13.02 as the consent agenda.

Ms. Trammel moved, seconded by Mr. Rachal to establish the agenda and proposed consent agenda for the February 17, 2015 CPSB meeting as presented. Vote on the motion carried unanimously.

CONFIRM THE CONSENT AGENDA

Ms. Trammel moved, seconded by Mrs. Bell, to confirm the Consent Agenda (7.01-7.02, 8.01, 8.03, 8.05-8.11 and 13.02). Vote on the motion carried unanimously. The following is a summary of the Board's action on consent agenda items.

Item No. 7

7.01 Bids (Purchasing). The Board approved multiple vendors for large kitchen equipment (Atkins, J. S. Clark, and Oak Park) as recommended by staff and submitted in the mailout on the bid tabulation sheets. The bid tabulation sheets are filed in the official papers of the CPSB February 17, 2015 meeting.

7.02 Bids (Capital Projects). The Board approved the following bid as recommended by staff and submitted in the mailout on the bid tabulation sheets: (1) Carter Construction Co., Inc., with a Base Bid for the sum total of \$104,600, for Project 2015-200F, "Caddo Magnet High Aluminum Ramp". The bid tabulation sheets are filed in the official papers of the CPSB February 17, 2015 meeting.

Item No. 8

8.01 Property/Bus Rental Requests. The board approved the requests for use of Caddo Parish School property (University Elementary and North Caddo Baseball Field) in accordance with CPSB Policy KG as recommended by staff and submitted in the mailout.

8.03 Out of State Travel. The Board approved a request for out-of-of state travel as recommended by staff and submitted in the mailout.

8.05 Approval of Designers for Previously Approved Projects. The Board approved the additional 2015-16 Capital Projects and designers as recommended by staff and submitted in the mailout.

8.06 Contract Renewal/Third Party Charter Reviewer. The Board approved the renewal of the contract with New Millennium Education, LLC as the Third Party Charter Reviewer as recommended by staff and submitted in the mailout.

8.07 Extension of Superintendent's Contract. The Board approved extension of Superintendent T. Lamar Goree's contract based on the terms for extension as outlined in the mailout.

8.08 Pupil Progression Plan Addendum . The Board approved the addendum to the 2014-15 Pupil Progression Plan as recommended by staff and submitted in the mailout.

8.09 Approval of Employee Resignation. The Board approved the resignation of a CPSB employee in lieu of tenure hearing as recommended by staff and submitted in the mailout.

8.10 Consideration of Districtwide Accreditation by AdvancED. The Board approved the Caddo Parish School District moving forward with a district-based accreditation process as opposed to the school-based accreditation process as recommended by staff and submitted in the mailout.

8.11 Resolution to join MFP Lawsuit and Contingency Fee Agreement. The Board approved a resolution to join the MFP lawsuit as well as authorized the president to execute the contingency fee agreement as submitted in the mailout.

Item No. 13

13.02 Request for Settlement Authority – Stephanie Parker, Individually and as Natural Tutrix for the Minor Child AAG vs. CPSB, Docket #557,811-C, First Judicial District

Court, Caddo Parish, Louisiana. The Board approved the proposed settlement in the Stephanie Parker, Individually and as Natural Tutrix for the Minor Child AAG vs. CPSB, Docket #557-811-C, First JDC, Caddo Parish, LA case as submitted in the mailout.

REQUEST FOR LEAVE WITHOUT PAY

Ms. Trammel moved, seconded by Mr. Rachal, to approve a request for leave without pay as recommended by the superintendent and submitted in the mailout. Vote on the motion carried unanimously.

PERSONNEL TRANSACTION REPORTS

Mr. Rachal moved, seconded by Mr. Green, to approve the personnel transactions reports for the period of January 1-31, 2015 as recommended by the superintendent and submitted in the mailout. Vote on the motion carried unanimously.

APPROVAL OF REQUEST FOR LONG-TERM USE OF NEWTON SMITH BY SOUTHERN UNIVERSITY

Ms. Green moved, seconded by Mrs. Bell, to authorize the President to execute a cooperative endeavor agreement/lease with Southern University for the long-term use of Newton Smith based on terms recommended in the mailout.

Miss Green shared her excitement about Southern University teaming with Caddo Parish and expressed her appreciation to Mrs. Snead for sharing with her information on how this program can benefit the community and the children. She also stated that she was thankful to learn that the building will not be sold, the name will not change and the community will still be able to use it if they have a need.

Dr. Goree thanked Board member Green for helping to make this dream a reality for the District and for the students. He further stated that he looks forward to working with Southern and supporting them anyway possible in keeping this grant because it was not one easily obtained.

Mrs. Bell also expressed her appreciation to Southern University for answering the call for at-risk students and for this partnership with Caddo Parish Schools.

Mr. Rachal stated that the mutual benefits are undeniable for all involved; however, he still has some concern with the dollar amount and he would have liked an independent real estate broker to look at the going rates and not set up a precedent for future leases. Dr. Goree said that the District has actually already set the precedent with the rate MJ Moore is being leased and this is consistent with that rate. He further stated that in moving forward, consideration will be given to making sure that we are getting the best value for the District. Mr. Rachal agreed that the benefits are huge; however, in good business practices, he would like an independent to look at this.

Mrs. Brown dittoed everyone's comments and thanked Miss Green because as an employee she attempted to attain the Youth Build grant numerous times; and she knows that Gayle Flowers and her staff will be anxious to work with this program which is in essence another career center.

Mr. Abrams clarified that this is not a straight lease, but it is a cooperative endeavor agreement/lease which will not set a precedent; and because of the many benefits, it is something good for both parties.

Mrs. Bell stated that she doesn't believe you can put a price on a child's education, and this is one of the best things that can happen for the students in Caddo Parish.

Mr. Rachal moved, seconded by Ms. Trammel, to call for the question. Vote on the motion to end debate carried with Board member Jasmine Green opposed and Board member Kirschvink absent for the vote.

Vote on the main motion carried with Board member Kirschvink absent for the vote.

RECOMMENDATIONS FOR 2015/16 CAPITAL PROJECTS AND DESIGNERS

Mr. Rachal moved, seconded by Ms. Trammel, to approve staff's recommendations of designers and the budget for the 2015-16 Capital Projects as submitted in the mailout. Mr. Rachal asked if this is for the budget also or only the designers. Dr. Goree clarified that this request is for both. Mr. Rachal stated that he has reviewed the capital projects' budgets for the past five years; and since 2010-11, the budget has increased from \$12.2 million to \$20 million. He shared that one of his concerns is he has proposed in the past that \$1 million or 10% be set aside for new construction and hopefully every 10 years there could possibly be enough money to build a new school. Mr. Rachal stated that he believes this is something that can easily be done and will bring this recommendation to committee for consideration. Mr. Rachal asked that in the future more background information and plans be provided for projects such as the \$3 million renovation at Linear. Dr. Goree responded that the Board has already approved \$13.5 million; and part of the agreement for Linear being returned to the District from the RSD is that Caddo will open a school in that building during the 2016-17 school year, which puts the District under a time crunch to make it happen. He further explained that in working with the community and the principals in the area, staff has looked at what will be the best use of Linear and a decision made to move Northside Elementary to the Linear campus and the \$3 million is needed for appropriate renovations to make it a campus for elementary students, closing the aging Northside campus. Mr. Rachal stated that he wants the public to also know that while Linear was in the Recovery School District for the State of Louisiana, it was not maintained. Dr. Goree stated the school did the general maintenance and cleaning; however, there were no upgrades or modernizations of the facility. Dr. Goree also reminded the Board that if the school remains closed, there are issues with vandalism, etc. Mr. Rachal asked about the timetable for completing this renovation, and Dr. Goree explained that renovations would begin mid-summer which would allow eight months for renovations and completion in time to prepare for the opening of school in 2016-17. Mr. Rachal urged the superintendent to be pro-active in finding a community usage for Northside Elementary or selling or demolition of the property. Mr. Rachal also commented that the District has many times struggled with not having enough money; however, if something comes up, we are always able to find \$3-\$4 million to address the issue; and he does not believe that to be a good plan and there is a need to be more pro-active in long-term planning and set aside funds a little at a time and possibly eliminate this and other issues. Dr. Goree also agreed with the idea of sending this to committee and staff has also been looking at the best way to maximize funds, especially in light of the bond issue. Mr. Rachal asked Mr. Lee about the projected revenue for capital projects, and Mr. Lee responded that the budget is whatever the two tax millages designated for the capital projects fund; and at this time, that amount is approximately \$20 million. Mr. Lee added that the District at one time received interest income; however, that amount is minimal.

Ms. Trammel asked Dr. Goree if consideration was given to making Linear a K-8 school; and Dr. Goree responded staff did consider a K-8 for Linear, and when looking at what is best for all

the schools in the area, staff considered the 7-12 configuration at Green Oaks and determined that the 7-12 is still working best in that community. In the event of growth back to the community with renovations being done, Dr. Goree stated that K-8 could be a future option (if the 9-12 enrollment grows).

Miss Green asked the superintendent if he believes the \$3 million is ample for renovations at Linear? Superintendent Goree responded that, in assessing the facility, staff does believe it is an ample amount for the project, and staff is committed to doing the renovations correctly so as to meet the needs in the community. Miss Green asked for confirmation that she understands Linear will be a fully remodeled school, and Dr. Goree said yes and the remodel will be similar to the remodel at J. S. Clark or Oak Park. Miss Green asked if in the bond initiative Mr. Rachal is getting a new school. President Riall asked Board member Green to not refer to Board members by name. Dr. Goree responded that a new school is proposed for southeast Shreveport. Miss Green added that she will get a remodeled school for \$3 million, and Dr. Goree confirmed Linear will be a beautifully remodeled school.

Mrs. Brown asked about the upkeep and maintenance when Linear was a charter school and did the RSD do what they were to do. Dr. Goree clarified that as a charter school, any capital improvements would have fallen on the school district; and at that time, the district chose not to include Linear in any of the capital improvement plans.

Mr. Rachal moved, seconded by Ms. Trammel, to call for the question. Vote on the motion to end debate carried with Board member Kirschvink absent.

Vote on the main motion carried with Board member Kirschvink absent.

SUPERINTENDENT'S REPORT

Update on Transformation Zone Schools. Dr. Goree reported on the first African-American Leadership Summit with middle and high schools in the Transformation Zone. He reported that students from four schools were taken to see the movie *Selma*, all of which was community sponsored. The students, after seeing the movie, had the opportunity to interact with those who were directly involved with the Civil Rights Movement in Shreveport as well as other civic and community leaders.

Personnel Recommendation. Superintendent Goree thanked and recognized Mr. Larry Anderson, new interim director of Attendance and Census.

ANNOUNCEMENTS AND REQUESTS

Mr. Rachal announced that he will bring an item in March regarding permanent name tags for K-2nd graders.

Miss Green stated that she did not receive any communication on the T Building that burned in her district, but heard it from someone on the street. Dr. Goree reported that an email was sent, as well as text messages, regarding the T Building at Northside being totally destroyed. He added staff is in the process of cleaning this up and the school has made the necessary adjustments to the schedule so they are functioning without that building. Miss Green also applauded the Transportation Department for positive feedback in the community on the job they are doing.

EXECUTIVE SESSION

Student Appeal. *Mr. Rachal moved, seconded by Ms. Trammel, to go into Executive Session for up to 15 minutes for the purpose of a student readmission appeal. Vote on the motion carried and the Board went into executive session at approximately 6:18 p.m.*

The board reconvened in open session at approximately 6:49 p.m. *Mr. Rachal moved, seconded by Ms. Trammel, that staff's recommendation be upheld. Vote on the motion carried with Board member Poljak opposed and Board member Kirschvink absent.*

Mr. Riall stated to the parent that staff will look into the transportation issue for this student.

Adjournment. *Ms. Trammel moved, seconded by Mr. Green, to adjourn. Vote on the motion to adjourn carried and the meeting adjourned at approximately 6:51 p.m.*

Dr. T. Lamar Goree, Secretary

Steve Riall, President

March 3, 2015

The **Caddo Parish School Board (CPSB) Executive Committee** met in regular session on Tuesday, March 3, 2015 at 4:30 p.m. in its offices at 1961 Midway, Shreveport, Louisiana with President Steve Riall presiding and Mary Trammel and Dottie Bell present constituting a quorum. Also present were Jasmine Green, Margaret Brown, Susannah Poljak, Bonita Douzart, Raymond Green, Denee' Locke, Barry Rachal, Larry Ramsey, Kacee Kirschvink and Dottie Bell. Also present were Dr. Lamar Goree, superintendent, and Reggie Abrams, legal counsel. Mrs. Brown led the prayer and Pledge of Allegiance.

PRESENTATIONS

Pathways Report. John Keith reported that as of today Pathways is serving 186 students. He highlighted the history of the Pathways program to address students who are typically dropping out of school as a result of the level of responsibility in the homes and the successes seen in this program. Mr. Keith explained how the program is utilized and the percentage of students that are on track; and that through the partnership with Caddo's high school principals, they are hopeful that students participating in the program will be successful in their efforts to get back on track and back in their neighborhood school. Mr. Keith also shared with the Board programs in which their students will be involved in the future, Leadership camps in Colorado and California.

Mrs. Bell shared her impression of what the program is doing to help students and asked Mr. Keith how they are advertising their program. Mr. Keith responded that they do not want to beat the streets and compete with Caddo Parish Public Schools, but they are interested in partnering with Caddo Parish Public Schools to enhance the educational experience for these students.

Miss Green asked when did the Board approve Pathways, and Dr. Goree responded since he has been in the district. Miss Green asked how many students can the program accommodate? Mr. Keith stated he believes the contract is for 1,500 and the staff is looking to open another facility on North Market. In response to regular reporting, Dr. Goree stated that Caddo's relationships with the partnerships will bring a report to the Board at least once a year and additional updates will be provided under the Superintendent's Report.

Mrs. Locke expressed her appreciation for the information provided and asked if she understands correctly how Pathways is capturing these students. Mr. Keith said the typical process is the homeschool recognizes a student falling through the cracks and refers the student to the school leadership.

Mrs. Kirschvink also expressed her appreciation for Pathways service to Caddo's students and asked if there is a list of requirements for a student to enter Pathways, and Mr. Keith explained that the only requirements are being of school age and a high school student. He said they will basically take anyone that comes to them before their 22nd birthday. She asked if the program at Southern basically does the same thing, and Mr. Keith responded that the program at Southern results in trade certificates and GEDs, and when completing the Pathways Program, a student will finish with a high school diploma.

Mr. Rachal asked for a survey of the students participating in the program to determine what they like/dislike, what is working/not working, etc. Mr. Keith also stated that they will carry a panel of students to New Orleans in April and he would love to also share this panel of students with the Board.

Ms. Trammel shared that she spoke with Pathway representatives at the recent Louisiana School Boards Association annual conference and asked about students being referred to an alternative setting after only one incident in school, and if Pathways is a program that would be applicable

to such a student. Mr. Keith responded absolutely; however, there are some things in the contract. Mr. Abrams said that is not something for this student and it is that way because Ombudsman has been set aside to address alternative school situations and it is set up this way for a reason. Even though discussions were held on possibly incorporating these changes down the road, and because students voluntarily attend the Pathways program versus those that are told they must go to an alternative setting. Mr. Abrams explained that the original contract does not allow discipline issues to be placed at their site. If successful down the road, it was determined there may be something different that could be done without mixing students with discipline problems at their particular site. Ms. Trammel stated her concern that students in trouble for the first time and sent to an alternative school may not survive that situation and she asked if there is another way these students can be helped.

Miss Green asked about the location on North Market and how many students will be located in this facility. Mr. Keith responded that this facility should have the ability to serve 500 to 600 maximum depending on the number of teachers that are hired. Miss Green asked if students in Pathways sit in front of a computer all day, and Mr. Keith explained the three different methods of instructional delivery, i.e. online, home school curriculum that requires students to come in 2-3 days a week for assessments, and small group instructional classrooms.

Mrs. Brown applauded Pathways efforts to expose its students to attend various type camps, etc. and asked how these opportunities are funded. Mr. Keith explained they are funded the same way as all Caddo Parish students, i.e. via MFP; however, he doesn't have overhead so at the end of the year, the money must be put back into the students, thus they plan different service projects to foreign countries, leadership camps, etc. for the students. Mrs. Brown asked if transportation is provided and Mr. Keith explained that transportation is provided through the use of bus cards. Mrs. Brown commended Mr. Keith for this much needed program in Caddo.

Mrs. Douzart asked if Pathways has an AR program, and Mr. Keith responded not currently, but it is in the plan. She asked how the process works for students not receiving credit for attending one or two times a week because they are not completing the required assignments. Mr. Keith explained that he maintains a running log on each student that may fall in any negative category, i.e. student has or is in danger of dropping out of a drop-out recovery program by continuously tracking each student and every Friday truancy letters are generated and mailed to parents. Mrs. Douzart also asked about additional alternatives to motivate students to complete their work, and Mr. Keith explained that everything is voluntary; and as soon as a student comes to them, he invests in these students' lives and attempts to build an intrinsic type reward system.

Update on Strategic Plan. Dr. Linda Rescio, Evergreen, reported that since the last update several months ago, much has happened; and she shared information on the strategic plan process, goal areas, timeline and the next steps. She explained that the Superintendent created a Strategic Planning Committee of approximately 25 members from all walks of the school system and community. With the fifth planning meeting begin held earlier in the day, Dr. Rescio noted that representatives designated by the School Board members joined them. She reported that internal and external assessments were conducted in the fall as well as community forums with over 300 participants, development of the strategic plan mission, and a proposed vision for the future. At this time, she reported that since five-year measurable objectives have been established, meetings will take place to develop action plans, followed by performance measures and how to measure progress. Dr. Rescio said the proposed mission statement at this time is "Caddo Parish Public Schools is dedicated to preparing students for the future, developing the whole child, academically and socially, in collaboration with families and the community". Also, the committee developed the proposed vision statement that "all students in Caddo Parish Public Schools will become life-long learners equipped with the skills, knowledge and attitudes to succeed as productive and responsive citizens in a local, national and global society.

Dr. Rescio also reported that goal areas were organized around the key function areas of the schools system with Academics being number one. Today, the committee decided to place these in alphabetical order. Family and community engagement is right behind Number One, followed by fiscal responsibility, human resources and professional development, innovation and technology, and operations services. She also noted that each subcommittee is surrounded by the six committees; and at this time, there is a goal in each area with measurable objectives being developed over the next several weeks. Dr. Rescio announced that the timeline for presentation of a final living document to the Board is May 2015.

Miss Green asked the superintendent when did the board contract with Evergreen and Dr. Goree responded July of 2014. Miss Green asked Dr. Goree how much is Evergreen being paid, and Dr. Goree responded approximately \$80,000, but he can provide an accurate number. Miss Green asked if this is the same group that went into the schools, and Dr. Goree explained it is and they went into the schools in September and October to make sure every stakeholder had an opportunity to have a voice in what was needed to strategically move the school district forward.

Mrs. Kirschvink asked about receiving a copy of the Powerpoint as well as additional mission statements coming out of the committees. It was noted that all information related to this process is posted on Caddo's web page.

Mr. Ramsey stated that he would like to see as much of this information as possible placed on Caddo's web site along with updates; and he challenged the superintendent and Communications Department to conduct some PR to address the negative comments about this process being conducted in a vacuum and behind closed doors when it has actually been open and in the communities through the community forums. Since he has been on the Board, Mr. Ramsey stated he believes contracting with Evergreen has been the first real strategic plan to be developed and he believes there has been a lot of data collected by staff through many public forums and meetings and it was all used in bringing forward the bond proposal. He encouraged staff to be more proactive in getting this out to the public.

Mrs. Brown concurred with Mr. Ramsey's comments and the need to continually communicate with the publics.

Mr. Riall stated that the Strategic Plan Process is something that has not been done since he has been serving on the Board; and goals and direction for the School System are now being established. He further added that it will not end when a five year plan is established, but a direction will be established and future Boards will look at goals to continue in that direction to continue to grow and meet the needs in educating Caddo's students.

Mrs. Bell also concurred with everyone's comments and that each Board member has two representatives serving on the Strategic Plan Committee. Dr. Goree also noted the energy in the Strategic Planning Committee meeting held on this date and everything was toward moving the school district forward.

Mr. Rachal noted that this was done in 2005; and he believes the Board made it very clear what it was looking for when it hired Dr. Goree as its superintendent. Also during that process, Dr. Goree made his goals very clear to the Board and he believes the Board has found a great match. Mr. Rachal commended Dr. Goree for his leadership in moving forward.

Mrs. Locke reiterated everyone's comments and that having worked through a strategic planning process, she knows it can work beautifully when done well from the beginning. She added she is excited about the direction the district is moving in because of the misconception in the community, and asked staff to look at the strategic placement of this information on the web site for the public to locate more easily.

Ms. Trammel asked who maintains Caddo web site? Dr. Goree responded currently the District is transitioning to a new web site and it is being maintained through the Technology Department; however, at some point Communications will also have a responsibility in keeping the web site current.

Shreveport-Bossier Mavericks Presentation. Anthony Tisdale, Caddo's supervisor of health and physical education, introduced Shreveport-Bossier Mavericks General Manager Debra Green, and Tanisha McKinney, game day operations director, who shared their efforts with Mr. Tisdale to develop a partnership with Caddo Parish Public Schools to help encourage students in the classroom as well as on the court. Ms. McKinney announced that the SB Mavericks will host the ABA finals in Shreveport in April and they will be visiting schools prior to that date encouraging students to do better in the classroom and offering them opportunities to come to the games. Ms. Green interjected that all the Mavericks have education beyond high school, with most graduating from college and having an off-season business; and she believes these gentlemen speak truth to the students and serve as good role models. She also shared that the owner is a Christian man who is committed and expects much from the players; and they will be starting summer camp programs to involve the students.

Mrs. Bell shared her excitement for this opportunity for Caddo students and encouraged a Caddo night in the future. Miss Green also expressed her excitement for the many opportunities being afforded our community and the students in Caddo through their organization. Mr. Rachal asked about the possibility of some type rewards system for Caddo's student athletes to have the opportunity to serve as "ball boys" during a game, and Ms. Green shared some of the rewards they have offered and this could possibly work into the program as well. Mr. Tisdale explained that when conversations began between Caddo and the Mavericks, they talked about targeting students who ordinarily do not receive any type recognition in school and the possibility of the players going into the schools and intermingling with students during P.E. classes. Mr. Tisdale said the opportunities for the students are endless and he and the Mavericks staff will continue to look at ways to afford these opportunities for the students. Ms. McKinney clarified that they do not just target the student athletes, but this past week in recognition of Dr. Seuss week, approximately eight to ten of the players actually went into the schools to read to students. Mrs. Locke expressed her appreciation for what this organization is doing in the City and in our schools and asked that contact information be shared with Board members so they can communicate this appreciation.

Mr. Riall expressed appreciation to the Mavericks for their contribution to this community and Caddo Schools.

Claiborne Fundamental Elementary Title I National Award. Janis Parker, director of Title I, shared with the Board and audience a showcase of Claiborne Fundamental Elementary when receiving the Title I National Award of Distinction in Salt Lake City last month. She shared criteria schools must meet in order to qualify for this award. Congratulations were extended to Principal Hall for providing the leadership that fosters an environment that produces academic success with parental and community involvement and a student population that comes daily ready and eager to learn from dedicated and committed staff members.

Miss Green noted that Claiborne had the Elementary Principal of the Year, Elementary Teacher of the Year, and now Title I National Award of Distinction in addition to being a Blue Ribbon School of Distinction; and she encouraged the District to talk about this more in the community. Superintendent Goree complimented Mrs. Parker, Mrs. Hall and the entire faculty at Claiborne for helping make this a reality for Claiborne. Mrs. Bell recognized LSU students in the audience as a part of their involvement in a leadership program.

ESTABLISH THE AGENDA AND CONSENT AGENDA FOR THE MARCH 17, 2015 CPSB MEETING

Superintendent Goree highlighted items for the Board's consideration at the March 17, 2015 CPSB meeting and the following discussion ensued.

Mr. Riall announced backup information for the Security Software User Agreement is at Board members' stations.

Mrs. Bell asked about additional information on Superintendent John White adding something to the policy for principal/teacher evaluations. Dr. Goree responded they have heard there will be opportunity for the State to make recommendations relative to goals for principals. Mr. Burton added that recommendations have been sent to BESE regarding COMPASS evaluations for principals as well as recommended targets for student learning (SLTs) to be used for evaluations. He further explained that the State will take similar demographics and performance histories and they will provide recommended SLTs for schools; and if a principal does not achieve for three or more years, the District (Superintendents) will have to document why the school is allowed to not use the SLTs. She said she believes this is something the Board needs to look at and determine if the Board needs to approve a resolution. Mr. Riall asked that staff look at this and if staff determines it is necessary, an item can be added before the meeting on the 17th.

Financial Audit. Mr. Lee announced that the Audit Committee will meet on March 17th at 2:30 and the external auditors will discuss the three financial audits with the Committee. All Board members are invited to the committee meeting to hear this report and the Board will be asked at its 4:30 meeting to accept the financial audit.

Permanent Name Tags for K-2 graders. Mr. Rachal asked Otis Jones to share with the Board how we can move forward with implementing this without going through committee. Mr. Jones explained that Transportation currently uses an identification tag for magnet schools that is attached to backpacks of students who must make bus exchanges. He stated this has proven to be very successful and is something the department can expand to include all K-2nd graders.

Dr. Goree stated that staff does not have a recommendation for permanent ID tags for all students; however, this speaks to the safety of all preK – 2nd grade students and can be done at a minimal cost.

Ms. Trammel said she believes this is a great idea to keep track of these young children.

Mrs. Kirschvink asked staff to look at maybe redesigning the card to make it more readable, and she believes this information is very helpful in the event children get lost or get on the wrong bus.

Mrs. Brown noted that her school was one of the first to create and use an ID system and it was very helpful in identifying and tracking where students should be.

Mrs. Bell responded to Mr. Ramsey's comments relative to the committee that looked at ID badges for students, and she clarified they did not look at badges for students younger than 3rd grade, but mainly for middle and high school students. Mrs. Douzart expressed to the Board a job well done on this recommendation.

Public Service Pledge. Dr. Goree shared that this initiative was borne out of the newly formed committee where representatives of the employee organizations meet with the superintendent. Dr. Robinson stated that the Consumer Financial Protection Bureau has launched a tool kit that empowers school districts and other public service organizations to help their employees pay off

student loan debt; and this group has asked employers to at least pledge to inform employees of their options. Since the District has looked at numerous ways to enhance its teacher pools, they believe if staff and the employee organizations work together to share with not only new teachers, but also our veteran teachers, ways they may get their student debt paid, it might be an attractive tool to them. Dr. Robinson explained the employee organizations will do most of the work; however, staff will refer new hires and veterans interested to them to follow through with looking into this option. Dr. Goree stated that backup will be in the form of a resolution supporting the collaboration between the School District and the employee organizations.

Security Software User Agreement. Mr. Rachal stated that he feels uncomfortable adding this item at this time and asked the superintendent to respond. Dr. Goree explained that one thing staff will do between now and the regular meeting is to research some other options of how we can provide this service at a lesser financial burden to the district. Mr. Rachal stated that he would like to determine if the staff can do this on a month-to-month basis since he knows there are other options. Mr. Riall asked Mr. Lee what will happen if the Board does not make a decision on the 17th and the contract expires at the end of March. Roy Murry, director of security, responded if the Board does not make a decision before the 31st, the District will not have any technical support. Mr. Murry said he can talk to the company, but this is the software for all security equipment in all Caddo schools, and the cost over the past two years has reduced from \$160,000 to \$80,000. Mrs. Brown asked the Board to keep in mind that this is security for the entire district and should be addressed in a timely manner.

Mr. Ramsey asked about the resolution for the Camp Minden matter and Dr. Goree explained it was not added to the agenda because staff does not have a recommendation at this time. Mrs. Bell asked if she can discuss this since it is not on the agenda, because she believes this is something the Board needs to look into. Mr. Riall agreed to add and staff and legal counsel will provide backup information.

Mr. Riall announced that Items 7.01, 8.01-8.02, 8.04 and 8.07 are the consent agenda. *Ms. Trammel moved, seconded by Mrs. Bell, to approve the proposed agenda and consent agenda for the March 17, 2015 CPSB meeting as presented. Vote on the motion carried.*

Announcements. Mrs. Bell announced that the Insurance and Finance Committee will meet at 3:30 p.m. on Tuesday, March 10th.

Mr. Rachal announced that the Caddo Career and Technology Foundation Scholarship Awards Banquet will be at 6:30 p.m. on April 23, 2015, at the Caddo Career and Technology Center. This will be the 20th anniversary of the Foundation and at this time, it looks like through this year over \$1 million in scholarships will have been awarded since its inception. He also announced the Caddo Parish School Board's goal is \$1,500 and contributions can be sent to him.

Mrs. Brown expressed her appreciation to Alex Xifos for bringing the technology in the board room current.

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

March 10, 2015

The CPSB Insurance and Finance Committee met at 3:30 p.m. on Tuesday, March 10, 2015, in the Superintendent's Conference Room, 1961 Midway, Shreveport, Louisiana. Those in attendance were Chair Dottie Bell, Mary Trammel, Margaret Brown and Larry Ramsey. Other Board members present were Raymond Green, Bonita Douzart, Kacee Kirschvink and Denee' Locke. Also present were Jim Lee and Randy Watson.

Chair Dottie Bell called the meeting to order and Raymond Green led in the prayer and Pledge of Allegiance.

VESTING PERIOD RELATED TO INSURANCE PREMIUM UPON RETIREMENT.

Jim Lee, chief financial officer, and Randy Watson, director of insurance, shared with the committee background information relative to the vesting period for insurance premiums upon retirement, noting it is the State that tells districts what it can and cannot do, who is eligible, and who is not; and if someone retires and immediately begins drawing benefits, that we must offer it to them. It was also explained that retirees are charged the same as active employees; and currently, Mr. Watson said there are only 75 employees who have worked five years or less and 145 that have worked up to 10 years. At this time, the question is do we want to change it so someone retiring after working less than five years would pay 75% of the premium; and if so, what happens in the district if that policy is implemented. Mr. Lee stated it has been discussed that if we do this, it would save the District some money; however, grandfathering people in would mean many years before the District would see any financial impact; and it definitely will impact the District's recruiting efforts.

Mr. Ramsey stated he believes before a decision could be made, the committee would need to know numbers and maybe look at the years/numbers in tiers, i.e. 0-5 years, 6-10 years, 10-15 years, etc. Following discussion and questions, the recommendation was to leave it alone at this time because a change could directly impact recruitment of teachers.

Mr. Lee noted that he and staff will continue to monitor this matter; and if any changes are seen, they will bring it back to the committee for further discussion.

GENERAL DISCUSSION ON AREA OF FINANCE

Mr. Lee shared with the committee the Chief Financial Officer's areas of responsibility including payroll, insurance, accounting, risk management and purchasing. He reported the audit by an outside accounting firm was recently completed and will be presented to the Board in March, that he will provide Board members a monthly financial report of the five major funds and every fund reported on a quarterly basis to the Board, and he explained the MFP (Minimum Foundation Program) funding that the District receives from the State, and that MFP for next

year is proposed to be 1.375% as opposed to 2.75%. Mr. Lee also explained recent incidents at CMCT (vandalism) and Booker T. Washington (fire) and how repairs are done through the Capital Projects fund; and when claims are paid, the money goes back in the Capital Projects account. Regarding payroll cycles, Mr. Lee reported that currently there are three different pay cycles and beginning in June, the District will go to one pay cycle with all employees paid two times a month. Mr. Lee also explained the two different times the District must go to the voters and they are for the renewal of six millages every 10 years plus an additional three millages that actually will be up for renewal in 2016.

A great deal of discussion was held on the amount of time and the cost to the District in responding to the many Public Records Requests received on a daily/weekly basis, and Mr. Abrams explained to those present the procedures the District must follow in responding to requests for public information.

There being no additional business, the meeting adjourned at approximately 4:45 p.m.

March 17, 2015

The **CPSB Audit Committee** met at 2:30 p.m. on Tuesday, March 17, 2015, in Room 1, 1961 Midway, Shreveport, Louisiana. Those in attendance were Chair Denee' Locke, Larry Ramsey, Raymond Green, Barry Rachal and Bonita Douzart. Also present were Board members Susannah Poljak, Jasmine Green, Steve Riall, Dottie Bell, Mary Trammel; Superintendent Goree, Counsel Reginald Abrams and staff members Keith Burton, Dr. Mary Nash Robinson, Charles Lowder, Al Graham, Jeff Howard, Allison May, Kelli Duffield, Lisa Payne, Mary Wood and Debra Kappas..

Chair Denee' Locke called the meeting to order and led the prayer and Pledge of Allegiance.

2013-14 Comprehensive Annual Financial Report. Chief Internal Auditor Jeff Howard introduced his staff and the auditors (Tom Sims and Lisa Salter) from the firm of Carr, Riggs and Ingram CPAs. Mr. Sims summarized the Comprehensive Annual Financial Report for the year ending June 30, 2014, the Single Audit Report and the Caddo Educational Excellence Fund Report and the following discussion ensued.

Mr. Sims highlighted the Management's Discussion and Analysis, the Statement of Revenues, Expenditures and Changes in Fund Balances, comparison of last year to this year as a result of Magnolia Charter School, the Caddo Educational Excellence Fund (which they are required by law to report separately), and the Single Audit Report which highlights internal controls and compliance on major programs. Mr. Sims explained to the committee that the Caddo Educational Excellence Fund (CEEF) is the monies allocated to the School Board from the casinos located in Caddo Parish, of which the CPSB can only spend the interest on for educational enhancements in the schools. Mr. Lee reported that the CEEF Committee meets to decide how the interest should be distributed to the schools; however, they have not met the last two years because the interest on the money was not high enough to where each school would benefit so they have left the interest in the account to grow. Mr. Lee added that he anticipates this committee (comprised of school based members) meeting this year to determine if and how the interest on the money might be distributed to the schools. Jackie Lansdale, Red River United, noted that the Board might want to look at the Committee structure and determine some oversight of this committee.

Mr. Sims reported a number of errors in the Statistical Reporting, i.e., SunGard issues, noting they were able to work with management to make corrections and resolve them. He also reported that when testing 60 payroll transactions, seven exceptions dealing with documentation for appropriate payroll transactions were also noted. Mr. Sims explained while state law requires that all special funds must have a board-approved budget, it was so noted that two special funds budgets were not approved by the Board.

Mr. Rachal inquired of the auditors how does Caddo look in comparison; and Mr. Sims responded except for SunGard, very well; however, he believes that the last six months approach to attack the issues should yield results.

Miss Green asked what audits are scheduled next, and staff responded construction and Child Nutrition Programs. A follow-up is also scheduled for the Risk Management Department.

Followup on HR Audit.

Questions asked of staff relative to the follow up on the HR Audit included the overages in staffing for school administrators (an increase from 21 to 34.5), and the cost of \$3.1 million for overages. Questions were also asked about the overstaffed 10.5 counselors and the 39 ancillary counselors. Dr. Robinson explained that ancillary counselors receive a one-year contract and HR does not approve placement of any counselors without confirmation from Academic Affairs. Also, she reminded the committee that in right-sizing the District, employees are not RIFed, but placed where they can serve. Dr. Goree stated that as staff moves forward in the budget process, HR is working to finalize the staffing ratio. Mrs. Bell also asked when someone is demoted, when does their salary change, and Dr. Goree explained that as we move forward and make corrections, the salary of those who are demoted will actually be reduced at the end of their contract, but there must be adequate documentation to support it.

Regarding tenure and contracts, Mr. Abrams explained that under the old law principals and assistant principals received tenure; however, in 1985 the law changed and they now receive teaching contracts. Under the old law, if there was no longer a need for their position, they could be moved; but because they had tenure, the District had to continue paying them their salary. Under the new law, at the end of the two-year contract, the superintendent can recommend to the Board renewal of the contract or not based on their evaluation; and if renewed, the employee would be under a new contract. Discussion was also held on a RIF process and how the district is affected when eliminating positions as opposed to people, what determines if an employee is a good employee or bad employee; how, when talking about demotions, employees are reassigned based on new needs of the district; no staffing formula for custodial employees or cafeteria workers; how the last RIF eliminated 80-90 part-time sweepers, employees whose salary is frozen as a result of the last salary study and the changes in the salary schedule, how salaries are addressed for principals returning to the classroom, etc. Superintendent Goree said that as the District moves forward, it will be treated as a demotion and employees moved into a new position.

Followup on Risk Management Audit

Jeff Howard announced that Debbie Kappus is working on the recommendations from the Risk Management Audit and will be bringing an update on her department's audit.

Mr. Ramsey moved, seconded by Raymond Green to accept the recommendation of the Comprehensive Financial Annual Report, CEEF Report and the Single Audit Report as presented by the auditors from the Firm of Carr, Riggs and Ingram, CPAs. Vote on the motion carried.

Mr. Ramsey moved to accept the recommendations of the HR audit and to present these to the Superintendent for implementation. Motion seconded by Mr. Rachal and vote on the motion carried unanimously.

Adjournment. *Mr. Green moved, seconded by Mr. Ramsey to adjourn; and vote on the motion carried unanimously. The meeting adjourned at approximately 3:50 p.m.*

March 17, 2015

The **Caddo Parish School Board (CPSB)** met in regular session on Tuesday, March 17, 2015 at approximately 4:30 p.m. in its offices at 1961 Midway, Shreveport, Louisiana with President Steve Riall presiding and the following board members present constituting a quorum: Jasmine Green, Margaret Brown, Susannah Poljak, Bonita Douzart, Mary Trammel, Raymond Green, Denee' Locke, Barry Rachal, Larry Ramsey, Kacee Kirschvink and Dottie Bell. Also present were Dr. Lamar Goree, superintendent, and Reggie Abrams, legal counsel. Mrs. Brown led the prayer and Pledge of Allegiance.

CONSIDERATION OF MINUTES OF THE FEBRUARY 17, 2015 AND MARCH 3, 2015 CPSB MEETINGS

Mrs. Bell moved, seconded by Ms. Trammel, to approve the minutes of the February 17, 2015 and March 3, 2015 CPSB meetings as submitted. Vote on the motion carried unanimously.

PRESENTATIONS

Bill Strother, director of communications and marketing, on behalf of the board, recognized the following staff members and students for recent achievements. President Riall and Superintendent Goree presented each with a certificate in recognition of their accomplishment. Administrators, family and friends present were also recognized.

A.C. Steere Strings. The advanced group of 4th and 5th grade strings players from A. C. Steere Elementary performed two musical arrangements for the board and audience. Mrs. Quinn is the Itinerant Strings Specialist.

Caddo Parish Magnet Student Selected as Candidate for the U. S. Presidential Scholars Program. Amy Ren, senior at Caddo Magnet High School, was recognized for being selected as a candidate for the United States Presidential Scholars Program. Mr. Strother stated that this program was established in 1964 to recognize and honor some of our nation's most distinguished graduating seniors who are chosen on the basis of their accomplishments in academic and artistic success, leadership and involvement in school and community.

National Merit Scholarship Finalists. The following students were recognized as National Merit Finalists for 2015: Rebekah Bryant, C. E. Byrd; and Caleb Basinger, Matthew Carman, Vincent Huang, Neil Nathan, Amy Ren, Ryan Shacklette, and Noah Sorkey from Caddo Parish Magnet High.

2015 Students of the Year District Finalists. The following students were recognized as finalists in Caddo's 2015 Student of the Year program: Elementary – Samuel Davis, A. C. Steere; Carson Wall, Blanchard; Ruhani Sachdeva, Eden Gardens; Logan Mayo, Fairfield; Keely Hall, Herndon; Sadie Lyons, Oil City; Katie Smith, Riverside; Bryce Powell, Shreve Island; Ashlyn Davis, Summerfield; Sutton Oathout, University and Makayla Young, Walnut Hill. Middle School – Georgia Hilburn, Caddo Middle Magnet; Tyler Gordon, Donnie Bickham; and Kaitlyn Fontenot, Herndon. High School – Angela Stark, C. E. Byrd; Stephanie Durr, Captain Shreve and Thomas Jones, Northwood.

2015 Caddo Parish Students of the Year. The following students were recognized as the winners in Caddo's 2015 Student of the Year program: Elementary - Ashini Modi, South Highlands. Middle School – Alysia London, Walnut Hill. High School – Vijay Letchuman, Caddo Magnet High. Mr. Strother announced that Vijay has also been selected as a Regional Finalist and will participate in an awards ceremony in Baton Rouge on April 22, 2015.

National Board Certified Teachers. The following teachers from South Highlands Elementary Magnet were recognized as Caddo's two newest National Board Certified Teachers: Jennifer Breehne and Tara Hooper.

Caddo Parish Curriculum Instructional Specialist appointed to the National Academies' Teacher Advisory Council. Renae Pullen was recognized for her appointment to serve a three-year term on the National Academies' Teacher Advisory Council. Mr. Strother stated this Council meets twice a year in Washington, DC and is composed of 10-12 teacher leaders representing elementary, middle and high school teachers from all regions of the United States.

Bethune Alumni Association Presentation. Certificates of appreciation were presented from The Bethune Alumni Association to the following Maintenance Department personnel for their contributions to the Bethune Alumni Association in creating and helping maintain The Bethune Wall of Fame at Oak Park Microsociety School (formerly Bethune Middle School): Tommy Smith, director of maintenance; and Gary Brewer, Johnny Whitaker and Demetri Lewis.

VISITORS

Jackie Lansdale, president of Red River United, reminded the Board that the Louisiana Legislative Session is upon us and it appears we could be faced with a huge fiscal crisis as the Governor is projecting a shortfall of \$1.6 billion. She reported the areas to be affected are a reduction of \$141.3 million on top of the \$1 billion already cut, and the proposal from BESE to approve only ½ of the MFP growth money; which is most egregious considering the over-reaching expectations put upon educators. With Louisiana being 48th in the nation, Mrs. Lansdale stated that as they are cutting education funding, the State also continues to provide \$7 billion for tax incentives, and noted that for every episode of Duck Dynasty taxpayers in Louisiana send them \$330,000. She noted that in Louisiana, we literally give out more than is taken in, and there is a problem when there is no data to support what we are doing is effective. She stated that if we want to change the course of the State, you must first have a vision of where you want to go, what industries do we want to create and then take the state resources and set the course to that end. She suggested that the pump be primed through education, i.e. extended day and year for preK, wrap around services in the community, more technical and vocational training, professional development and mentorship programs, and incentives in career ladders. She noted that the upcoming bond is a great start in this direction; but it is only that – a start. She encouraged the Board to look to address the preK, the teacher programs and salaries; because great buildings and facilities in large measure answer the needs to the community and the students and visually communicates that we care. However, it cannot take the place of infrastructure, quality educators, unique programs, all areas that need addressing. With local groups meeting with the Legislators prior to the start of this year's Session, she said they have been told it is up to you and they continue to address the issue of looking at the Safety Bulletin, as well as tightening the requirement for students having at least 20 minutes seat time to consume their lunch, and testing and multi-layering of programs in the schools. Mrs. Lansdale said again there will be Legislators proposing to remove the right of teachers, administrators and school employees to have their dues deducted from payroll issues. While the challenges go on and on, Mrs. Lansdale said she is reminded that we all need to be found doing the best we can.

Brian Salvatore, professor at LSU Shreveport and member of the Concerned Citizens Group, addressed the Board on the proposed M6 Burn at Camp Minden. He encouraged the Board to support the resolution on the agenda calling for the safe disposal of 16 million pounds of material. Mr. Salvatore reminded the Board of a previous explosion at Camp Minden and the history of the M6 materials being stored there yet not taken care of. He also shared that the Concerned Citizens group has actively worked against the proposal to open burn approximately 80,000 pounds of the M6 material per day and noted the amount of support throughout the state

they have received to not allow this to move forward but that safer alternatives for destroying this material should be considered.

ESTABLISH THE AGENDA AND PROPOSED AGENDA FOR THE MARCH 17, 2015 CPSB MEETING

Superintendent Goree highlighted the items for the Board's consideration and the following discussion ensued.

Ms. Trammel moved, seconded by Mr. Ramsey, to establish the agenda and consent agenda for the March 17, 2015 CPSB meeting as presented. Vote on the motion carried unanimously.

CONFIRM THE CONSENT AGENDA

Ms. Trammel moved, seconded by Mrs. Bell, to confirm the consent agenda (Items 6.02-6.03, 7.01, 8.01-8.02, and 8.04-8.09). 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 Renewal of Administrative Contracts. The Board approved the renewal of administrative contracts as recommended by the superintendent and submitted in the mailout.

6.03 Personnel Transaction Reports. The Board approved the personnel transactions reports for the period of February 1 - 27, 2015 as recommended by the superintendent and submitted in the mailout.

Item No. 7

7.01 Capital Projects/Construction Bids. The Board approved the following bid as recommended by staff and submitted in the mailout on the bid tabulation sheets: (1) ELA Group, Inc., with a Base Bid for the sum total of \$423,700 for Project 2015-207, "Byrd Parking". *A copy of the bid tabulation sheet is attached to and made a part of the March 17, 2015 permanent file.*

Item No. 8

8.01 Property/Bus Rental Requests. The Board approved the requests for use of Caddo Parish School property (Donnie Bickham and Northwood's parking lots) and for use of school buses by the Cooperative Extension Service and LSU Ag Center in Shreveport, and LSU Shreveport LaPREP program in accordance with CPSB Policy and as recommended by staff and submitted in the mailout.

8.02 Out of State Travel. The Board approved requests for out of state travel (General Fund) as recommended by staff and submitted in the mailout.

8.04 Approval of Contract Renewal with Youth Enrichment Program for 2015-16 SY. The Board approved the contract renewal with the Youth Enrichment Program for the 2015-16 school year as recommended by staff and submitted in the mailout.

8.05 Permanent Name Tags for K-2nd Graders. The Board approved providing permanent name tags for K-2nd graders.

8.06 Public Service Pledge/Student Debt for Public Service Employees. The Board approved the public service pledge regarding student debt for public service employees as recommended by staff and submitted in the mailout.

8.07 Security Software User Agreement. The Board approved the proposed security software user agreement as recommended by staff and submitted in the mailout.

8.08 Resolution Regarding Burn at Camp Minden. The Board approved the resolution regarding the M6 Burn at Camp Minden as submitted in the mailout.

8.09 Resolution of Continued Employment. The Board approved the resolution of continued employment as recommended by the superintendent and submitted in the mailout.

2013-14 FINANCIAL AUDIT

Mrs. Locke moved, seconded by Ms. Trammel, to accept the 2013-14 external comprehensive annual financial report as submitted by Carr, Riggs and Ingram. Board member Locke reported that the Audit Committee met on this date to hear the report from Carr, Riggs and Ingram and voted to bring it to the Board. *Vote on the motion carried unanimously.*

SUPERINTENDENT'S REPORT

Update on Collaborations with RSD. Dr. Goree reported there are several activities within the Transformation Zone and shared the excitement of some of the things that are happening in the zone that are actually spilling over into other schools in the district, i.e. areas of curriculum and instruction and how processes are being managed, how data is being collected. He further highlighted the following two events – (1) The Amazing Shake (a program to help students with the basic skills of life, i.e. firm handshakes, hold small talk with people, greet people); and a second round of this activity will be held next Monday, and (2) activities to accommodate the school-year, i.e. finals of the Amazing Shake Program as well as a talent-type program to showcase the growth within the Transformation Zone. Superintendent Goree also announced the last bus tour of the Transformation Zone schools will be held on Thursday, March 26th, and citizens interested in attending should see him following the meeting.

ANNOUNCEMENTS AND REQUESTS

Mrs. Bell announced that anyone who would like to donate to Huntington High School band going to Washington D.C. to represent Louisiana may contact her.

Mr. Riall announced that the North Caddo Lady Rebels won their second 2A State Championship, and the North Caddo Boys' team went all the way to the semi-finals.

Adjournment. *Ms. Trammel moved, seconded by Mrs. Bell, to adjourn.* Vote on the motion to adjourn carried unanimously and the meeting adjourned at approximately 5:32 p.m.

Dr. T. Lamar Goree, Secretary

Steve Riall, President

March 17, 2015

The CPSB Transportation Committee met at 11:00 a.m. on Tuesday, March 17, 2015, in Rm 1, 1961 Midway, Shreveport, Louisiana. Those in attendance were Chair Mary Trammel, Dottie Bell, Kacee Kirschvink, Susannah Poljak, Jasmine Green. Also present were Board member Denee' Locke and staff members Dr. Lamar Goree, James Woolfolk and Otis Jones.

Chair Mary Trammel called the meeting to order and Dottie Bell led in the prayer and Pledge of Allegiance.

Transportation Updates. Mr. Jones shared an overview of information on the following areas in the Transportation Department:

- **Aging fleet.** Mr. Jones explained that buses must be retired after 25 years in service; and the District currently has a lease to own option; and at the end of five years, the bus can be turned back in or kept. He noted that key numbers begin in 2022 when the number of buses needing replaced each year increases dramatically. The question was raised how the District would replace buses if the bond issue does not pass, and Dr. Goree responded they would be replaced using General Fund dollars, and it would be necessary to come up with a plan which would include whether or not it is cheaper to contract out transportation. Dr. Goree shared that Caddo has one of the most elaborate transportation systems. Mr. Jones also shared that private transportation companies deal with the same issues that the District Transportation addresses, i.e. shortage of drivers. *Mr. Woolfolk stated that staff will bring a leasing plan to the next committee meeting along with a recommendation on the best resolution.* Mr. Jones also shared with the committee procedures in place for assignment of buses and for overtime (extracurricular) trips.
- **Shortage of Bus Drivers/Recruiting efforts.** Mr. Jones shared their recruiting efforts and that they are holding back-to-back classes to train and hopefully add to the number of drivers. Recruiting efforts also include addressing the shortage of substitute drivers.
- **On-Time Delivery/Late Buses.** Noting that one of the complaints Board members probably receive is that of late buses, Mr. Jones explained that Caddo has a 3-tier system...elementary, middle and high school; and when an individual bus has an elementary, middle and high school route, it is possible that students could be late if there is a hold up at any point on the route. However, he did share with those present that the Department has a 96.9% average on-time bus delivery for August to February of the 2014-15 school year.
- **Transportation Budget.** Mr. Jones explained that the Transportation Department has a budget of \$23,284,000 and 509 employees. They transport approximately 22,000 students daily on nearly 400 buses, and they are responsible for the maintenance and inspection of all CPSB vehicles.

- **Extra-curricular trips.** Mr. Jones reported that the department this year has also provided transportation for 10,156 field trips, 4,582 athletic trips, and 5,326 AM and PM runs for a total of 20,064 extra trips.
- **Bus Driver Absences.** Data was shared on the % of bus drivers that miss on Friday, as well as the average absences for Monday through Thursday.

IDs FOR PREK-2 GRADERS

Per request from Mr. Rachal to add I.D. tags for all preK-2 grade students, Mr. Jones reported the total cost would be approximately \$5,000 for 7000 tags and card inserts. He also stated this is something Transportation already implemented for the magnet school students who must do a bus exchange, and it has proved to be very helpful in keeping up with the students and the bus(es) they are to be on. In implementation, Mr. Jones reported they will work with Academics and work with the schools to impress upon the parents the importance of student addresses being current on the cards. Mr. Jones was also asked to check on the cost of ID badge holders without Caddo Parish Public Schools imprinted on them.

DISTRIBUTION OF FLIERS

Mr. Jones shared a proposed flier for recruiting purposes that they are working with Mr. Burton on relative to students taking them home to parents. Mrs. Kirschvink stated she believes this is a great start, but asked that the staff work with Communications on the flier presentation.

Relative to the number of staff in Transportation and that two persons are responsible for oversight of almost 400 bus drivers, the committee asked Mr. Jones to supply them with additional information on the Department's needs and the ideal number of staff to more effectively and efficiently operate the Department.

Adjournment. On motion by Mrs. Bell, second by Jasmine Green, the meeting adjourned at 12:10 p.m.

April 14, 2015

The **Caddo Parish School Board (CPSB) Executive Committee** met in regular session on Tuesday, April 14, 2015 at 4:30 p.m. in its offices at 1961 Midway, Shreveport, Louisiana with President Steve Riall presiding and Mary Trammel and Dottie Bell present constituting a quorum. Also present were Jasmine Green, Margaret Brown, Susannah Poljak, Bonita Douzart, Raymond Green, Denee' Locke, Barry Rachal, Larry Ramsey, Kacee Kirschvink and Dottie Bell. Also present were Dr. Lamar Goree, superintendent, and Reggie Abrams, legal counsel. Mrs. Poljak led the prayer and Pledge of Allegiance.

ESTABLISH THE AGENDA AND PROPOSED CONSENT AGENDA FOR THE APRIL 21, 2015 CPSB MEETING

Superintendent Lamar Goree highlighted items for the Board's consideration at its April 21, 2015 CPSB meeting and the following discussion ensued.

Revision to CPSB Policy GBCB (Alcohol and Drug Testing Policy). Mrs. Bell asked Attorney Abrams to explain the proposed revision. Reginald Abrams clarified that Caddo's Workers' Compensation policy needs revising because of the way the policy is written, Work Kare is drug testing every employee any time there is any type accident. Because there has been litigation against this, he is recommending the policy be changed so it only allows for suspicionless testing when there is an accident in a safety-sensitive area. You must have reasonable suspicion to believe that a person is under the influence of drugs or alcohol, i.e. see someone take some type of drug or smell alcohol on someone. He also clarified this doesn't have anything to do with vehicles in accidents, with the exception of bus drivers, or others in safety sensitive areas, because it is required that they be drug tested when there is an accident. Mr. Abrams shared examples of employees being treated for workers' compensation injuries and Work Kare doing a drug test sometimes even days later.

Mr. Rachal asked if he understands the proposed changes are driven because the District's current policy is not in line. Mr. Abrams further explained case law that came out in the last couple of years that basically states you cannot do suspicionless testing as a result of Workers' Comp Law which has a provision that states you can test employees for drugs or alcohol; but if they test positive, they are denied benefits; and this is the way Caddo's policy was written. Also, the way the policy is written makes it appear that anytime any employee went for a Workers' Comp claim, they would be tested. Historically, it has not been done this way but recently it was and litigation resulted, and there is a case directly on point that says you cannot do that. Mr. Rachal expressed his concern for what Mrs. Bell stated as "unintended consequences" and asked if this applies to school bus drivers. Mr. Abrams said it does not and the full GBCB policy outlines all testing and who must be tested as a result of accidents in a safety sensitive area, i.e. bus drivers, employees that handle equipment. He also explained employees with a CDL are required to be tested in the event of an accident; and the policy actually lists all safety-sensitive positions. Mr. Rachal said he only wants to make certain we do not have any unintended consequences in making these changes.

Ms. Trammel asked Mr. Abrams to clarify those dealing with motor vehicles. Mr. Abrams explained that the language in the policy states if a person (any employee) is injured on the job, they would be drug tested. While it has not been imposed like this for approximately 13 years, over the past few months it has and you cannot do that without reasonable suspension. Ms. Trammel asked if an employee is driving a CPSB vehicle and they are in an accident, are they tested, and Mr. Abrams responded that is correct.

Dr. Goree further explained if he is involved in an accident while in his CPSB vehicle, there would have to be reasonable suspicion for him to be required to do a drug test whereas in the

past, drug testing was happening across the board. Ms. Trammel asked if the superintendent has an accident in a school board car, and another male employee has an accident in his assigned school board vehicle, are both tested. Mr. Abrams said he would have to look at the policy to determine if the superintendent has to be tested. Dr. Goree clarified if an area director has an accident in their district-issued vehicle and there is no reason to suspect since theirs is not a safety-sensitive position, they are not required to be tested. However, any bus driver is required to be tested because the nature of their daily operation is dealing with the safety of children. Ms. Trammel asked if she understands that this would not apply to painters, mechanics, maintenance, etc.; and Dr. Goree responded that is correct for those who have take-home vehicles, they are not required to be tested.

Mrs. Douzart asked if the difference between Workers' Comp and the accident report is clearly written, because the accident report has nothing to do with Workers' Comp; and she shared her personal experience. Mr. Abrams said if there is any type accident on the job, an accident report should always be filed, even though it does not mean the employee will seek medical attention. However, if an accident happened and the employee goes to Work Kare, they were being drug tested since the policy states every person is drug tested. He further stated that is a wrong interpretation and this revision will clarify when an employee is to be drug tested.

Mrs. Brown stated she believes the key words are "reasonable suspicion" and "suspicionless".

Mr. Rachal asked how an incident is handled for an employee who is not in a dangerous job but still supervises children, or is an itinerant employee. Mr. Abrams explained that the law is written so that you cannot go around drug testing people; and the policy currently reads that after any job-related accident, a drug test is administered to the employee no matter what position, and the 5th Circuit has ruled you cannot do that. Mr. Rachal further asked if it is possible to add to the revision where "any one on school board time and driving, we have the ability to do an alcohol/drug test"? Mr. Abrams explained he does not think we can because the individual has rights and if you order a drug test without suspicion, it is invasive. Mr. Rachal said he believes the cost could be substantial if anyone is driving a CPSB vehicle and has an accident. Mr. Abrams reminded him that if someone is in an accident and an officer smells alcohol, that is reasonable suspicion and will send them for a drug test, and officers also know what to look for in use of drugs. Mr. Rachal said he believes it is the unintentional consequences that will sneak up on one and is what concerns him.

Section E CPSB Policies. Mr. Abrams explained that 8.04 is the entire Section E of CPSB Policies and when reviewing them, he noted the policy that states all Caddo Parish property shall be a smoke-free/tobacco-free environment period. He reminded the Board that years ago a move was made to convince the School Board to make all its properties smoke-free/tobacco-free and the Board chose to approve smoke-free/tobacco-free with the exception of areas designated as smoking areas (and Forethought did not include this in the policies submitted). He also stated that if all CPSB properties are smoke-free/tobacco-free, that includes Central Office, football stadiums, parking lots, etc. Further, he explained that Policy KF (Item 8.05) was in the Section K policies approved by the Board in the fall, and it declares all CPSB property to be smoke-free/tobacco free and does not include the "except for in designated areas". The proposed revisions state it will be a smoke-free/tobacco-free environment except in areas designated by the Board. Mr. Abrams also explained that the Section E policies state the District must put up signs informing everyone that it is a smoke-free environment so he is recommending this be revised.

Ms. Trammel asked who will enforce this at the school sites, will the policy be posted? Mr. Abrams stated that the new language also includes vapor cigarettes and devices; and relative to smoking in public buildings, that was outlawed and is no longer allowed; and designated areas should be determined at the building site by the building administrator.

Mrs. Bell stated she does not understand “prohibit”, because at all school functions smoking is not allowed yet are we going to designate a place for people to smoke? She said everyone knows you do not smoke on a school campus, and she doesn’t understand why we have to designate an area if there is no smoking on a school campus or any school board property.

Mr. Rachal asked Mr. Abrams the purpose for this change (to allow designated areas for smoking), and Mr. Abrams shared the history of the policy that the Board approved years ago to be smoke-free/tobacco-free except in designated areas. He also was not aware if the Board knew about this change that was different from what the Board approved years ago. He discussed it with staff when going over Section E policies and staff responded that it was not discussed. Mr. Abrams further stated he believes the policies should be revised to reflect what the Board approved and what was being done; and if the Board wanted to change it, they can do so. Mr. Rachal asked if the District is under any legal obligation to allow smoking on any properties, and Mr. Abrams responded it is not. Mr. Rachal stated he doesn’t believe this needs to be changed; and if it needs to be pulled to look at further and bring it back, he would be in agreement with that. He noted that Section E policies cover a lot and he has skimmed through it, but he believes the smoking issue is enough to postpone and allow Board members ample time to review the entire section. Dr. Goree added that his professional experience has been the entire District would be a smoke-free/tobacco-free environment; however, he has observed this is not the reality of what is happening in Caddo. He said there are designated areas and the question is if practices align with policy. Dr. Goree also said he believes this is an opportunity for the Board to be consistent with the direction we move forward in and it gives administration the authority to enforce the policy as approved by the Board. Mr. Rachal stated that his opinion is the District needs to be smoke-free, and Mr. Abrams clarified that the current policy KF approved by the Board in September 2014 says the District shall be smoke-free/tobacco free.

President Riall noted that as he looks at the 68 pages of Section E policies, he sees that these policies cover a lot of restrictions that are not being enforced. Following discussion, President Riall announced that Items 8.04 and 8.05 are referred to the CPSB Buildings and Grounds Committee for review. Mr. Rachal noted that policies in this section cover all Board committee areas, and Mr. Ramsey suggested that, since the Section E Policies cover numerous areas, the Policies be distributed to the appropriate committee for review. Ms. Trammel asked if it is permissible for two committees to meet jointly and it was confirmed that is possible.

Mrs. Brown noted the many things covered in Section E policies that the Board needs to look at more closely before making a decision and she would like to see this moved to the May agenda.

Proposed Revision to the 2014-15 General Fund Budget. Mrs. Bell asked Mr. Lee if dates have been set for the 2015-16 budget worksessions. Mr. Lee explained he is waiting to get the information from HR and principals relative to staffing, and he will get with the superintendent to revise the original timeline and send to the Board.

Mrs. Locke asked staff about the proposed changes in the General Fund budget. Mr. Lee explained that the revisions reflect the following items that have affected the 2014-15 budget since approved by the Board last May: increase in sales tax, increase in property taxes, 55 vacant SPED teacher positions, 70 vacant bus driver positions, the 2% pay increase for all employees, the one-time \$500 pay supplement (not the Christmas supplement), reclassifications of positions, security software renewal. Also reflected are an increase in legal fees, workers’ comp claims, Ombudsman contract, reduction in MFP amount due to reduction in the number of students, and shifting of some items from one line in the budget to another (the correct) line. Mr. Lee further stated that in the beginning of the fiscal year, the estimated fund balance was \$20,605,813; and the proposed revisions will increase the ending fund balance by approximately \$50,000, or a new ending fund balance of \$20,655,355.

Mr. Riall announced we are approaching a time when staff will bring the Board a proposed budget and a number of budget work sessions will be held to allow the Board ample time to discuss and ask questions.

July Board Meeting Date. President Riall announced that typically the Board holds only one meeting in July; and because a number of Board members will attend the Southern Regional Conference in July and will not return in time to meet on the 21st, he proposed that the July 21st board meeting be changed to Tuesday, July 28th.

Cost/Recovery Sharing Agreement-BTW Fire. Mr. Abrams explained the District has a \$1 million deductible on the BTW fire; and the School Board paid \$1 million for damages to the building. The insurance company paid \$1.6 million; and since the insurance company has conducted an investigation, they have obtained information which they believe will point to who actually caused the fire. This agreement is an attempt to recover the District's \$1 million deductible and utilize the expertise of the insurance company and their experts to do so; and this agreement states that the CPSB will share the cost with the expert retained. The recovery part will be that out of the \$2.6 million, we will have \$1 million and the percentages are based on how much Caddo paid and work together to try and recover the deductible amount from the other parties and their insurance companies. Mr. Abrams further explained there is an expense involved and each party will pay their own legal expenses. He will defend, on an hourly basis, the District and anticipates the legal fees will be minimal.

Mr. Rachal asked Mr. Abrams what Caddo's cost will be and if he believes the insurance companies will do a good job at recovering the money. Mr. Abrams responded that he believes the insurance company will do a great job at recovering the money, because they have hired the expert and the District has no access to the expert. Mr. Rachal asked if it will be a single lawsuit, and Mr. Abrams said it will be a single lawsuit. Mr. Abrams will prosecute the suit on behalf of Caddo to get our money back, and he believes the cost will be minimal since they will do everything to resolve the case without going to litigation.

Mrs. Douzart asked is it possible to reduce the deductible? Mr. Abrams said it is possible, and the District has had lower deductibles; however, because Caddo Parish has done very well with property claims, if you reduce the deductible, the premiums will increase. He further stated Caddo has a high deductible for claims (personal injury claims), but because we have very good negotiations, the District has not had any very expensive claims with exception of one last year.

2015-16 School Year Calendar Revisions. Mrs. Bell inquired about the removal of November 3 (election day) from the calendar. Dr. Goree explained the election is actually on a Saturday and not on Tuesday, November 3. Mrs. Locke asked about the number of school days required in the calendar as well as the number of snow days built into the calendar. Dr. Goree explained the state requirement of 63,720 minutes and the calendar provides for that many instructional minutes as well as enough minutes to allow for up to three days of bad weather. Miss Green confirmed that it is being recommended to not have the February 8-10 for Mardi Gras, and Dr. Goree confirmed that is correct. Miss Green also asked if the area colleges will be on Spring Break at the same time. Dr. Goree said all college Spring Break dates are different, so their dates were not considered. Mrs. Kirschvink asked if the calendar has been publicized and Dr. Goree confirmed it has been; but changes have come at this time of the year for the next school year as a result of the State releasing testing dates. He also said he believes the community will be excited about the fact that Caddo and Bossier will have the same Spring Break since it has been an issue in the past. Mr. Riall asked if 176 days is ample and Dr. Goree responded it is believed this proposed calendar will meet the District's needs. Mr. Riall also noted that Mike Johnson has filed a bill which would allow the school to get snow days free if the Governor declares a state of emergency due to weather conditions.

Authorization for Solicitation of Property Lease of M.J. Moore. Miss Green asked if this is the same lease with the church. Dr. Goree explained the District has a three-year lease with the church and that lease is now at an end on this public property. As a result, the lease must be put out for bid even though it is possible the same church could re-lease this property. Miss Green asked how much the church has paid for the current lease, and staff responded \$3,000 a month.

Authorization for use of Online Auction Services. Mr. Rachal asked staff to clarify our responsibility for delivering auction items or if it is the buyer's responsibility. Lisa Lloyd explained that Caddo is not responsible for delivery to the buyers; however, the normal salvage process allows for items to be picked up from the schools. She further explained the services are online and the buyers of online salvage items are responsible for picking them up. While he knows the agreement is with the company and not the buyer, he does not want the company to advertise that Caddo will be responsible for delivery. Mrs. Lloyd will follow up.

Mr. Riall asked if this is the same item previously brought to the Board, but the Board did not do it because it was not legal. If so, he asked what is different that makes it legal? Mr. Abrams explained that all lawyers have reviewed the agreement and one area of clarification is the Board will declare when items are surplus and when they will go to salvage. Mr. Riall stated in the past, items that did not sell were given to a salvage contractor; and asked if this will still happen. Mrs. Lloyd explained it is hopeful that the online salvage services will provide the District with more tags for more people to see the items; and hopefully we will be able to sell more of the salvaged items. She said it also provides the benefit of schools being able to access the web site and look for things they may need before the items are released for bid. Mr. Riall asked if he understands correctly that anything that does not sell will continue to go to a salvage contractor. Mrs. Lloyd said that stipulation is in the agreement with the gentleman that moves our salvage equipment and is part of his contract. Mr. Riall asked if his contract is approved by the Board and Mr. Lee said because the amount has been little, it never has been brought to the Board. Mr. Riall stated that his only concern is the fact that people have called to let him know the salvage contractor was selling almost new items at auctions in Texas and making money off these items. Mrs. Lloyd said that is another reason she is interested in going to the online auction services, because she believes these newer items can be repurposed in Caddo. Mr. Riall asked that before we renew a contract with a salvage contractor in the future that it is brought before the Board. Mr. Abrams explained that he will look at it further. Mrs. Lloyd further explained the responsibility the salvage contractor has in removing all the salvage items that do not sell in the auction. Mr. Abrams stated that if you use an online auction service he doesn't believe you would need the services of a salvage contractor. Mrs. Lloyd responded not necessarily because salvage items could be stored in a location where schools and/or buyers can pick up the items.

Mrs. Brown commended the superintendent and his staff for moving into the 21st Century.

Mr. Ramsey asked staff to explain what happens with what is left after the salvage sale – are the items given to Goodwill, are they given away to employees? Mr. Lee stated that is one of the reasons why the District has used the services of a salvage contractor, because we cannot give the items away to employees or anyone else (other than technology equipment to students). Mr. Abrams said he believes this online service will eliminate a lot of the moving of items.

ADDITIONS

Miss Green asked that an item be added to the agenda to address a resolution opposing elimination of payroll deductions of professional dues. Mr. Abrams announced he will make some minor changes to the previous resolution approved by the Board and present something for the Board's consideration on April 21st. Mr. Rachal asked for clarification on this item and if the proposed legislation is for all government employees or state employees. Miss Green responded that it is for the professional organizations. Dr. Goree explained that Caddo's resolution will

only speak to Caddo Parish employees and the partnership to collaboratively work with our employee organizations. Mr. Abrams stated he will review the proposed legislation.

PRESENTATION OF PROPOSED AGENDA AND CONSENT AGENDA

Mr. Riall announced that the following items are referred to the CPSB Building and Grounds Committee: 8.04 Approval of CPSB Policy Manual Section E-Support Services and 8.05 Proposed Revision to CPSB Policy KF (Use of School Facilities). He further stated that Item 8.06 “Employee Appeal of Disciplinary Action in Accordance with Policy GDPD” is pulled and Items 6.02, 7.01, 8.03 and 8.07-8.13 are the consent agenda.

Ms. Trammel moved, seconded by Mrs. Bell, to approve the proposed agenda and consent agenda for the April 21, 2015 CPSB meeting as presented. Vote on the motion carried.

POLL AUDIENCE

Jackie Lansdale, president of Red River United, addressed the Board on the calendar and the payroll deduction of employee organization dues. Mrs. Lansdale stated that the calendar must have 63,720 instructional minutes and if there are 360 instructional minutes a day, this will provide 177 contact days. She further stated that typically in a traditional calendar there are 178 days to offset for any inclement weather days. Noting that this year was different than most years, she stated that legislation is being filed in this year’s Session to address this. She asked and encouraged the Board to look at, before the next calendar, ways the calendar can work for us, and suggested that we look at other districts and how they stretch out their school year and how they use the breaks for remediation, etc. Relative to the payroll deduction of employee organization dues, Mrs. Lansdale reminded the Board that it graciously approved this resolution last year; and in State Government’s continued overreach into local politics to tell Districts what to do, she encouraged the Board to support the resolution on the agenda.

Update on Amazing Shake. Billy Snow shared an update on the Amazing Shake Program and the Transformation Zone’s efforts to change the climate and culture of each school by using Ron Clarke’s Essential 55 to teach the students great social and etiquette skills. He further reported that their efforts to improve academic performance not only focus on social and etiquette skills, but also communication skills and confidence. Mr. Snow explained that the Amazing Shake Contest was implemented in each of the Zone schools; and in the first round of the contest, students were judged on working a room of community members and business leaders on handshake, eye contact and back and forth communication. At this level the top five from each school then moved forward in the contest by working a room of attorneys and being judged on the same (handshake, eye contact and communication) as well as an interview question (What would you like to do if you were President of the United States or Who in your family would you help and why?). Mr. Snow announced the next round is Friday, April 17th, and the top two students from each of the Zone schools will be at KTAL at 6:30 a.m. where they will participate in the morning newscast and the morning show. After the newscast, each student will read a script and be judged on their contact with the teleprompter and television camera, presence on the camera and their skills. After this round of the contest, Mr. Snow reported the top student from each campus will go to the Federal Court House on May 4th to argue the case of the innocence of the big bad wolf; and on May 11th, the top 10 students will emcee the Most Improved Student Awards Ceremony sponsored by Red River United, with a team of Transformation Zone students also providing the entertainment.

Adjournment. *Ms. Trammel moved, seconded by Mrs. Bell, to adjourn. Vote on the motion to adjourn carried and the meeting adjourned at approximately 6:18 p.m.*

April 21, 2015

The **Caddo Parish School Board (CPSB)** met in regular session on Tuesday, April 21, 2015 at approximately 4:30 p.m. in its offices at 1961 Midway, Shreveport, Louisiana with President Steve Riall presiding and the following board members present constituting a quorum: Jasmine Green, Margaret Brown, Susannah Poljak, Mary Trammel, Raymond Green, Denee' Locke, Barry Rachal, Larry Ramsey, Kacee Kirschvink and Dottie Bell. Also present were Dr. Lamar Goree, superintendent, and Reggie Abrams, legal counsel. Bonita Douzart was absent. Mrs. Poljak led the prayer and Pledge of Allegiance.

**CONSIDERATION OF MINUTES OF THE DECEMBER 16, 2014 (CORRECTED),
MARCH 10, 2015, MARCH 17, 2015 AND APRIL 14, 2015 CPSB MINUTES**

Mrs. Brown moved, seconded by Ms. Trammel, to approve the minutes of the December 16, 2014 (corrections to), March 10, 2015, March 17, 2015 and April 14, 2015 CPSB meetings as submitted. Vote on the motion carried unanimously.

PRESENTATIONS AND RECOGNITIONS

Bill Strother, director of communications and marketing, on behalf of the board, recognized the following staff members and students for recent achievements. President Riall and Superintendent Goree presented each with a certificate in recognition of their accomplishment. Administrators, family and friends present were also recognized.

Autism Awareness Month. Students from Caddo Middle Career and Technology Center shared a special presentation "Understanding Autism through the Eyes of an Educator, Parent and Student". Autism specialist Lisa Davidson shared with the Board that autism is a growing disability and the number of students with autism in Caddo has increased significantly over the past few years. Autism is a neurodevelopmental disorder characterized by deficits in social interactions, communication and restricted or repetitive patterns of behavior; and it is a spectrum disorder and the severity is from very mild to very severe. Affecting 1 in 68 children, Ms. Davidson further stated that it is five times more likely to be seen in boys than girls, 1% of the World population has autism spectrum disorder, and more than 3.5 million Americans have been diagnosed with autism spectrum disorder. She also reported that there are no medical tests for diagnosis and there is no cure, even though in recent years there have been significant breakthroughs in treatment of this disorder. Caddo Parish has over 300 students with autism spectrum disorder, and the district also supports students with developmental delay exhibiting characteristics of autism. Some of Caddo's students have dual exceptionalities of Gifted or Talented and are in the magnet programs; there are 31 classrooms for students with autism; and they support students with autism on almost all campuses in Caddo. Ms. Davidson also reported that staff works hard to stay abreast of the latest research since there are multiple areas in which students with autism are affected and they require different research-based strategies and interventions to learn.

Angela Coleman, parent, shared there have been many ups and downs since her son was diagnosed with autism. Originally from Shreveport, they moved back to Caddo from New Orleans before Hurricane Katrina, and she has been a very involved parent by sharing her concerns about children with autism. She also noted how elated she was when her son was enrolled in CMCTS because she knew of the changes Mr. Pradel had made for the students to understand socialism and help them to see their strengths and build them up. She said her son is now at Booker T. Washington High School and currently has all A's; and she believes if everyone works together, this can happen for any student. She expressed her gratitude for Caddo Parish Public Schools and what they have done to help her son be successful in school.

Student Santana Johns and Teacher Ronald Pradel shared a memory and mental math presentation to showcase Santana's memory and mental calculation skills.

2014-2015 Poster Contest Winners. Mr. Strother stated that the Security Department sponsored several poster contests over the 2014-2015 school year and the following students were recognized as Grand Prize Poster Contest winners. Character Education Grand Prize Winners – Tradevius Mims, Cherokee Park; Lanaya Bolden, J. S. Clark; and Chandler Williams, Byrd. Red Ribbon Week Grand Prize Winners – Riley Quinlan, South Highlands; Tatiyana Timmons, Caddo Middle Magnet; and Jalan McCullum, North Caddo. Mental Health Awareness Grand Prize Winners – Zakiyah Rayson and Daveiouna Shipley, Cherokee Park. Bullying Prevention Grand Prize Winners – Emma Bishop, Riverside; Destinaey Poole, Caddo Middle Magnet; Madelyn Greenleaf, Byrd; and Sarah Ilgenfritz, Caddo Career & Technology Center. Suicide Prevention Grand Prize winners are Dajha Williams, Westwood; Brianna Merritt, Westwood; and Cassie Snow, Captain Shreve.

Cora M. Allen 8th Grade Essay Contest Winners. The following students were recognized as the 2015 Cora M. Allen Essay contest winners: Niyah Dorsey, Caddo Middle Magnet; and Misaab Wadi and Alexandra Zagzoug, Youree Drive Middle AP Magnet.

2015 Colonial Dames Essay Winners. The National Society of the Colonial Dames of America recognized the following students from Byrd High School as the winners of the 2015 Colonial Dames Essay contest: Grey Bianca, Brett Venable and Alex Williams. Susan Gage, Patriotic Services Chair, announced these students will receive a scholarship to attend the week-long Congressional Seminar Workshop planned and coordinated by The Washington Workshops Foundation in Washington, DC, June 20-26, 2015.

Two One Class at a Time Winners. The following Herndon teachers were recognized as the latest KTBS "One Class at a Time" \$1,000 winners: Laura Bearden and Michelle Weddleton. Ms. Bearden will use the money to expand her current classroom technology and Ms. Weddleton will use her money to buy the circuit kits the children are working on right now.

Special Presentation to Bonita Crawford. President Steve Riall recognized and presented Bonita Crawford, former CPSB District 8 representative from 2004-2014 and past CPSB President, with the Exemplary Service Award for her commitment to education and for service on the Louisiana School Boards Association Board of Directors.

2014-2015 Caddo Schools Administrative Interns. Dr. Mary Nash-Robinson, chief of staff, introduced the following 2014-2015 Caddo School Administrative Interns: Sommer Anderson-Picou, Denise Chaney-Pleasant, Neely Claassen, Kylie Cotton, LaShonda Diouf, Nicolette Doughty, Joni Ellzey, Estelle Green, Eddie Hamilton, Debria Jackson, Jackie Jones, Anthony Kimball, Teniesha Mahoney, Felicia O'Neal, Melanie Randall, Denise Schule, Karen Smith, Nicole Stewart, and Sonia Williford.

Newly Appointed Administrator. Charles Lowder, director of certified personnel, introduced and welcomed Glen Colvin, newly appointed principal of Shreve Island Elementary School.

VISITORS

Jackie Lansdale, president of Red River United, read a letter addressed to the members of the Red River United teachers and support personnel regarding the upcoming bond initiative on the May 2nd ballot. The letter pointed out that, if passed, the proposed bond issue will free up monies for salaries and benefits, add jobs to the local economy, more students equal more state funding, and it will demonstrate public support on future proposals. She added that Caddo, through all of its ups and downs, still attracts 95% of all Caddo Parish students. She believes

that taxpayers not vested in the school system become reluctant to support public schools with their tax dollars; and when this happens, the quality of the school system is severely impacted. In the letter she reminds her members that Caddo has enjoyed the support of the students, parents and taxpayers of the District; and almost every time they have been asked, they have supported the school system with their children and tax dollars, and the entire system reaped great rewards. Mrs. Lansdale also noted in the letter that it was in 1997 when an attempt was first made to build a school in Southeast Shreveport, and the proposition did not pass. Since that time, attempts were made to address it; however it has become very clear that the Southeast part of the District has steadily grown; and the students in Southeast Shreveport deserve a school. She noted the difference with Blanchard in their growth as a result of I-49 and the students in the Blanchard area also deserve it. Parents and students deserve to have schools in their part of the district, and taxpayers deserve to have their dollars shared with the community. With the situation in Highland being a little more sensitive, Mrs. Lansdale noted that the issues of attendance, age of buildings and limited funds were considered; but noted that that many Caddo students come from at-risk situations and she believes it would be glorious if the message could be conveyed to the students in Highland that the District wants to provide for them only the very best. She added that students deserve up-to-date science labs, and multi-purpose rooms are needed because students are expected to be at school despite the hottest month(s). Knowing that the money is part of an existing millage, she further read from the letter that this is not from the General Fund where salaries are located; and because upgrades will not come from the General Fund, this would actually provide relief to this part of the budget. The letter reminded everyone that buildings and upgrades bring economic stimulus for all involved, i.e. carpenters, electricians, etc.; and the 5% of the students not currently attending public schools decide to attend Caddo Parish Public Schools because of a new neighborhood school, then there will be more students in Caddo as well as more funding from the State. Also, because salaries have suffered, Mrs. Lansdale stated that the Red River United has not forgotten and in visiting with Superintendent Goree, a number of items, i.e. maternity benefits separate from sick leave, methods for pay increases, preK across the board for all schools, etc. had been discussed and they are gathering research for bringing proposals. To go forward with the ideas, Mrs. Lansdale stated that the students, parents and taxpayers and the RRU members are on board to support the District and they can do so on May 2nd by voting like their future depends on it, because it does. She reminded her membership that this is a buy-in, not a sell-out, of all that Caddo is and all that Caddo can be.

ESTABLISH THE AGENDA AND PROPOSED CONSENT AGENDA

Superintendent Goree highlighted items for the Board's consideration and the following discussion ensued.

President Riall announced that Item 8.01 Property/Bus Rental Requests is pulled and Items 6.01-6.03, 7.01 and 8.02-8.11 are the consent agenda.

Ms. Trammel moved, seconded by Mr. Rachal, to establish the agenda and proposed consent agenda for the April 21, 2015 CPSB meeting as presented. Vote on the motion carried.

Mr. Rachal said there were a couple of items referred to committee during the work session and he asked if that would be discussed tonight. Mr. Riall said Board members will be contacted on moving forward with this.

CONFIRM THE CONSENT AGENDA

Mr. Rachal moved, seconded by Ms. Trammel, to confirm the consent agenda. Vote on the motion carried and the following is a summary of the Board's action on consent agenda items.

Item No. 6

6.01 Personnel Recommendation. The board approved the personnel recommendation (payroll manager) as recommended by the superintendent and submitted in the mailout.

6.02 Personnel Transaction Reports. The board approved the personnel transactions reports for March 1-31, 2015 as recommended by the superintendent and submitted in the mailout.

6.03 Request for Leave Without Pay. The board approved a request for leave without pay 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 the superintendent and submitted in the mailout on the bid tabulation sheets: (1) Lees Transmission for the purchase of Transmission Repairs; (2) BSN Sports for the purchase of Football Uniforms – Captain Shreve High School; (3) Multiple Vendors for the purchase of Canned and Frozen Food, Fish, Poultry, Eggs and Meat; (4) Multiple Vendors for the purchase of Food Service Paper and Supplies; (5) Dahmer Powertain, Inc. for the purchase of School Bus Engines; and (6) Lott Oil for the purchase of Antifreeze. *A copy of the bid tabulation sheets is attached and made a part of the permanent record of the April 21, 2014 CPSB meeting.*

Item No. 8

8.02 Out of State Travel. The board approved requests for out of state travel (General Fund) as recommended by staff and submitted in the mailout.

8.03 Revision to CPSB Policy GBCB (Alcohol and Drug Testing Policy). The board approved the proposed revisions to CPSB Policy GBCB (Alcohol and Drug Testing Policy) as submitted in the mailout.

8.04 2014-15 General Fund Budget Revision. The board approved the proposed revisions to the 2014-15 General Fund Budget as recommended by the superintendent and submitted in the mailout.

8.05 July Board Meeting Date. The CPSB moved that the board only meet once during the month of July 2015 and that the meeting will be held on Tuesday, July 28, 2015.

8.06 Cost/Recovery Sharing Agreement – BTW Fire. The board approved the proposed agreement for sharing expenses and any claims recovery related to the fire at Booker T. Washington High School last July (2014) as recommended by the superintendent and submitted in the mailout.

8.07 2015-16 SY Calendar Revisions. The board approved the proposed revisions to the 2015-16 School Year Calendar as recommended by the superintendent and submitted in the mailout.

8.08 Authorization for Solicitation of Property Lease of M.J. Moore. The board moved to authorize staff to move forward in the solicitation for a property lease of M.J. Moore School in accordance with Board policy as recommended by the superintendent and submitted in the mailout.

8.09 Authorization to Sell Use Motor Oil. The board moved to authorize staff to move forward in selling used motor oil and antifreeze in accordance with Board policy and as recommended by the superintendent and submitted in the mailout.

8.10 Authorization for use of Online Auction Services. The board moved to authorize staff to move forward in implementation of the use of Online Auction Services as recommended by the superintendent and submitted in the mailout.

8.11 Resolution Opposing Elimination of Payroll Deduction of Professional Dues. The board approved the resolution opposing the elimination of payroll deduction of professional dues as submitted in the mailout. *A copy of the resolution is filed in the permanent record of the April 21, 2015 CPSB meeting.*

SUPERINTENDENT'S REPORT

Update on Collaborations with the RSD. Dr. Goree referenced the Amazing Shake Program's finalists on the Channels 6 and 12 on Friday and that following eliminations, finalists will advance to an exercise at the Federal Court where they will hear the case of the Big Bad Wolf. He added staff continues to look at and forward to exposing the students to new experiences. He also announced that next week one of the University of Virginia representatives will come to Shreveport to conduct some late Spring evaluations as well as to receive some additional professional development from UVA before the school year ends.

UNFINISHED BUSINESS

Mr. Rachal asked if there have been any recent meetings with the RSD for additional guidance. Dr. Goree responded that staff meets with them via telephone conferencing monthly and Mr. Snow has weekly phone conferences with the RSD. Today, all progress is positive toward what the District is doing and no corrective action has been noted. Dr. Goree further stated they will be back in town to meet with key staff persons and groups of community persons to talk about the work being done in the Transformation Zone. He further reported there will be conversation regarding the predictions about the performance of the schools within the Zone and why we believe the students will make the advancements predicted. Mr. Rachal asked if any additional requests will be made of the RSD regarding any schools, and Dr. Goree said staff envisions and proposes adding two elementary schools to the Transformation Zone and its work; however, staff has not determined how this will be financed.

Mr. Riall stated that in response to Mr. Rachal's inquiry about the items referred to Board committee, Mr. Howard will get with the committee chairs and decide on how the issues need to be addressed in each committee, followed by individual committee meetings to address issues specific to their committee. Mr. Rachal noted that he discussed with the Superintendent the formation of a committee comprised of the chairs from each Board committee specifically for this (review of Section E of the CPSB policy manual) and asked if he understands this correctly. Mr. Riall said he doesn't believe there would be a formal committee appointed to address the issues. Mr. Rachal shared his thought that appointing a formal committee would be the way to address and the committee would bring a formal recommendation to the Board for action. Mr. Riall asked if there would need to be formal action by the Board, and Mr. Abrams explained that as Board President he can appoint such a committee. Mr. Riall announced that he is appointing the chair of each Board committee to serve as a member of the committee to review the policies; and after the committee meets, each member of the committee (chair of Board committees) will take the information relative to each specific committee back to that committee to address.

ANNOUNCEMENTS AND REQUESTS

Mrs. Bell announced that the Insurance and Finance Committee will meet the second week of May, that the 12 commissioners have selected students in Caddo to shadow them on Thursday, and stressed the importance of supporting the Huntington High School band as they represent Caddo and the State of Louisiana in Washington D.C. She urged all who can to help this Caddo high school band make the trip.

Miss Green expressed appreciation to Mary Wood for her assistance in putting together information for her community meeting, as well as Councilman Willie Bradford who co-hosted the meeting. Miss Green also asked that staff provide her a timeline on the remodeling of her district with Linear and Northside. Miss Green also announced that if there are voters in Board members' districts who need assistance getting to the polls, the deadline to request transportation is April 29th.

Mrs. Bell reminded everyone that April 30th is the deadline to apply for summer jobs for the city for students ages 16-21.

Mary Trammel reminded everyone about early voting through April 25th.

Mrs. Kirschvink announced that she had early voted and pointed out Mrs. Lansdale's comment "to vote like your future depends on it, because it does." Noting that the entire district will benefit from the bond initiative, she encouraged everyone to pay close attention to this vote.

Margaret Brown thanked Mary Wood and Bill Strother for providing information for her district.

Mr. Riall announced that 2014 training certificates are at Board member stations indicating hours earned in 2014. Also, Mr. Riall said there is correspondence at Board member stations relative to the high school graduations and Board members should turn in their information before leaving tonight. Mrs. Bell expressed her concern that Board member participation on the stage is limited to a particular Board member when a Board member may have relatives graduating and the possibility of Board members being able to participate in more than just their particular school's graduation. Mr. Riall asked Dr. Goree to address.

Dr. Robinson reminded Board members that they need to review the four Charter School applications and announced that the charter review committee will meet on Thursday, April 23rd for interviews and one interview on May 1st. She also announced that since Caddo's decision must be submitted to the State by June 4th, this item will be on the May Board agenda for action. Board members were reminded that the month of May is the time for many events in the schools and encouraged them to attend these functions whenever possible.

EXECUTIVE SESSION

Student Readmission Appeals. *Ms. Trammel moved, seconded by Miss Green, to go into executive session for up to 15 minutes for each hearing. Vote on the motion carried and the Board went into executive session at approximately 5:57 p.m.*

The board reconvened in open session at approximately 7:15 p.m. *Mr. Ramsey moved, seconded by Mr. Rachal, that the student expulsion (B.D.) be upheld and that the student go to Ombudsman for the rest of the expulsion and be allowed to go to summer school and graduate from Caddo Magnet High School if he earns the necessary credits with the condition that the principal approves and gets approval for any subject and dates that he has missed excused and that the District gets State approval for this process.*

Mrs. Locke asked for clarification on how the student will receive a diploma from Magnet if he never returns to Caddo Magnet, and Mr. Abrams confirmed that his diploma will state from Magnet High.

Ms. Trammel asked how will all the absences be addressed? Mr. Abrams stated that along with Attendance, the principal will complete the form for Pupil Progression and determine if dates are waived or if dates need to be made up.

Mrs. Brown moved, seconded by Dottie Bell, that the Board uphold the recommendation brought by the Attendance and Census Department. Mrs. Brown shared her concern that the Board is getting into something that will involve more legal process and the Board does not need to get into making laws and policies tonight, but leave following the law and policy up to staff in addressing these issues. Mrs. Bell stated her agreement with Mrs. Brown, and that magnet policies state.... Mrs. Brown called for a point of order that her motion is to uphold the recommendation from the Attendance and Census Department and not continue discussing policy which is where the conversation was before her motion, as she believes the Board needs to leave following the policy to staff when they bring a recommendation to the Board. Mrs. Bell again stated her agreement with Mrs. Brown's motion because the Board makes policy which instructs the Attendance and Census Department on how to address these issues.

Mr. Rachal asked for a point of clarification and if Mrs. Brown is upholding what staff has recommended (going to Ombudsman), because that is what the original motion states. Mrs. Brown explained that she believes everything said can be applicable to the situation but stating the direction in the motion is not necessary since staff will do what is needed to assist the student. Mr. Rachal further stated that the recommendation from staff is for the student to attend Ombudsman to get the hours and credits needed, and he is asking if Mrs. Brown is in agreement with that. Mr. Riall said the substitute motion is to uphold the original staff recommendation relative to the expulsion. Mrs. Brown stated that this matter has been amply discussed and she believes everything that has been discussed is good and positive for this student, and she believes the recommendation from Attendance and Census allows for this student to complete his education.

Mr. Anderson restated the recommendation of staff to uphold the hearing officer's expulsion, and Mrs. Brown said that is what her motion does – uphold the recommendation brought from staff. Mr. Rachal said he believes Mr. Ramsey's motion does the same thing. Mr. Riall explained it is being noted that the substitute motion does exactly what the original motion does and Mrs. Brown agrees, but rather than putting all the changes in the motion, she believes the Board only needs to uphold the recommendation from staff and allow staff to work with the student to achieve what is necessary for him to earn his required credits. Mr. Abrams verified that Mrs. Brown's motion is to uphold staff's recommendation with directions that Academic Affairs works with the student to achieve the credits necessary for him to graduate and leave it up to staff to determine how it can happen. Mr. Abrams also stated that he is unsure whether or not the student can actually receive his diploma from Caddo Magnet. Mr. Rachal asked if Mrs. Brown is o.k. with what has been discussed and agreed upon, and Mrs. Brown withdrew her motion and Mrs. Bell withdrew her second. Mrs. Brown added that the Board is tying staff's hands by adding everything to the motion.

Mr. Rachal asked if what the Board is hoping to accomplish is what is stated in the motion and that is if he finishes his hours, he can get a diploma from Magnet High. Dr. Robinson responded that she cannot 100% guarantee the diploma will say Caddo Magnet High; however, if so directed by the Board, staff will vow to help him get a high school diploma from Caddo Parish. Mr. Rachal asked if the motion states "to accomplish this and have a diploma from Magnet High", isn't that what we would do. Mr. Ramsey said the key is "state approval."

Mr. Ramsey withdrew his original motion and Mr. Rachal withdrew his second, and *Mr. Ramsey moved, seconded by Mr. Rachal, to uphold the expulsion and that Academic Affairs works with Attendance and Census in order that the student will graduate with a diploma from Caddo Parish if he is able to attain if possible the necessary credits.* Mr. Ramsey stated he understands the Board has policies and the Board has on occasion elected to make exceptions; and this new motion does not violate any state statutes. *Mr. Ramsey moved, seconded by Ms. Trammel, to call for the question. Vote on the motion to end debate carried with Mrs. Brown opposed.*

Vote on the motion carried with Board member Bell opposed, and Board members Riall, J Green, Poljak, Trammel, R Green, Locke, Rachal, Ramsey, and Kirschvink supporting the motion. Board member Margaret Brown abstained.

Ms. Trammel moved, seconded by Mrs. Poljak, to go back into executive session. Vote on the motion carried and the Board went into executive session at approximately 7:38 p.m.

The board reconvened in open session at approximately 8:05 p.m. *Mr. Ramsey moved, seconded by Mr. Rachal, to uphold staff's recommendation on student with initials N.D. Vote on the motion carried with Board member Brown abstaining.*

Ms. Trammel moved, seconded by Mr. Ramsey, to go back into executive session. Vote on the motion carried and the Board went into executive session at approximately 8:07 p.m.

The board reconvened in open session at approximately 8:26 p.m. Mr. Ramsey moved, seconded by Mr. Rachal, to uphold the decision of the committee for expulsion for student whose initials are J.B. Vote on the motion carried with Miss Green opposed and Board members Riall, Brown, Poljak, R Green, Locke, Rachal, Ramsey, Kirschvink and Bell supporting the motion. Ms. Trammel abstained.

Adjournment. *Mr. Rachal moved, seconded by Miss Green, to adjourn. Vote on the motion to adjourn carried and the meeting adjourned at approximately 8:28 p.m.*

T. Lamar Goree, Ph.D., Secretary

Steve Riall, President

May 5, 2015

The **Caddo Parish School Board (CPSB) Executive Committee** met in regular session on Tuesday, May 5, 2015 at 4:30 p.m. in its offices at 1961 Midway, Shreveport, Louisiana with President Steve Riall presiding and Mary Trammel and Dottie Bell present constituting a quorum. Also present were Jasmine Green, Margaret Brown, Susannah Poljak, Bonita Douzart, Raymond Green, Denee' Locke, Barry Rachal, Larry Ramsey and Kacee Kirschvink. Also present were Dr. Lamar Goree, superintendent, and Julie Lafargue, legal counsel. Mrs. Douzart led the prayer and Pledge of Allegiance.

ESTABLISH THE AGENDA AND PROPOSED CONSENT AGENDA FOR THE MAY 19, 2015 CPSB MEETING

Superintendent Lamar Goree highlighted items for the Board's consideration at its May 19, 2015 CPSB meeting and the following discussion ensued.

Purchasing Bids. Susannah Poljak asked if the HVAC filters bid is for all schools, and Dr. Goree responded this is a general budget item and the bid covers the purchase of filters for all schools. She also asked if the bid for marker and bulletin boards is for all schools as well, and Dr. Goree explained that these items are already in the budget and the bids are for purchasing the items. Mrs. Poljak asked if this replaces all the marker and bulletin boards in all the schools, and Mrs. Lloyd explained it is for those that need to be replaced as schools request them, and the estimated amount is for the entire district based on past usage. Dr. Goree added that not all schools will request replacement. Dottie Bell asked staff to explain the bid to recondition the football helmets, and Mrs. Lloyd explained that the company reconditions the helmets by replacing the pads inside the helmets, repainting, etc. to make sure the helmets are in compliance with required standards and safe for the students. Mrs. Bell asked about schools that are lacking in football helmets, and Mrs. Lloyd explained that every year each school has an allotment for reconditioning and any funds left over are redirected to purchase new helmets.

Construction/Capital Projects Bids. Mrs. Bell expressed her appreciation that the Walnut Hill restrooms are placed on this list because of the great need.

Mr. Green asked if the projects listed are for the next school year, and Dr. Goree responded that these projects have already been approved by the Board and are now being put out for bid.

Adopt Millages for 2015. Mr. Rachal said he wants the public to know that this 2015 millage reflects results of the May 2nd vote and will be effective for the current year, with the millages dropping one mil.

Resolution Giving Preliminary Approval to the Issuance of General Obligation School Refunding Bonds. Mr. Lee explained that this is another in a series of school bonds and the last of the 2008 bond issue that has not been refinanced. He stated that at this time it is estimated that refunding these bonds will mean an additional \$400,000 in savings to the taxpayers, bringing the total savings through refinancing since 2002-03 to \$6.6 million. Dr. Goree complimented Mr. Lee and his staff for continuing to look for opportunities to save money for our taxpayers.

Mrs. Poljak asked if she understands this is borrowing monies to pay down the debt and the monies borrowed will be financed at the lower rate. Dr. Goree said that is basically correct.

Mr. Rachal asked Grant Schlueter, bond counsel with Foley Judell out of New Orleans, to address this item. Mr. Schlueter explained that this is a refinancing of the 2008 bond issue and it is not a debt extension but reduces the annual payments each year by taxpayers. He said after the approval by the Bond Commission and if the market is right, they will proceed to lock in the

savings to maximize savings to the taxpayers. If the market is not favorable, they will continue to monitor it and bring it back to the Board when rates are sufficient to maximize savings.

Mr. Rachal asked Mr. Schlueter how Caddo's rating compares with other districts across Louisiana. Mr. Schlueter responded that Caddo has an AA- rating and not many school boards have a higher rating (AA), and only a handful have the AA- rating. Mr. Rachal asked if this is directly attributed to how Caddo has managed its money, and Mr. Schlueter stated it is and they take into consideration the area's economy and the District's ability to maintain a healthy fund balance and AA credit rating, which is something the District has the ability to control.

Mr. Rachal asked if this is the last series of refinancing the 2004 bonds and Mr. Schlueter said it is. Mr. Rachal expressed his appreciation to Mr. Schlueter, Jim Lee, the Superintendent and the Board for staying on top of these savings opportunities and that he would expect to see this, and other good things that are going on in Caddo, in the media. Mr. Schlueter added that the bond rating directly relates what the taxpayers are paying for outstanding bonds and that because of refinancing almost every year at a lower interest rate, the District has seen a cumulative savings of \$6.6 million; and if the District did not have a high credit rating, it would not have been able to take advantage of a reduced interest rate.

Sales and Use Tax Commission 2015-16 Budgets. Mr. Rachal asked Mr. Lee how costs are allocated to us and do we pay 28% of the actual cost to the commission. Gail Howell, sales tax commission administrator, explained these are fees for services rendered; and the city and the school board are a joint commission and they fund the commission based on the sales tax revenue collected on an annual pro-rated basis. She said the school board pays 28%, the City 42% and fees for collecting on the smaller jurisdictions at 1% each which goes into reducing the fees for the City and the School Board. Attorney fees for collecting delinquent taxes are also included.

Special Revenue Budgets. Mr. Rachal noted that these special budgets represent over \$2 million in grants that staff (teachers, counselors, principals) have written and received to bring extra dollars into the parish.

Approval to Begin Process to Name the Fair Park Gymnasium for Clem Henderson and Ron Preston. Mr. Riall announced that this item will begin the 90-day process required for naming one of a school's buildings after someone. He also said a public hearing will be held at the meeting 30 days prior to the Board voting on it.

Approval of Lease of M.J. Moore. Superintendent Goree stated that a church group currently leases the facility; however, because the end of the lease is near, it is necessary for the District to go out for bids on the lease to renew it.

Authorization for Property Purchase Negotiation. Mr. Woolfolk explained that the District has acquired all but one last piece of property on Kings Highway adjacent to the Byrd property, and acquiring this last piece of property will afford the ability to add a building for the Byrd Athletic Complex as well as additional parking. Miss Green inquired about the cost of \$117,000 and what did the District pay for the last house purchased on Kings Highway. Mr. Woolfolk stated that this piece of property's appraised value is \$117,000 which is similar to the last appraisal on one of the pieces of property on Kings Highway. Miss Green asked what the appraised price was of the previous purchased property on Kings Highway. Steve White responded the appraised value of the last piece of property was \$107,000, and the C. E. Byrd Athletic Foundation purchased that piece of property for approximately \$180,000 and the CPSB paid the appraised value of \$107,000 to the Athletic Foundation. He further stated that at this time, the property is still owned by the Athletic Foundation; but, he understands it is in the works to transfer that property to Caddo Parish. Once this property is acquired, Mr. White explained

that the only property the school district will not own in the block from Kings Highway to Creswell, Kings Hwy. to Gladstone and Line Avenue to Creswell is three pieces in the corner of that block (corner of Kings Highway and Creswell). Miss Green asked about the construction she sees taking place, and Mr. White explained the only work staff has done was over Spring Break and involved removing the trees from it; and the actual construction is scheduled to begin on May 7th after seniors are out. He also stated that the housing bought by the Athletic Foundation is currently being jacked up for moving, but this is being handled by the Byrd Athletic Foundation and not Caddo.

Mrs. Brown inquired as to the high cost of this property, and if there are any royalties involved in the stated property. Also, she would like to know who is doing the appraisals. Dr. Goree responded that it was appraised and is a fair market value for property located on Kings Highway. Mrs. Lloyd reported that Phillip Moon with Moon and Associates is normally used for appraisals. Mr. Woolfolk stated a copy of the appraisal will be provided.

Mrs. Bell asked about the enrollment at Byrd and Dr. Goree stated it is approximately 2,217. She also asked if the property being acquired by the Athletic Association will provide additional parking, and Dr. Goree explained that the property purchased by the Athletic Association approximately one year ago will be parking; however, this property will not totally be used for parking, but for additions to the athletic facilities as well.

Oak Park Attendance Boundary Recommendations. Miss Green asked Mr. Woolfolk to explain the proposed boundary recommendations, and Mr. Woolfolk provided information on the history of Oak Park as a K-5 school and using the K-5 configuration when Oak Park was asked to grow its own by the 5th grade becoming the 6th grade, then the 7th grade and then the 8th grade. Having been in this process for three years, staff wants to provide them an attendance boundary for the middle school and it will reflect the K-5 attendance boundary.

Mr. Rachal asked staff what will the expected total student population be? Mr. Woolfolk responded approximately 820 and the capacity is approximately 920. Mr. Rachal noted that 85% of the 820 is 782 and staff set this as the goal. Dr. Goree added that the district ROTC headquarters is also housed at Oak Park.

Ms. Trammel asked about the change in boundaries and if this matter needs to be taken to a higher level. Mr. Woolfolk said it does not change any streets or roads and it is the same as it was for the K-5 three years ago. Ms. Trammel asked if this is a proposed method for increasing the population currently at the school, and Mr. Woolfolk explained that what staff wants to do is make certain there is a defined attendance boundary before a transition is made. He further stated that the middle school students were attending Werner Park and Lakeshore, but they lived in the Oak Park area, so new families in the Oak Park area not a part of the "grow your own" then they may not be able to stay at Oak Park. It now says if someone lives in the Oak Park attendance zone, you will attend Oak Park for Kindergarten through 8th grade. Ms. Trammel asked what this means for the magnet component. Dr. Goree explained that a magnet component remains for the Oak Park campus; however when Oak Park was reorganized, a decision was made that they would be able to add a grade each year (middle school), and the school has added the 6th, 7th and 8th grade and there is a need to establish the attendance zone for the 6th, 7th and 8th grade. Dr. Goree further stated that currently if 5th graders at Oak Park are promoted to the 6th grade, some of the students are staying at Oak Park; however, some are attending Werner Park or other schools. Ms. Trammel stated her understanding of that, but at one point it was designed to be a magnet program and we would make sure the students who met magnet school requirements would be in the magnet. She is asking if this program is now moved so that other students can be moved into the school? Dr. Goree said it is not, but there were very few students that selected Oak Park as a magnet school of choice, however, the magnet component will be maintained and attempts made to grow it within the school.

Mr. Green asked if he is hearing that there are many things happening that were not in the prior agreement. Superintendent Goree explained that the current enrollment is 752 students and we are adding approximately 75 students. He further stated that it is his understanding that the negotiations, which took place prior to his becoming Superintendent, were that after Oak Park had the opportunity to grow its own to the 6th, 7th and 8th grade, there would be an established attendance zone. Mr. Green asked if the “grow your own” process is now over, and Dr. Goree said we are now three years out and Oak Park has had the opportunity to grow its own at each grade (6th, 7th, 8th) level for middle school. Mr. Green asked if there is any validity to the statement that students are being brought from outside the attendance zone, and Dr. Goree said that should not be the case and everyone attending Oak Park should qualify to attend Oak Park in the 6th through 8th grade by living in that attendance zone, with exception of any special needs program. Mr. Green asked if we do this, is there any chance the school will be over populated? Superintendent Goree said no because the goal is not to over populate the school.

Mr. Rachal asked how long staff has been working on these proposed attendance lines. Dr. Goree said the lines were established; however, even within the established lines, there was a need to look and make adjustments in order to right size the school, so staff probably has been looking at these lines since January.

Mrs. Brown asked if attendance lines for high schools will be addressed, and Dr. Goree responded that the next two items on the agenda address staff’s concerns relative to attendance zones for the coming school year and these will be the final ones to come to the Board this year, thus staff is not bringing any changes for the high schools for the coming school year. Mrs. Brown said she is asking because her high school does not have enough students and it is a great school and she would like to see this addressed down the road.

Mr. Green asked how will the middle school be addressed with the elementary school in terms of student-teacher ratio? Dr. Goree responded that Mr. Burton’s office and Leisa Edwards are looking at the necessary provisions to insure that they are successful.

Keithville, Walnut Hill, and Summerfield Attendance Boundaries Recommendations. Mrs. Bell asked Mr. Woolfolk to explain why this is coming to the Board. Mr. Woolfolk stated that every year staff must address issues relative to attendance boundaries; and in looking at Walnut Hill and Keithville, there were some occasions where the elementary and middle school boundaries were not the same, i.e. an elementary student at Walnut Hill, because of where the student lived, must attend Keithville in middle school. He said there were also issues with capacity at Keithville being greater than at Walnut Hill; and with the new dividing line between Walnut Hill and Keithville being Colquitt Road, it creates an additional 129 students for Keithville and reduces Walnut Hill by that same number. He said if a middle school student has started 6th grade, staff is not suggesting that these students be moved, but they will be allowed to complete their education at that school. In the transition, if parents choose to keep their children at a school they are most familiar with, they can do so, but they must provide their own transportation.

Mrs. Bell restated for clarity what she understood Mr. Woolfolk to explain, and Mrs. Kirschvink asked if staff will communicate this to the parents of the children affected, and Mr. Woolfolk stated that Central Office staff is prepared to notify the parents. Mrs. Kirschvink asked staff for clarification on all 6th grade students at Summerfield will attend Keithville and not Ridgewood; and Mr. Woolfolk noted that is correct. She also asked how many students will be impacted, and Mr. Woolfolk stated approximately 56 students, and staff will communicate with these parents.

Dr. Goree noted that Keithville currently has enrolled 962 students, Walnut Hill has 1,709 students, and Summerfield has 703 students. Mrs. Kirschvink asked if the District begins

moving students around, will we also increase the numbers of teachers to handle the new student population; and Dr. Goree responded that teachers are based on the number of students, so the schools receiving additional students will receive additional staff.

Miss Green asked if she understands correctly that anytime problems are discovered with the attendance lines, they will be placed on the agenda for CPSB approval. Mr. Woolfolk stated that anytime there are major changes in the attendance boundaries, they are brought to the Board for their approval. Miss Green expressed her appreciation for Mr. Woolfolk looking at the attendance lines, and that she has some in her district she would like to see addressed.

Mr. Rachal asked staff to tell him if there are additional bus needs in addressing the change in attendance lines and what that cost might be? Dr. Goree stated while he has not looked at that cost, most of the decisions were made based on proximity and to get students in schools closer to their homes. Mr. Woolfolk noted the Keithville map and the number of students assigned to attending their neighborhood school. Mr. Ramsey asked how many of the 129 students are anticipated to become homeless between now and magnet testing; because while he understands the concerns expressed by Board member Rachal, this is a real concern when looking at the boundaries. Dr. Goree said in looking to maximize the seats available in the District, one of the charges of the Attendance Department is to make sure it is doing due diligence and insuring students are in the right seats. He said the communities have spoken and it is important that the District utilizes what we have.

Mrs. Bell stated that in looking at attendance zones, she believes it is important that staff look closely at the attendance lines and make sure that they can right size the District.

Ms. Trammel asked about the Summerfield students being automatically enrolled into Keithville, and Mr. Woolfolk said all but about 56 students that feed into Ridgewood. In trying to be consistent, Mr. Woolfolk said they will all go to Keithville. Ms. Trammel asked for clarification in her thought that Walnut Hill was universal, and Dr. Goree stated that Walnut Hill is a K-8 program. Ms. Trammel asked if the students that live closer to Keithville will go to Keithville from K5-8th grade without going to Summerfield Elementary and then to Keithville Middle, and Mr. Woolfolk said that is correct, and is the issue staff hopes to correct with these changes.

Approval of Shreveport Housing Authority Request to Demolish Buildings at old Oak Park Site.

Dr. Goree explained that the auditorium/cafeteria was left up for use as a community center; however, the Housing Authority has now secured funds to tear this building down. The concern is the contract approved by the Board states the property would be returned to the District in 99 years in the condition it was leased, thus the need to bring it back to the Board for modification. Mrs. Bell asked is there not any way the community can use the building and the superintendent said it is under the Housing Authority's lease and they do not see it as the best use of the facility, in addition to the fact there are some liability issues. He also added this is being done at no cost to the CPSB. Mrs. Poljak asked if we own the building to be demolished and/or the land, and Dr. Goree said the District owns both, and we are currently in a 99-year lease of the land and the building.

Ombudsman Contract Renewal. Miss Green asked if the last contract was for \$3 million, and Dr. Goree announced that at this time the Ombudsman Contract has been pulled for further review by legal counsel. Mr. Woolfolk responded that it was between \$3.6 and \$3.7 million with a 3% annual increase for each of the three years. Miss Green asked if staff's recommendation is to keep Ombudsman, and Dr. Goree said absolutely, because the District has had an outstanding relationship with them over the three years and staff believes Ombudsman is providing a service at a rate beneficial to the district. Mrs. Poljak asked if the 3% is tied to the MFP, and Mr. Woolfolk said it is; and Mrs. Poljak asked if MFP increased by 3% this year and he responded it did not. He further explained that the original contract allowed for a 3% increase each year;

however staff renegotiated this year stating we were not interested in continuing to pay a 3% increase every year, but would pay whatever percent the District receives in MFP (if MFP increases 1.5%, Ombudsman increases by 1.5%, if MFP increases more than 3%, the District does not pay more than 3%). Mrs. Brown stated that she trusts the Superintendent and his staff, but she is meeting students on the street during the day and she would like for the District's alternative program to be looked at to insure that students are in school. Also she asked about the test scores for the Ombudsman students for the past three years. Dr. Goree said while he does not have that information, staff can provide it. Also, staff is in constant contact with Ombudsman to make sure the students are being held accountable and are in school, and staff will continue this. Mrs. Bell stated she attended the open house and was very impressed with the staff and what the program offers. She asked if this program can be made a full day for students as opposed to a partial day, and Dr. Goree said it is possible for a fee. Mrs. Locke stated that last month the Board adjusted the budget by \$109,000 because of the Ombudsman contract and asked if the new contract takes this into account and is it due to a fluctuation in the number of students. Mr. Lee explained that when the original budget was planned last year for this current year, staff did not have this year's budget amount from Ombudsman in place, so it was necessary to adjust it to the actual amount; and the \$3.8 million includes the increase for next year. Mrs. Locke asked if it can vary again in the future and Mr. Lee stated it can. Mrs. Kirschvink asked how many students are at Ombudsman. Mr. Woolfolk stated there is a total of 400 seats available; and at this time, the District is using approximately 375-385 of those seats. Mrs. Kirschvink asked the Ombudsman director to share with the Board recent accomplishments and successes, and Mr. Sampson stated that they are at approximately 381 students, and they have an iLearn program in place, as well as the expulsion students (iLearn is 2 sessions offered for Middle School students); and since he came on three years ago, they have reached out to the community and worked together to make it work for students. He also added they are working closely with the parishes and school boards to provide for the needs. He encouraged Board members to attend their graduation and to come on their campus and see firsthand how their program works.

Resolution for Lease Cars for Driver's Education. Miss Green asked if she understands correctly that the Board is voting on leasing driver's education cars, and Mr. Woolfolk responded that in an effort to stay within the budget, staff believes a lease program will allow the District to meet the budget constraints. At this time, Honda is the company being looked at for the leasing. Mr. Woolfolk stated that they require a resolution and Honda is currently working to draft it for Board approval. He stated that the risk on Driver's Ed cars is higher than most other cars. Miss Green asked if there is a law stating that after a certain number of years, the cars must be replaced? Mr. Tisdale stated there is not, and Mr. Woolfolk said while it was difficult to find someone to lease Driver's Ed cars, they were fortunate to find two that will do so.

Mr. Riall asked about the insurance restriction on Enterprise fleet management, and Mr. Woolfolk said Enterprise will not insure Driver's Education cars. Mr. Riall asked if the others furnish insurance, and Mr. Woolfolk explained that Caddo leases them and provides the insurance for them. Mrs. Dozart added that years ago it was a luxury to lease the cars, and insurance has always been furnished by the School Board, and it doesn't matter how old the car.

Litigation Update on Red River United v. Caddo Parish School Board in the United States District Court for the Western Louisiana, Case No. 15CV-00205. Julie Lafargue with Abrams Lafargue explained that this litigation arises from the drug testing policy applying to school board employees, and the Board approved a revision to the policy requiring that any drug testing of employees will only be done if there is a reasonable suspicion that the employee has used alcohol or illegal drugs before being sent for testing by Work Kare. She further stated that as a result of the Board's action to approve the revised policy, Red River United agreed to dismiss the lawsuit in Federal Court with the Board agreeing to pay \$400 (court filing fees), and

also agreeing to notify Red River United if it intends to change this policy in the future. She also explained that Caddo is not paying any attorneys' fees or any additional court fees.

Mrs. Poljak asked Ms. Lafargue to further explain the advance notice for any policy changes, and Ms. Lafargue stated that if the Board were to decide to change the policy, the Board would provide Red River United notice of its intent to revise the policy, which is something the District already does. Relative to the Declaration of Past Practices, Mrs. Poljak asked Ms. Lafargue to clarify that portion in the second paragraph that appears to have something missing. Ms. Lafargue stated that she believes "as improper" should be inserted after drug testing. Ms. Lafargue further explained that this is not the Board admitting that the actions were improper, but the Board takes the position that those actions were not improper and this is a settlement agreement for \$400.

President Riall announced that the following items are the consent agenda: 6.01-6.02, 7.01, 8.01, 8.03-8.10, and 8.12-8.18. *Ms. Trammel moved, seconded by Mrs. Bell, to approve the proposed agenda and consent agenda for the May 19, 2015 CPSB meeting as presented. Vote on the motion carried.*

POLL AUDIENCE

Jackie Lansdale, president of Red River United, addressed the need for students in the lower elementary grades to be served by a program such as Ombudsman, and that SB54 is asking for a state law that would prohibit the suspension of students from the third grade and below despite the fact that there are times when the behavior of children in this age group may prohibit them from sitting in a regular classroom without disrupting the learning process for the other boys and girls.

ANNOUNCEMENTS

Mr. Ramsey announced that the Southwood High School Symphonic Winds recently was invited to participate in a national competition in Atlanta, and they won. He further announced that the Director received special music from Japan for that competition, and they have now been invited to Japan to perform. Mr. Ramsey also reported on a special celebration at Southwood where all the performing arts groups performed. He expressed his appreciation for all the hard work at Southwood and how proud he is of this accomplishment.

Mrs. Bell reminded everyone that the Most Improved Student Banquet sponsored by the Red River United will be held Monday, May 11, 2015, at 6:00 p.m.; on Wednesday, May 6th, the Senior Honors Day will be held at Huntington High School at 1:00 p.m. Mrs. Bell announced that an Insurance and Finance Committee meeting will be held on May 21st at 2:00 p.m.

Mrs. Brown announced the "Give for Good" program sponsored by the Community Foundation continues until 12:00 midnight and Board members were encouraged to support this program.

Ms. Trammel congratulated the Woodlawn Knights who recently placed first and third in competition in Vicksburg, Mississippi and asked that they would be recognized at a future meeting. Ms. Trammel also expressed appreciation to the staff for always responding to the Board's requests and for going the extra mile to help.

Mrs. Kirschvink congratulated all the students for doing such an amazing job with the PARCC testing. She also expressed appreciation to the administration for the hard work for the Reinvest in Caddo effort, and that all will continue to work in unison for the children in Caddo.

Mrs. Locke expressed appreciation for the outpouring of the District's support to assist Captain Shreve in the untimely death of Coach Lary.

Mr. Riall asked everyone to remember DA Charles Scott's family during this time. He also announced that on May 19th and May 26th, at 2:00 p.m. there will be budget work sessions. He also announced that at 4:30 on May 26th there will be a special called meeting to address the charter applications.

Mr. Riall also announced that Board members should select someone from their District to serve on the Parental Review Committee and to turn that information in to staff as soon as possible.

Adjournment. *Ms. Trammel moved, seconded by Mrs. Bell, to adjourn. Vote on the motion carried and the meeting adjourned at approximately 6:23 p.m.*

May 19, 2015

The **Caddo Parish School Board (CPSB)** met in regular session on Tuesday, May 19, 2015 at approximately 4:30 p.m. in its offices at 1961 Midway, Shreveport, Louisiana with President Steve Riall presiding and the following board members present constituting a quorum: Jasmine Green, Margaret Brown, Susannah Poljak, Bonita Douzart, Mary Trammel, Raymond Green, Denee' Locke, Barry Rachal, Larry Ramsey, Kacee Kirschvink and Dottie Bell. Also present were Dr. Lamar Goree, superintendent, and Reggie Abrams, legal counsel. Mrs. Douzart led the prayer and Pledge of Allegiance.

CONSIDERATION OF MINUTES OF THE APRIL 21, 2015 AND MAY 5, 2015 CPSB MEETINGS

Mrs. Bell moved, seconded by Mr. Rachal, to approve the minutes of the April 21, 2015 and May 5, 2015 CPSB meetings as submitted. Vote on the motion carried unanimously.

PRESENTATIONS AND RECOGNITIONS

Bill Strother, director of communications and marketing, on behalf of the board, recognized the following staff members and students for recent achievements. President Riall and Superintendent Goree presented each with a certificate in recognition of their accomplishment. Administrators, family and friends present were also recognized.

Woodlawn Leadership Academy Varsity Rifle Team. The Woodlawn Leadership Academy Varsity Rifle Team #1 was recognized for finishing first place in the overall 5th Annual 2015 Invitational Rifle Meet at Vicksburg High School, Vicksburg, Mississippi; and Team #2 finished third. Cadet Javorius Debose was recognized as the top overall shooter. Team members are Camry Gladney, Javandolyn Warren, Javorius Debose and La'Travis Monroe.

Donnie Bickham Middle School Live Band. The Donnie Bickham Middle School Live Band, under the direction of music teacher Toby Quarles, performed two musical/vocal numbers for the Board and audience.

Women's Philanthropy Network Grant. Mrs. Lennis Elston, local CPA and 2014-15 chairman of the Women's Philanthropy Network, reported that the WPN is a group of women who pool their philanthropic resources to support programs and organizations that improve educational outcomes for children in the community, operating under the umbrella of the Community Foundation giving them access to incredible resources. She also shared with everyone the work of the WPN's grant committee, the recommendation brought to the Women's Philanthropy Network board and ultimately approved by the WPN's membership a grant in the amount of \$77,023 to the Caddo Parish School System specifically to (1) support the Transformation Zone schools by sending teachers and administrators to the Ron Clark Academy for a site visit and professional development and to bring these experiences back to Caddo to share with and implementation of strategy and climate changes in the classroom, (2) support the Ron Clark 55 Book Clubs with at-risk students at each campus to teach and develop critical social and conversational skills (including the Amazing Shake competition at each school), and (3) aid in efforts to place Distance Learning opportunities in the hands of students working in classrooms without certified teachers. She also announced that this grant brings the total amount the WPN has invested in the community to \$913,243; \$359,800 of which has been in the form of grants to the Caddo Parish School System since 2006. While the organization does not dictate what organizations will do with grants awarded, Mrs. Elston explained that with this grant they asked the staff leadership what was needed and sought to put together a grant to meet that need; and they look forward to working with Superintendent Goree, Caddo Schools and the Transformation Zone in making a difference.

Northwest Louisiana Suicide Prevention Coalition Contest Winners. The following students were recognized as first place winners in the Northwest Louisiana Suicide Prevention Coalition Poster Contest: (1) Zakiyah Rayson, 3rd grade at Cherokee Park; (2) Dajha Williams, 5th grade at Westwood; (3) Kyndall Spence, 10th grade at Byrd and Devan Campbell, 10th grade at North Caddo (TIE); Hanna Whittington, 11th grade at Captain Shreve; and Katelyn Fajardo, 12th grade at Caddo Parish Magnet High and CC&TC. Cassie Snow, 9th grade at Captain Shreve, was recognized as the 1st Place Overall Winner and will receive a \$150 along with a trophy.

2014-15 Amazing Shake Winners. The following students were recognized as the 2014-15 Amazing Shake winners: Jakurion Nelson, 3rd Grade, Atkins; Khaleel Davis, 3rd grade, Midway (Grand Finalist Winner); Akira Smith, 3rd grade, Mooretown; Zhariya Seamster, 3rd grade, Queensborough; Amauree Aaron, 4th grade, Werner Park (Grand Finalist Winner); Alana Jones, 6th grade, Westwood; Samuel Chambers, 7th grade, Caddo Middle Career & Tech (Grand Finalist Winner); Steven Bradley, 7th grade, Lakeshore; Jasmine Hill, 12th grade, Fair Park; and Kyana Leonard, 12th grade, Woodlawn.

Regional Autonomous Robotics Circuit (RARC) Grand Champion. The South Highlands Robotics Team was recognized as the 2014-2015 Grand Champions of all Elementary Schools by the Regional Autonomous Robotics Circuit (RARC).

Art Education Award. South Highlands was recognized as the recipient of the art education award from Lt. Governor Jay Dardenne and the Office of Cultural Development for their outstanding contributions to Louisiana's culture.

2015 Regional Social Studies Fair First Place Winners. The following students were recognized as first place winners in the 2015 Regional Social Studies Fair: Elementary (Division 1) Individual winners are Evelyn Little, 4th grade, South Highlands; Jack Parsons, 4th Grade, Eden Gardens; Mackenzie Miles, 5th grade, South Highlands; and Isaiah Watson, 5th grade, Claiborne. First place winners in the Elementary Division 1 Group are Chloe Miller & Ashlyn McClain, 4th grade, Eden Gardens; Katie Batts & Emily Festervand, 4th grade, Blanchard; Megan Woodard & Catie Bowman, 5th grade, South Highlands; and Mitchell Ramsey & Brady Mason, 5th grade, Eden Gardens. Middle School 1st Place individual winner is Garrett Chaisson, 7th grade, Caddo Middle Magnet; and Middle School 1st Place group winner is Reece Maguire & Jonnai Jones, 7th grade, Caddo Middle Magnet. High School (Division 3) individual winners are Madison Neely, 12th grade, C. E. Byrd; Samantha Hilburn, 12th grade, Captain Shreve; Madison Parker, 9th grade, Captain Shreve; Andrea Fetsch, 12th grade, Northwood; Dylan Oliver, 12th grade, Northwood; and Melinda Hunt, 12th grade, Northwood. High School (Division 3) group winners are August "Finn" Langley & Christian McCoy, 12th grade, C. E. Byrd; Payton Robertson & Maegan Koch, 12th grade, C. E. Byrd; and Katie Matkins & Katie McClenahan, 11th grade, Captain Shreve. The High School (Division 3) Individual and Overall winner is Ashlyn Tullis, 11th grade, Northwood High School.

2015 Louisiana Region I Science & Engineering Fair Winners. The following students were recognized as winners in the 2015 Louisiana Region I Science & Engineering Fair: Elementary Regional First Place winners are Chris Frierson, 5th grade, Riverside; Le'lah Jones, 4th grade, Judson; Tatum Moncrief, 5th grade, Riverside; Sydney Moss, Seth Payne, Ruhani Sachdeva, Gergely Szarvas, 5th grade, Eden Gardens; and Riley Wolcott, 4th grade, South Highlands. The elementary school regional first place and overall winner is Ashini Modi, 5th grade, South Highlands.

The middle school regional first place winners are Benjamin Kevil, 8th grade, Robert Lawrence, 7th grade, Landon Moushon, 7th grade and Ajaya Tummala, 8th grade, Caddo Middle Magnet and

the middle school regional first place winners and special awards are Joey Clary, 6th grade, and Morgan Hughes, 7th grade, Caddo Middle Magnet.

High School Regional First Place winners are Robert Brown and Tobias Kallenberg, 9th grade, Ankur Khanna and Alex Witt, 10th grade, Mariana Russo, 11th grade, and Vijay Letchuman and Neil Nathan, 12th grade, at Caddo Parish Magnet High School. The high school regional first place winners, senior fair division winners and special awards are Kaylan Campbell, 9th grade, Northwood (Special Award); Chandler Merriman, 12th grade, C. E. Byrd (Senior Fair Division Winner); Morni Modi, 12th grade, Caddo Parish Magnet High (Special Award); Annie Thai, 12th grade, Caddo Parish Magnet High (Special Award); Isabella Van Savage, 11th grade, Caddo Parish Magnet High (Special Award); and Moez Hayat, 12th grade, Caddo Parish Magnet High (Special Awards and Senior Fair Division Winner). Kyle Dockendorf, 12th grade, Caddo Parish Magnet High, is the Grand Prize winner of the Louisiana Region 1 Science & Engineering Fair. Region 1 Sweepstakes Awards were presented to Eden Gardens, Caddo Middle Magnet and Caddo Parish Magnet High.

North Caddo Robotics Team. The North Caddo Robotics team was one of two teams from Louisiana to compete at the National Mini-Urban Challenge in Tampa, Florida, winning 1st at regionals with technical presentation and 1st in Best of Show at the National competition. North Caddo Robotics Team members are Jamie Bussey, Emily Taylor, Austin Terry, Ashley Wolfe and Misty Wolf.

North Caddo Lady Rebels 2A Championship Basketball Team wins 2nd Consecutive State Championship. The North Caddo Lady Rebels were recognized for winning the 2nd consecutive state championship.

VISITORS

Jackie Lansdale, Red River United, addressed the Board on the history of the national recognition of child labor, as well as the fact that Louisiana ranks 48th in the Nation with regard to poverty and ranks last in the Nation for government supported time off for new parents. Relative to education employees in the State of Louisiana, she stated that it was 1985 when the Legislature first recognized and passed legislation to allow reasonable time for a teacher to have off for child birth; and at that time, it was not paid leave, support personnel were not included, and there was not mention of fathers or adoption. In 2001, she further reported that the Louisiana Legislature passed the extended sick-leave law and teachers were granted 90 days of leave at 65% of their salary and the days did not accumulate but were replenished every six years of employment; and for maternity purposes, teachers were allowed to use extended sick leave after all current and accumulated days were exhausted. In 2010, Mrs. Lansdale noted that the same legislation was implemented for support personnel with the same rules; however, it still did not recognize maternity leave or adoption; however, in 2012, the Legislature changed the extended sick leave to include a provision that every six years a female teacher could have 30 days of maternity leave. As a result of the added language being specific to teachers, it was interpreted that support personnel could no longer be granted maternity leave. To get approved the doctor was required to write a letter that the mother had a surgical procedure and could not return to school and it could not include the words maternity or pregnancy. Also in 2012, the Legislature did recognize that teachers could return to work and continue to breast feed their babies by passing a lactation bill instructing schools to provide private, non-bathroom facilities and appropriate breaks in order to express milk. She noted that Caddo Parish passed a lactation policy prior to the Legislation as well as extended sick leave for support personnel; and the employee organizations are gathering data for consideration in writing a maternity policy that will separate it from extended sick leave. She encouraged all of Caddo to come together and implement family-friendly policies for our employees.

ESTABLISH THE AGENDA AND THE PROPOSED CONSENT AGENDA FOR THE MAY 19, 2015 CPSB MEETING

Superintendent Goree highlighted the items for the Board's consideration and the following discussion ensued. President Riall announced that the consent agenda items will be Items 6.01-6.03, 7.01-7.02, and 8.01-8.18. *Ms. Trammel moved, seconded by Mrs. Bell, to establish the agenda and the proposed consent agenda for the May 19, 2015 CPSB meeting as submitted. Vote on the motion carried unanimously.*

CONFIRM THE CONSENT AGENDA

Ms. Trammel moved, seconded by Miss Green, to confirm the Consent Agenda (Items 6.01-6.03, 7.01-7.02 and 8.01-8.18). 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

6.01 Personnel Recommendations. The board approved the personnel recommendation (director of child welfare and attendance), as submitted by the superintendent in the mailout.

6.02 Administrative Contract Renewals. The board approved the administrative contract renewals for Cheryl Anderson, Shelita Cannon-Hoey and Catherine Smith, as recommended by the superintendent and submitted in the mailout.

6.03 Personnel Transaction Reports. The board approved the personnel transaction reports for the period of April 1-30, 2015 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 the superintendent and submitted in the mailout on the bid tabulation sheets: (1) Air-Nu Baton Rouge for the purchase of Filters – HVAC; (2) Riddell/All American Rouge for the purchase of Football Helmet Reconditioning; and (3) Unity Education Resources for the purchase of Marker Boards and Bulletin Boards. *The bid tabulation sheets are filed in the official papers of the May 19, 2015 CPSB meeting.*

7.02 Bids (Capital Projects/Construction). The board approved the following bids as recommended by the superintendent and submitted in the mailout on the bid tabulation sheets: (1) ELA Group, Inc., with a Base Bid for the sum total of \$390,800 for Project 2015-230, "Walnut Hill Restroom"; (2) M. J. Construction, LLC with a Base Bid and Alternate 1 for the sum total of \$201,750 for Project 2016-220, "Fair Park Restroom"; (3) Whitlock & Shelton Construction with a Base Bid for the sum total of \$257,000 for Project 2016-225, "Donnie Bickham Wall Tile"; (4) Carter Construction Co., Inc. with a Base Bid for the sum total of \$498,000 for Project 2016-222, "University Restroom & Parking Lot"; (5) Bossier Electrical Contractor, LLC with a Base Bid for the sum total of \$184,000 for Project 2016-407, "Keithville Lighting Retrofit"; (6) Martin Construction & Design with a Base Bid and Alternate 1 & Alternate 2 for the sum total of \$340,305 for Project 2016-217, "Caddo Middle Magnet Rekeying"; (7) ELA Group, Inc. with a Base Bid for the sum total of \$174,500 for Project 2016-223, "Werner Park Restroom"; (8) Texas Sports Builders with a Base Bid for the sum total of \$159,300 for project 2016-227, "Lee Hedges Track Maintenance"; and (9) Tri-State Aluminum Products with a Base Bid for the sum total of \$146,275 for Project 2016-209, "North Highlands Canopies". *The bid tabulation sheets are filed in the official papers of the May 19, 2015 meeting.*

Item No. 8

8.01 Property/Bus Rental Requests. The board approved requests for the use of CPSB buses as recommended by the superintendent and submitted in the mailout.

8.02 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.

8.03 Adopt Millages for 2015. The board adopted the following resolution setting millage rates on taxable Caddo Parish property at 75.66 mills for 2015 as submitted in the mailout.

Be It Resolved that the following millage(s) are hereby levied on the 2015 tax roll on all property subject to taxation by Caddo Parish School Board:

	<u>MILLAGE</u>
Constitutional Tax	7.85 mills
Operation & Maintenance Tax	17.11 mills
Operation & Maintenance Support Tax	11.26 mills
Technology Tax	1.25 mills
Salaries & Benefits Tax	20.18 mills
Building & Equipment Tax	6.86 mills
Renovation Tax	5.15 mills
Bond & Interest Tax	5.00 mills

Be It Further Resolved that the proper administrative officials of the Parish of Caddo, State of Louisiana be and they are hereby empowered, authorized, and directed to spread said taxes, as hereinabove set forth, upon the assessment roll of said Parish for the year 2015, and to make the collection of the taxes imposed for and on behalf of the taxing authority, according to law, and that the taxes herein levied shall become a permanent lien and privilege on all property subject to taxation as herein set forth, and collection thereof shall be enforceable in the manner provided by law.

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 submitted in the mailout.

RESOLUTION

A resolution giving preliminary approval to the issuance of not to exceed Twelve Million Five Hundred Thousand Dollars (\$12,500,000) 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 \$14,290,000 of General Obligation School Bonds, Series 2008 (the "Series 2008 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 2008 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 Twelve Million Five Hundred Thousand Dollars (\$12,500,000) 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 Twelve Million Five Hundred Thousand Dollars (\$12,500,000) of General Obligation School Refunding Bonds (the "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 2008, and paying the costs of issuance of the Bonds, said 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 Bonds shall bear interest at a rate or rates not to exceed five percent (5%) per annum, to be determined by subsequent resolution of this Governing Authority at the time of the sale of the Bonds, and shall mature no later than March 1, 2033. The Bonds shall be issued in fully registered form, shall be sold to the purchasers thereof at a price of not less than 97% of par, plus accrued interest, 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 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 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 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 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 Bonds actually issued, sold, delivered and paid for, plus "out-of-pocket" expenses, said fees to be contingent upon the issuance, sale and delivery of said Bonds. That pursuant to instructions from the Superintendent, 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. The Superintendent is hereby authorized and directed to execute, and this Governing Authority hereby agrees to and accepts the terms of, the engagement letter of Bond Counsel and Co-Bond Counsel on file with the Secretary. 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 Bonds and for consent and authority to proceed with the issuance and sale of the 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 & Associates, Inc., of New Orleans, Louisiana (the "Underwriter"), is hereby appointed as investment banker/underwriter in connection with refunding the Series 2008 Bonds, any compensation to be subsequently approved by the Issuer and to be paid from the proceeds of the Bonds and contingent upon the issuance of the Bonds; provided that no compensation shall be due to said investment banker/underwriter unless the Bonds are sold and delivered.

SECTION 5. Sale of Bonds. The Bonds are hereby authorized to be sold to the Underwriter, and the President is hereby authorized to execute a Bond Purchase Agreement with the Underwriter, in form and substance satisfactory to Bond Counsel to the Issuer, provided the sale of the Bonds produces minimum net present value savings (after payment of all costs) in excess of the Minimum Present Value Savings to Refund guidelines of the State Bond Commission. The foregoing resolution having been submitted to a vote, the vote thereon was as follows:

School Board Members	<u>Yea</u>	<u>Nay</u>	<u>Absent</u>	<u>Abstaining</u>
Steve Riall	x			
Jasmine Green	x			
Margaret A. Brown	x			
Susannah W. Poljak	x			
Bonita Douzart	x			
Mary Trammel	x			
Raymond E. Green	x			
Denee' Locke	x			
Barry F. Rachal	x			
Larry Ramsey	x			
Kacee H. Kirschvink	x			
Dottie Bell	x			

And the resolution was declared adopted on this, the 19th day of May, 2015.

/s/ Dr. T. Lamar Goree, Jr.
Secretary

/s/ Steve Riall
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 May 19, 2014, giving preliminary approval to the issuance of not to exceed Twelve Million Five Hundred Thousand Dollars (\$12,500,000) 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 19th day of May, 2015.

Secretary

8.05 Sales and Use Tax Commission 2015-16 Budgets. The board approved the 2015-16 Operating and Capital Outlay budgets for the Caddo-Shreveport Sales and Use Tax Commission as submitted in the mailout.

8.06 Special Revenue Budgets. The board approved the special revenue budgets for 2014-15 as recommended by the superintendent and submitted in the mailout.

8.07 Approval to Begin Process to Name the Fair Park Gymnasium for Clem Henderson and Ron Preston. The board approved beginning the 90-day process for naming the Fair Park Gymnasium for Clem Henderson and Ron Preston as submitted in the mailout.

8.08 Approval of Lease of M.J. Moore. The board approved the bid of Looking Unto Jesus for lease of the M.J. Moore School as recommended by staff and submitted in the mailout on the bid tabulation sheet. A copy of the bid tabulation sheet is filed in the official papers of the May 19, 2015 CPSB meeting.

8.09 Authorization for Property Purchase Negotiation. The board authorized staff to enter into negotiations for the purchase of residential property (655 Kings Highway) adjacent to Byrd High School.

8.10 Approval of Bid for Sale of Used Motor Oil & Antifreeze. The board authorized staff to rebid the sale of used motor oil and antifreeze.

8.11 Canvass the Returns and Declare the Result of the May 2, 2015 Special Election. The board adopted the following resolution providing for canvassing the returns and declaring the result of the special election held in the Parishwide School District of Caddo Parish, Louisiana, on Saturday, May 2, 2015, to authorize the incurring of debt and issuance of bonds therein.

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 2, 2015.

BE IT KNOWN AND REMEMBERED that on Tuesday, May 19, 2015, 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 Parishwide School District of Caddo Parish, 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 2, 2015, with a quorum being present, did examine the official certified tabulations of votes cast at the said election, and did examine and canvass the returns of said election, there having been submitted at said election the following proposition to wit:

**PARISHWIDE SCHOOL DISTRICT PROPOSITION
(BONDS)**

Shall the Parishwide School District of Caddo Parish, Louisiana (the "District"), incur debt and issue bonds not exceeding \$108,000,000, to run not exceeding 20 years from date thereof, with interest at a rate not exceeding 8% per annum, for the purpose of acquiring and/or improving lands for building sites and playgrounds; including construction of necessary sidewalks and streets adjacent thereto; purchasing, erecting and/or improving school buildings and other school related facilities within and for the District, and acquiring the necessary equipment and furnishings therefor, INCLUDING, TO THE EXTENT FEASIBLE, THOSE SPECIFIC SCHOOL PROJECTS SET FORTH IN THE "CAPITAL IMPROVEMENTS PLAN " APPROVED BY THE SCHOOL BOARD ON JANUARY 20, 2015, title to which shall be in the public; which bonds will be general obligations of the District and will be payable from ad valorem taxes to be levied and collected in the manner provided by Article VI, Section 33 of the Constitution of the State of Louisiana of 1974 and statutory authority supplemental thereto, with no estimated increase in the millage rate to be levied in the first year of issue above the 6 mills currently being levied to pay General Obligation Bonds of the District?

*The canvass of the results of the election showed that there was a total of **9,489** votes cast **IN FAVOR OF** the Proposition and a total of **10,586** votes cast **AGAINST** the Proposition, and that there was a majority of **1,097** votes cast **AGAINST** the Proposition as hereinabove set forth.*

*Therefore, the Governing Authority did declare and proclaim and does hereby declare and proclaim in open and public session that the Proposition as herein above set forth was duly **DEFEATED** by a majority of the votes cast by the qualified electors voting at the said special election.*

8.12 Oak Park Attendance Boundary Recommendations. The board approved the proposed recommendations for changes in the Oak Park attendance boundary as recommended by the superintendent and submitted in the mailout.

8.13 Keithville, Walnut Hill and Summerfield Attendance Boundaries Recommendations. The board approved the proposed recommendations for changes in the Keithville, Walnut Hill and Summerfield attendance boundaries as recommended by the superintendent and submitted in the mailout.

8.14 Approval for Shreveport Housing Authority to Demolish Building at old Oak Park Site. The board authorized the Shreveport Housing Authority's insurance company to demolish the remaining structures at the old Oak Park location.

8.15 Ombudsman Contract Renewal. The board approved renewal of the Ombudsman contract as recommended by the superintendent and submitted in the mailout.

8.16 Resolution for Lease Cars for Driver's Education. The board approved the corporate resolution to lease cars for Driver's Education program as recommended by staff and submitted in the mailout.

8.17 Litigation Update on Red River United vs. Caddo Parish School Board in the United States District Court for the Western District of Louisiana, Case No. 15CV-00205. The board moved to settle Case No. 15CV-00205, Red River United vs. CPSB in the USDC for the Western District of Louisiana in accordance with the agreement for the payment of \$400 for court filing fees and that the Caddo Parish School Board will give notice to Red River United if it intends to change Policy GBCB in the future.

8.18 Proposed Revision to 2015-16 School Year Calendar. The board approved the proposed revision to the 2015-16 school year calendar as recommended by the superintendent and submitted in the mailout.

SUPERINTENDENT'S REPORT

Update on Collaborations with the RSD. Superintendent Goree reported that relative to the update on collaborations with the RSD, staff is extremely excited about the Amazing Shake program and the skills students acquired as a result of this program; and staff looks forward to growing this program by expanding it outside the Transformation Zone into other schools in the District. Summer planning is in process, i.e. work with the University of Virginia as well as internal professional development offered during the summer. Also, he reported that a part of the contract mentions the Linear campus and the future purpose of that campus as staff works through the strategic plan. Dr. Goree also said it is staff's intent to work with Board member J Green to determine the best use for that facility in that community.

ANNOUNCEMENTS AND REQUESTS

Kacee Kirschvink announced that after 18 years in Caddo, her career will be relocating her and her family to Baton Rouge where she will be in corporate communications for Entergy. She also

announced that as a result she is tendering her immediate resignation from the Caddo Parish School Board as representative for District 11. Mrs. Kirschvink shared her appreciation to the voters for the opportunity to serve the citizens on the Caddo Parish School Board and that she is working with the board to find someone to serve District 11 in the interim until an election is held in October; and she introduced and endorsed Jim Hewlett as that person. Board President Riall, Superintendent Goree, and School Board members expressed their appreciation to Mrs. Kirschvink for her service to CPSB and wished her and her family all the best in their relocation.

Jasmine Green thanked the staff for success in this year's graduations. She also asked about the reference made by Mrs. Lansdale relative to maternity leave; and because she is the Board liaison for the professional organization, she asked for staff to provide data requested.

Margaret Brown noted the mirage of hate, violence and sadness in our community and Nation; and she believes it is essential to also bring to everyone's attention that everything that happens around us is not always negative. Mrs. Brown expressed her appreciation and accolades to staff members Roy Murry, Keith Burton and Victor Mainiero for assisting her and making it possible for her to get to the graduation with as minimal problem as possible due to her limited mobility. She encouraged everyone to recognize the positive all around us and not focus on the negative.

Mrs. Bell asked for a schedule for Summer School. Mr. Raymond Green also expressed his appreciation to Roy Murry for his service.

Mrs. Trammel thanked Roy Murry and Victor Mainiero for their assistance when she became ill at the graduation on Friday night.

Mr. Riall also expressed his appreciation to staff for their efforts in making this year's graduations outstanding and successful. Mr. Riall also announced that in response to the Board's request for Board committees to review the Section E policies, Jeff Howard will schedule a meeting of the Board committee chairs. They will meet and the committee chairs will take back to their committees those policies relative to their areas for review and recommendation to the Board.

NEW BUSINESS

Ms. Trammel moved, seconded by Mrs. Bell, to add an agenda item as follows: Proclamation declaring vacancy in District 11, calling for a special election and establishing the procedures for filling the District 11 vacancy. Mr. Riall opened the floor for anyone wishing to speak to do so on adding the motion. There being no one, Mr. Riall asked if any Board member wished to make any comments. There being no comments, Mr. Riall announced that for this item to be added to the agenda, the motion must pass by a unanimous vote. Vote on the motion to add the item to the agenda carried unanimously.

Ms. Trammel moved, seconded by Mrs. Bell, for approval of proclamation declaring a vacancy in District 11 and calling for a special election due to the resignation of School Board member Kacee Hargrave Kirschvink made effective May 20, 2015 as provided at the work stations. Vote on the motion carried unanimously.

Ms. Trammel moved, seconded by Mr. Rachal, to establish the following procedures for filling the District 11 vacancy.

That the following procedures for filling the District 11 position be advertised in the official journal;

*That applications filling the CPSB District 11 position be addressed to the President of the CPSB and accepted by **hand delivery** at the Superintendent's Office located at 1961 Midway Ave., Shreveport, Louisiana, until 12 noon on Wednesday, May 27, 2015;*

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 11;*
 - B. *His or her special skills or experience to offer as a board member from District 11; 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 Friday, May 29th at 11 a.m. at the Caddo Parish School Board office board room, 1961 Midway, Shreveport, Louisiana.

Vote on the motion carried unanimously.

Ms. Trammel moved, seconded by Miss Green, that there be a special board meeting to be held on Friday, May 29th at 11 a.m. for the purpose of interviewing candidates for the District 11 vacancy and for selecting an interim appointment. Vote on the motion carried unanimously.

EXECUTIVE SESSION

Ms. Trammel moved, seconded by Mrs. Douzart, 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 6:15 p.m.

The board reconvened in open session at approximately 7:13 p.m. Mr. Rachal moved, seconded by Ms. Trammel, to uphold the recommendation submitted by staff for MH. Vote on the motion carried with Board members Riall, Brown, Poljak, Douzart, Trammel, R. Green, Locke, Rachal, Kirschvink and Bell supporting the motion. Board members J. Green and Larry Ramsey were absent for the vote.

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

Dr. T. Lamar Goree, Secretary

Steve Riall, President

May 19, 2015

The **Caddo Parish School Board (CPSB)** met in a budget work session on Tuesday, May 19, 2015 at approximately 2:00 p.m. in its offices at 1961 Midway, Shreveport, Louisiana with President Steve Riall presiding and the following board members present constituting a quorum: Jasmine Green, Susannah Poljak, Bonita Douzart, Mary Trammel, Raymond Green, Denee' Locke, Barry Rachal, Larry Ramsey, and Dottie Bell. Also present were Dr. Lamar Goree, superintendent, and Reggie Abrams, legal counsel. Mrs. Douzart led the prayer and Pledge of Allegiance.

VISITORS

There were no visitors requesting to speak.

2015-16 CONSOLIDATED ANNUAL BUDGET

Jim Lee, chief financial officer, stated that today is the first work session for the proposed 2015-16 CPSB Consolidated Annual Budget and he will present information today on the General Fund. Mr. Lee brought attention to the budget calendar and that a copy of the proposed budget was emailed to the Board last Thursday (May 14th) and the second work session on May 26th staff will discuss all the special revenue funds (Title 1, Special Education, Capital Projects, Debt Service) and will follow up on questions from today's meeting. He noted that the budget calendar goal is to make the proposed budget available to the public for inspection on June 1st as well as publish the public notice in the official journal. Mr. Lee explained that June 1st was selected because the budget must be available to the public 15 days prior to the date the budget is adopted and it must be published in the official journal 10 days prior to adoption, which hopefully will happen on June 16th.

Mr. Lee reported that the General Fund budget is a balanced budget, which is something that the Board requested several years ago, and this is the second year a balanced budget has been presented to the Board. He also noted that the estimated revenue is \$398,973,053 and the budgeted expenditures are \$398,888,453, leaving a balance of \$84,600 in revenue over expenditures. Mr. Lee summarized how staff arrived at the proposed balanced General Fund budget (p. 7 in the packet), including how the District ended the 2013-14 school year, the final budget as adopted last month by the Board, and the proposed 2015-16 budget. Relative to revenue, Mr. Lee explained the three main sources of revenue are local sources (property/sales taxes totaling \$183.5 million, state sources (\$211.5 million from MFP), and Federal sources (impact aid totaling approximately \$4 million). He noted that the revenue is relatively flat from this year with the budget last year being \$399.2 million and the proposed budget is \$398.9 million, and staff is predicting the same for next year. In balancing the budget, staff looked at the expenditures and he highlighted the expenditures in the eight main functional areas of the District (instructional services, general administration, school administration, business services (finance), operations and plant maintenance, transportation, central services, and Section 7.

Mr. Lee further explained the three main sources of revenue for the General Fund...(1) ad valorem tax, (2) sales tax, and (3) MFP from the state. He reported that the District expects to receive approximately \$98 million in ad valorem taxes, which is approximately what the District received this current school year, and total General Fund millage rate is 57.65 mils and at tonight's meeting it is on the agenda for the Board to adopt the same rate for the coming year; and in response to the dropping of one point, that is not part of the General Fund. He also reported that in 2016 two General Fund millages are up for renewal representing approximately \$36 million of 9% of the total revenue. It was reported that it is anticipated that the District will receive approximately \$80 million in sales tax revenue next year and this is budgeted flat because Benteler Steel is playing out somewhat despite sales tax revenue still coming in despite

the fact that production is slowing tremendously. He also announced that the District does still receive some money from the Haynesville Shale as well as tax on car and retail sales. For MFP, staff is using the State's current model which is ½ of the 2.75% growth factor; and staff is budgeting \$209.6 million (1/2 million more than received in the 2014-15 school year) and the small reduction in enrollment which is believed to offset the increase in per pupil amount.

Mr. Lee noted some of the larger expenditures in the budget, i.e staffing (salary and benefits) which is not something unique to Caddo. With a slight reduction in the number of teachers for the 2015-16 school year, Mr. Lee noted the possibility of an increase in special ed aides and those not directly associated with student-based needs must be paid with general funds. He further stated this was discussed with the Human Resources and Special Ed Departments and an increase should be seen. He also noted the reduction in Security Department monitors previously approved by the Board, the inclusion of step increases, a small increase in coaching supplements, as well as retirement and health care costs, the \$200 teacher supply amount, the purchase of eight additional buses, and funding for ACT and AP prep and district accreditation.

Mr. Lee explained that employee benefits (retirement, health care, workers comp, unemployment, Medicare) represent approximately 33% of the budget with retirement and health care being the two largest. He announced that next year the district will pay 26.2% of each employee's salary to the State Teacher Retirement Fund, as well as 30.2% of each employee's salary who is a member of the Louisiana School Employees Retirement System, noting that both these percentages reflect the first decrease in seven years, and will save the District approximately \$3 million. Health care is 18.4% of the budget. Because these two items received a lot of attention during the recent bond initiative conversations, Mr. Lee clarified that retirement is a defined benefit plan and requires a statewide election to change the constitution if any changes are made; and with health care the biggest liability is retirees which staff continues to monitor and will bring to the Insurance and Finance Committee anything that can be done to reduce the liabilities in this area. Mr. Lee announced that Chair Dottie Bell has called a meeting of this committee for Thursday to discuss issues related to pharmacy costs for possible Board consideration.

Mr. Lee also noted staffing and a comparison of the current year and the projection for the 2015-16 school year, noting that instructional services is the only area in which the Board will see an increase in staff; and even though there will be a slight reduction in the number of teachers, there will be an increase in teacher aides. He also noted some additional minor reductions in specific areas, noting a net increase of only 13 positions for next year.

Mr. Lee announced that a second budget work session is scheduled for Tuesday, May 26th; and at that time staff will provide feedback on any unanswered questions from today's meeting, as well as discussing the special revenue, capital projects and debt service funds. He also said that the information emailed to the Board last week includes all budget information.

Superintendent Goree expressed appreciation to Mr. Lee and his staff for working diligently to provide a balanced budget for a second year and announced that staff will look to this as the trend in the future.

Following the presentation of the budget, President Riall opened the floor for questions.

Mrs. Bell asked how is the cost of testing materials budgeted, and Mr. Lee responded it is paid from the General Fund. She also asked who pays for graduation coaches, and Dr. Goree responded he believes they are all paid from General Fund. Mrs. Bell noted that all high schools do not have graduation coaches and asked if that is something the Board approved. Dr. Goree added there may have been some surplus employees and they were utilized in that role, and staff will verify and provide an answer for the Board. Mrs. Bell stated she would like for this to be

something for all the high schools. Mrs. Bell also asked about the two millages up for renewal in 2016, and Mr. Lee explained there is a small technology millage used for school technology, computers, infrastructure, etc. (approximately 1-1.25 mills), and a larger millage which originated in 1997 for salaries and benefits. Mr. Lee further stated that this millage comes up for renewal every 10 years and was last renewed in 2006, and is needed to keep the salaries and benefits where they are currently. Regarding health care, Mrs. Bell said she worked for 34 years to get her health care and she expects to get it. She also noted that this is not an issue just for Caddo Parish but the City is also faced with this issue as well as others across the United States. Mrs. Bell also stated she would like to see a Transportation Committee meeting called to address some issues/concerns.

Mr. Ramsey cautioned adding 23 positions under instructional services because these are positions cut a few years ago when there were serious budget issues. Dr. Goree stated that staff is continuing to look at these positions before adding any back in and, most of these are in Special Ed (teacher assistants) and would be used to address 101 needs of students. Mr. Ramsey also clarified that any budget approved by the board is a fluid budget and he does not see anything yet on school closures/consolidations which may be possible. Mr. Ramsey stated that in looking at the consolidated annual budget, he stated that in making cuts it looks as if everything points to instructional services, which is over 70% of the budget and where we least need to make cuts, and he encouraged staff to look more closely before adding any positions.

Mr. Rachal asked for a comparison of Caddo's revenues to the revenues of other districts' of like size showing local and state dollars. He also asked if staff is expecting any variances this year. Mr. Lee responded he will provide that information and at this time, staff does not expect a lot of variances in the coming year. Mr. Rachal also asked about personnel in the technology area, i.e. analysts, programmers, operators and technicians and what each does? Mr. Lee explained that analysts and programmers take care of the systems in place, i.e. SunGard, student information system, JPAM and work with the vendors to keep them operational. He said the operators run the system and the technicians go into the schools and various departments to address issues with computers. Mr. Rachal addressed the maintenance and upkeep of the hardware located in all the schools and asked if there are ample technicians to handle the volume of equipment in Caddo and keep the response time to a minimum. Mr. Lee said he will get with Information Technology for a response to this request, and if the question is do we need more technicians, he added that when revenues are flat it is difficult to add more administrators without cuts that will affect the classroom. Dr. Goree responded that staff can track the service time from the point the work order is turned in to when the problem is resolved and provide a comparison. At this time, Dr. Goree stated he believes some improvement has been seen because he is not hearing as much as he did in the past in this area. Mr. Rachal asked Mr. Lee why, in looking at the instructional services, we are paying less in teacher salaries (\$3 million), but the budget amount is approximately \$1.5 million less. Mr. Lee explained that teacher salaries in Special Ed went down and also the increase of benefits.

Mrs. Locke asked if there is any projection on how much maintenance costs, etc. will decrease as a result of leasing the school buses? Mr. Lee responded that staff will look closer at this as the District leases more and more buses because this is only the third year (he believes) that the District will lease buses. She also asked if any items on the General Fund expenditures list that typically might be questioned and pulled have been pulled, and Mr. Lee said they have not.

Ms. Trammel also asked about the shortage of six bus drivers, and Mr. Lee explained that Transportation Department has requested a supervisor and clerical person to help with routing, zones and maps; and in re-working the routes, Transportation believes it can give up six bus drivers and make this a budget neutral item. Ms. Trammel questioned how this can happen when it is a struggle with ample bus drivers and getting everyone where they need to be. Dr. Goree said he believes it is being smarter in designing the routes and have actually seen this during the

past year, especially as a result of the attendance zone changes and getting students in schools closer to their homes, i.e Keithville/Walnut Hill item on the agenda tonight. Also, staff will be looking at cleaning up issues where students are utilizing the District's transportation and should not be. In order to continue to have balanced budgets, Dr. Goree said staff will look to streamline everything. Ms. Trammel asked if it is the routing that will be altered, and Dr. Goree said that is correct. Ms. Trammel asked if we are leasing the buses to own them or will we turn them in after the five years, and Mr. Lee explained that as he understands it the District will turn the buses in after five years and get new buses, but he will verify this for the Board. Ms. Trammel asked about the small increase in coaching supplements and Mr. Lee explained that we pay all coaches supplements and this amount (\$50,000) was placed in the budget to give them a slight increase in the supplement they receive. Dr. Goree added that staff did a system analysis of coaching pay structure in the State of Louisiana and found there were some discrepancies; and after conversations with coaches, it was determined some adjustments needed to be made to make Caddo's coaching pay more competitive in the State.

Mr. Green stated he is pleased to serve on a Board where he hears that for a second time a balanced budget is being presented for consideration. He also asked staff what areas in the budget are always challenging when it comes to presenting a balanced budget, and Mr. Lee said benefits would always be a challenging issue because the retirement systems tell the District how much it must contribute on behalf of employees, and this is something we cannot change. Another would be health insurance and a big portion of that is the expense for retirees on the health plan. Mr. Green asked about day-to-day subs and how we budget this expenditure, and Mr. Lee explained that an amount is budgeted for the anticipated amount of subs (long-term and day-by-day). This amount is budgeted in the teacher salaries amount.

Mrs. Douzart complimented staff on the decision to provide an increase to the coaching supplement. She added she will have questions regarding the transportation and the libraries, but will call with them after she reviews these areas more closely. Mrs. Douzart said she will send questions relative to management of security at the schools to Mr. Lee for responding.

Mrs. Poljak asked about the overpayment of \$3.1 million reported in the HR audit and if this amount will be recouped into this budget, and what has been done to insure these overpayments do not continue. Dr. Goree stated that overpayments have been recaptured and he asked for clarification and if Mrs. Poljak is referencing those employees in positions but are being paid for a different job, and Mrs. Poljak said that is correct. Mr. Lee noted there are two categories of employees, (1) excess number of assistant principals and staff will be working with these employees and the board attorney to get them under contracts for positions they are currently in to correct this issue; and (2) surplus teachers. Relative to employees who were overpaid, staff is working to recoup that money and it will show up as miscellaneous revenue as this money is recouped. Mrs. Poljak asked if we now have the ability to negotiate contracts for employees placed in positions but still receiving a salary for the previous position, i.e. principal placed in an assistant principal still receiving principal pay. Dr. Goree clarified that we do not have anyone that is overpaid, but for principals removed from that job and placed in an assistant principal position and continuing to receive principal pay, staff has changed this and when this happens they will be paid that salary and staff is making sure it does everything contractually for this to happen. He said staff is also working to get employees removed from positions into real positions with an appropriate pay level; however, many of those changes from the past staff cannot change and is something that will take staff several years to work through.

Miss Green stated she is happy to know there is an Insurance and Finance Committee meeting scheduled because the issue with retirees is something she will address in committee.

Mr. Riall asked about the upcoming millage renewals and Mr. Lee stated there are two millage renewals in General Fund and one in Capital Projects. He further said that the Salaries and

Benefits millage and the Technology millage are in the General Fund and the Capital Projects millage represents about 47% of this area's revenue each year. Mr. Riall further asked about the request to add a supervisor in Transportation and how many employees in Transportation are located in the Vivian Garage and how many in Shreveport. Mr. Lee said he will get accurate information in response to this request. Mr. Riall asked about the purpose for adding another supervisor and Mr. Woolfolk explained that this is adding a new position because Transportation wants to look at concentrating more on routing, because the department currently has two supervisors that manage 320 bus drivers and there is a need to have more supervisors on the road verifying that bus drivers are doing what they are supposed to do. At this time, he explained one of the supervisors is over routing and is actually on the road; and one does not get on the road due to continued need to get subs to fill bus driver absences. Mr. Riall asked about the need to add a clerical position, and Mr. Woolfolk said this person will work closely with routing, field trips, making sure subs are contacted, monthly bus driver training for maintaining the number of bus drivers needed for the fleet. Mr. Riall asked if we will laterally move employees in these positions or will these be new employees. Dr. Goree explained these positions will be advertised and persons who meet the needs of the position will be placed in those positions.

Dr. Goree added that the District is under a lease/purchase option on acquiring new school buses and staff will provide additional information to the Board on the specifics.

Mr. Lee encouraged Board members to contact him with any additional questions and he will get those answers as quickly as possible.

Mr. Ramsey moved, seconded by Ms. Trammel, to adjourn. Vote on the motion carried and the meeting adjourned at approximately 3:15 p.m.

May 21, 2015

The CPSB Insurance and Finance Committee met at 2:00 p.m. on Thursday, May 21, 2015, in the Superintendent's Conference Room, 1961 Midway, Shreveport, Louisiana. Those in attendance were Chair Dottie Bell, Mary Trammel, Jasmine Green and Larry Ramsey. Also present were Board members Steve Riall, Denee' Locke, Bonita Douzart, staff members Jim Lee, Randy Watson, Mary Nash-Wood, and Blue Cross/Blue Shield representative James Bustillo.

Chair Dottie Bell called the meeting to order and Bonita Douzart led in the prayer and Pledge of Allegiance.

Mid-Year Group Health Insurance Changes – Pharmacy Recommendations.

Randy Watson, director of insurance, introduced James Bustillo with Blue Cross/Blue Shield, who is present to answer any questions the committee might have. Mr. Watson stated that the ratio of drug to total healthcare costs increased from 11% in 1997 to approximately 32% in 2015, and the two-year trend since Caddo again went to self-funded reflects nearly a 50% increase. Mr. Watson highlighted paid claims, drug trend summary and changes, comparison of average yearly gross costs per prescription (2010 and 2014), inpatient and outpatient costs, brand name drugs versus generic, like-kind employers, etc.

Mr. Watson reported that the staff has worked over the past year to formulate two strategies that will immediately begin to combat rising costs and to keep premiums reasonable without raising deductibles and co-pays even higher. The two strategies staff would like to submit for the Board's consideration are: (1) a pharmacy benefit savings program, and (2) a drug compounding program with a pre-authorization requirement. He explained that the pharmacy benefit savings program entails hiring a third party administrator, *nForm*, to analyze specific drug utilization on individual members and identify lower cost alternative drug therapies with equivalent quality. The company would contact the member's individual physician to get permission to change any on-going prescription(s) to the alternative drug(s). If the physician agrees, the TPA would inform the member of alternative drug choice(s); and the prescription changed only if the member is in agreement. Mr. Watson reported that this program could save as much as \$1.7 to \$2 million annually if the CPSB agrees to a 2-year commitment to the plan. Cost of this plan will be \$1.75 PEPM (per employee per month), an estimated cost of approximately \$210,000 a year. He also added that while there are no guarantees on the actual amount of savings, the company does guarantee that the savings will exceed their costs. Cost for this program will be paid from the health care reserves and not affect the General Fund. Mr. Watson stated this is a pilot program and is presented after much negotiation with Blue Cross and will not cost Caddo anything in net to implement.

Mr. Watson further reported that, as a result of nationwide industry abuse on certain compound drug prescriptions, drug compounding costs have increased from less than \$30,000 per year in 2010 to a projected cost of over \$2.2 million in 2015. He said insurance companies have implemented strategies requiring pre-authorization of drug compounding payments to address these issues with a pre-authorization based on FDA and drug manufacturer medical criteria.

Mr. Watson stated that both strategies are not about cost cutting, but do have a cost consequence and both take into account quality medical oversight and industry standards and it is not about denying benefits.

After presentation and discussion of possible options, *Mr. Ramsey moved, seconded by Ms. Trammel, to recommend to the Board approval of Option 2 relative to the implementation of the pharmacy benefit savings program, with a two-year contract with nForm. The implementation strategy would require physician approval, and the member could deny the alternative drug(s) at the point-of-service (pharmacy). The cost of the program would be \$1.75 PEPM with a guaranteed savings at or exceeding the cost of the program. Vote on the motion carried unanimously.*

Mr. Ramsey moved, seconded by Miss Green, to recommend to the Board the implementation of a compound drug pre-authorization requirement for any compounded drugs over \$100, which is consistent with the same standard that Blue Cross Blue Shield is using with all fully insured clients. Vote on the motion carried unanimously.

There being no additional business, *Miss Green moved, seconded by Ms. Trammel, to adjourn and the meeting adjourned at approximately 3:03 p.m.*

May 26, 2015

The **Caddo Parish School Board (CPSB)** met in special session on Tuesday, May 26, 2015 at approximately 4:30 p.m. in its offices at 1961 Midway, Shreveport, Louisiana with President Steve Riall presiding and the following board members present constituting a quorum: Jasmine Green, Margaret Brown, Susannah Poljak, Bonita Douzart, Mary Trammel, Raymond Green, Denee' Locke, Barry Rachal, Larry Ramsey and Dottie Bell. Also present were Dr. Lamar Goree, superintendent, and Reggie Abrams, legal counsel. Mrs. Douzart led the prayer and Pledge of Allegiance.

VISITORS

Richard Hiller, 401 Edwards St., Suite 1300, Shreveport, Louisiana, attorney for Cinnamon Square Townhomes Association representing the homeowners. He noted that Cinnamon Square Townhomes is located almost directly next to the proposed Caddo Charter Academy's location at 3142 Bert Kouns Industrial Loop. He announced that he just came from the City Council meeting where their appeal of the ZBA's decision to approve that site plan is presently pending and now postponed. While he does not know the ins and outs of schools, he addressed the safety issues of placing a school on this 13-acre site. The safety issues include the parents and students driving to the school, as well as the people that use Bert Kouns Industrial Loop. Mr. Hiller noted that this school plans on an enrollment of 824 K-8 students and staff, approximately 500 vehicles between the hours of 7:15 and 8:15 attempting to get onto and leave the school campus. He said the proposed plan for this school has no contingency plan for crossing guards, no plans for safety monitors, nothing to handle/direct the traffic. He said the safety for these parents, students and travelers on Bert Kouns will be hazardous. Mr. Hiller also stated that the proposed plan does not include any plans for emergency vehicles, i.e. gas leak; and the Cinnamon Square Townhome owners are next door to the proposed school with most of the residents in their 60s or above and getting out on Bert Kouns in the early morning or afternoon hours will be a hazardous situation for them. Based on a traffic study, once the school is built, the vehicular traffic can be handled at this site; however, it states that there will be no stacking of cars on Bert Kouns Industrial Loop and he believes it is factual they will. At this time, he said he is not aware of any organization in Southern Hills that is in favor of this proposed charter, which tells him how dangerous this will be.

Barbara Faulk, 183 Fountainview, Cinnamon Square, Shreveport, Louisiana, addressed the proposed Caddo Charter Academy and the location at 3142 Bert Kouns Industrial Loop. She stated that if a resident leaving Cinnamon Square needs to turn left onto Bert Kouns, it is 1/10th of a mile from their (Cinnamon Square) entry to the entry turn of the proposed school. She said the school does not have access to and from, other than this one place, and the Louisiana Department of Transportation in their findings stated that they feel the road is adequate to handle the magnitude of the traffic if the school is constructed. Ms. Faulk said because the school has said it is not responsible for any traffic control at the entrance or beyond their proposed school, but the school will only be on duty at the loading dock to help students (5 at a time) exit their automobile. As a teacher and educator, she said she has experienced afternoon duty without crossing guards, and that is no one will provide it and no one will address the safety of the children. She also stated that residents in Cedar Creek and surrounding areas have canvassed and gotten petitions against this because of the traffic already in that area. She also shared questions/concerns that others have shared with her about this proposed school.

Patrick Smith, 1124 Madison, Shreveport, Louisiana, speaking on behalf of the Hope Career Academy. Mr. Smith stated that Pastor Melvin Porter of the Hope Career Academy recently contacted him and he is addressing their budget deficit for the first and second year of the program. Mr. Smith announced that he is the owner of Smith and Associates Commercial Services, commercial general contractors and also creative funding solutions through Smart

Building and Development. He explained they do development and address their debt needs as well as address any budget shortfall in getting programs and/or developments done. Mr. Smith reported that they had a deficit of approximately \$550,594.24 and with their participation/partnering, they were able to put up some collateral as well as taking a development they are working on with them to create a projected surplus of approximately \$657,406 that would offset the deficit during their first year. Also if they are able to renew their contract with them, Mr. Smith reported they would pick up about four additional acquisitions that would put them in a position during the second year of having about a \$1.2 million surplus as opposed to \$383,000.87. Reporting that these are real numbers, Mr. Smith stated that properties presented are owned by Smith & Associates and they are putting those properties up for collateral to get into a positive position by taking 5.7 acres they own and they (Smith & Associates) will develop.

Melvin Porter, 5749 King Street, Shreveport, Louisiana, thanked the board for the opportunity to share the Ray of Hope Foundation's vision in hopes of better serving the students in Caddo. Receiving his final recommendation today, Mr. Porter stated he is a man of faith and he believes Ms. Williams did the job the board paid her to do; however, he is concerned with finance and failure because when Ms. Williams returns to Baton Rouge the Board will have a challenge to resize the district; and in resizing the district, the Board will have to close some schools. He questions how can schools be closed without offering a better choice and that is what he believes Hope Career Academy offers. Mr. Porter stated that while the school system has the Caddo Career Center, for students to attend they must meet certain GPA, behavior, attendance, district standards, making it more of a magnet program. He further said this results in the students that are in need of the career center do not have access to the career center. Mr. Porter said that Hope Career Academy is Caddo's friend, and he hopes that they can work with Caddo to make Hope Career Academy successful. With the overall National dropout rate between 20 and 25%, higher among Blacks and minorities, he believes there are many factors affecting dropout, but the most effective is disengagement. He encouraged the Board members to read the proposal because much of what was in the recommendations was in the proposal, and they also did not have ample time to get the education service provider here to answer the questions and provide more details.

ACTION ON CHARTER SCHOOL APPLICATIONS – (1) HOPE CAREER ACADEMY (2) AMIKIDS ALTERNATIVE SCHOOL, (3) MAGNOLIA CHARTER USA, (4) CADDO CHARTER & RED RIVER ACADEMY, NATIONAL HERITAGE ACADEMIES

Kimberly Williams, the Third Party Reviewer for Caddo Charter Applications, announced that four charter applications were received this year and she shared the process for her team to review the applications to make sure they are first in compliance and meet the minimum legal requirements followed by a review of the application. Ms. Williams stated that interviews are then held, three were held at the Caddo Schools office and a fourth was held via phone conference, for the purpose of her team and the CPSB team to ask questions to clarify the information in the application. She said from the interviews, she communicates internally and issues a recommendation. From the draft recommendation, applicants are each given 24 hours to respond to the draft and a final recommendation is then issued to the Board for consideration.

Hope Career Academy – Ms. Williams stated that their recommendation is to deny this application for Hope Career Academy, basically because they did not have a fully fleshed out academic program, the finances were a negative one-half million dollars the first year and a negative \$300,00 the second year. In spite of what was presented as collateral, Ms. Williams stated that you cannot use private collateral to subsidize public funds without turning over the dollar, and there was not a long term agreement between the two parties in order to use that collateral for a long-term. She said they did not receive a copy of what was presented today on the finances until today and she pointed out that each letter is allowed the opportunity to respond to their draft and this applicant chose not to respond and instead said they were not given a fair amount of time. Ms. Williams clarified that every single applicant was given the exact same

amount of time, and there is no unfairness. She said there were questions about the education service provider and their response was that while it was not their decision to make, they did caution and counsel him about the education service provider they selected. Based on these things, Ms. Williams said the recommendation is denial of Hope Career Academy.

Mr. Ramsey moved, seconded by Mr. Rachal to accept the recommendation of our third party vendor for denial of the Hope Career Academy application.

Ms. Trammel asked if Hope Career Academy wishes to reapply and they meet the qualifications stated, will the period time be for the next school year. Ms. Williams agreed and stated that the application period will open in January 2016 for a May-June board decision.

Vote on the motion carried with Board members Riall, J Green, Poljak, Douzart, Trammel, R Green, Locke, Rachal, Ramsey and Bell supporting the motion and Board member Brown abstaining.

AMIKids Alternative School – Ms. Williams stated that AMIKids is proposing an alternative school and in year one it will be 6, 7 and 9 grades and by year four a full 6th – 12th grade school serving expelled students, students academically behind three or more years, as well as students in the Juvenile Justice System. She said she believes there is a pre-existing relationship between AMI and the CPSB and they recommend approval of the recommendation on the tenets that it is something totally different than what the parish is doing and doesn't have a financial impact on the district because most of the students are out of the system. She said they presented a very large board with community ties who are committed to the success of the school and they have previously worked with the vendor, and this was critical in their decision.

Dr. Phildra Swagger, AMIKids, 5915 Benjamin Center Dr., Tampa, Florida, expressed her appreciation to serve Caddo Parish Schools and the students in the community. AMIKids is a national organization and they have served this population of students throughout Louisiana for a number of years and look forward to partnering with the system and serving the students most at-risk and helping them turn their lives around.

Mr. Ramsey moved, seconded by Mrs. Brown, to approve staff attorney's recommendation for AMIKids Alternative School.

Miss Green asked why the proposal is for 6, 7, and 9th grades, skipping the 8th grade. Ms. Williams explained that in the interview the ability to go 6, 7, 8 and 9th in the first year was discussed, and the explanation was the proposal was to begin middle school and high school and add in the 8th so that in four years they would be serving the entire population. AMIKids and their board agreed if the District wanted 6, 7, 8 and 9, that was a conversation they were willing to have with the District. Mrs. Bell asked if the students that will come to AMIKids are those who have dropped out or are at-risk of dropping out. Ms. Williams explained it is for students three or more years behind and if these students have not dropped out, they are very close to possibly dropping out. It will also be for students who have dropped out, students who have been expelled (not long-term suspensions), as well as those students in the Juvenile Justice System, and this is different than Pathways and Ombudsman. Ms. Trammel asked what data was this based on. Ms. Williams said that according to the application, they examined the data of both the Caddo Parish School System and the surrounding districts to determine the population, and they worked with the Department of Justice officials here to identify populations as well as conversations with individuals in the parish. Ms. Trammel asked if being a charter, will it be able to benefit both or just Caddo. Ms. Williams stated that it is a Type 1 charter in Caddo Parish, so unless Bossier agrees, the students here will only be Caddo Parish. Mr. Rachal asked for clarification if this charter is a 6-9 or a 6-12, and Ms. Williams said it is ultimately a 6-12, but it is starting as a 6-9. Mrs. Brown reiterated Ms. Williams' clarification that this is not a drop-

out prevention program, and Ms. Williams confirmed that is correct. Mrs. Brown also asked Ms. Williams if she is aware that the Juvenile Justice System has an in-house educational system to take care of the students while they are incarcerated, and Ms. Williams said she is and these students are those who are out on probation and not incarcerated or are in lieu of.

Vote on the motion carried with Board members Riall, Brown, Poljak, Douzart, Trammel, R Green, Locke, Rachal, Ramsey and Bell supporting the motion and J Green opposed.

Magnolia Charter USA – Ms. Williams read the following recommendation. In lieu of an approval on the current application we have received, the recommendation is to amend the current charter contract in place with Magnolia Charter School, allowing them to have two separate sites, one being a K-5 and one being a 6-12. (It's still one school, they just have two separate sites). That the Shreveport Charter and the superintendent will work together to approve the site location for the second building, that the second site would be evaluated separately from the first site (meaning K-5 is an A and the 6-12 is a B), and that the enrollment total of both locations shall not exceed 2,000 students. Ms. Williams clarified it is K-5 at the current site and 6-12 at the new site.

Ann Stokes, 605 Southfield Road, Shreveport, stated that she had not seen this proposal. She said she knows the parents will be thrilled because they want this high school. While she appreciates the recommendation and because she is Board chair, she stated the need to take this recommendation back to her board for approval.

Laura Schlidt, 158 Kayla Street, Magnolia parent, shared with the Board her, and other parents as well, belief that the teaching method at Magnolia works for their children, and they appreciate having a choice for their children.

Mr. Ramsey moved, seconded by Mrs. Brown, to approve staff attorney's recommendation relating to Magnolia Charter USA.

Miss Green asked about the need for Caddo to act on this since the Magnolia Board Chair stated the need to take this recommendation back to their Board. Mr. Abrams explained that the Board has a recommendation from the third party reviewer and a motion on the floor to approve their recommendation, and if the board (CPSB) approves the recommendation, it will stand as this board's action. If the Magnolia Board decides not to accept the recommendation, then they (Magnolia) would have to appeal the CPSB decision to BESE. Ms. Williams added that last year there was an approval with conditions, and this is an amendment to that, and their Board can accept or they can appeal to BESE. Mrs. Bell stated that last year it was agreed that the CPSB would get monthly reports of the progress of Magnolia, and she asked what is the school's current enrollment. Ms. Williams stated it is 762 students. Mrs. Bell asked if they did accommodate special needs students in all areas. Ms. Williams stated there were concerns in the first year with Special Ed relative to services administered; however, during the second year they have worked with the District to correct the issues that existed. Mrs. Bell asked where the new school will be located, and Ms. Williams clarified the recommendation is that the Magnolia Board works with the Caddo Superintendent to identify the location. She said she committed with Dr. Goree, Mr. Abrams and Dr. Robinson to help make sure this happens and she will personally commit to doing an evaluation of the current school and present a report to the CPSB. Mrs. Bell stated her concern that today the Board is voting on something the Magnolia Board is not aware of and asked Mr. Abrams what will happen if their Board does not agree with the CPSB recommendation. Mr. Abrams responded if they do not accept the CPSB amendments, they would appeal to BESE. Mrs. Bell asked what the school's grade was for last year, and Ms. Williams said according to staff, it is a D. Mrs. Bell asked if the new school will be 6-12 and the total enrollment of both school sites will not exceed 2,000. Ms. Williams said that is correct, and the original charter gave them 2,350 students; and this takes nothing from the agreement of 2,000

plus the 20% gives them the same number. This amendment only gives them the ability to build another building with the Superintendent's agreement and it will not be a second application for the 2,350 students. Mrs. Bell asked why she did not receive the breakdown on this information, and Ms. Williams stated that on this application she worked with staff internally to work out an amendment to the current application instead of submitting a recommendation on the application presented. Dr. Goree stated that this was not negotiated until this last moment with the provider. Mr. Abrams explained that he was contacted by Magnolia regarding an amendment to the current contract, and Magnolia submitted the limitation on the enrollment, so it is not that some from Magnolia had not heard, for example, the limitation of 2,000. He said Magnolia may have to go through the formality of getting approval from the entire board, but discussion on the parameters were discussed more than a week ago and they have worked on them up until the meeting today. Mrs. Bell asked if Caddo asked last year for a report, and Dr. Goree stated that Magnolia did provide a detailed report which he will provide her a copy. He added that in the process to right size a district, this agreement will give Caddo the opportunity to work with them on something that is already approved for a 7-12 school, but we have the opportunity to work with them in the placement of the school in the location that best meets the needs of Magnolia, but more importantly the students of Caddo Parish Schools. He said he believes the amendment is in the best interest of the District.

Ms. Trammel moved, seconded by Miss Green, to call for the question. Vote on the motion to end debate carried unanimously.

Vote on the motion to support staff attorney's recommendation regarding Magnolia Charter USA carried with Board members Riall, Brown, Poljak, Douzart, Trammel, R Green, Locke, Rachal and Ramsey supporting the motion and Board members J Green and Bell opposed.

Caddo Charter & Red River Academy, National Heritage Academies – Ms. Williams stated that the recommendation relative to the Caddo Charter & Red River Academy application presented by National Heritage Academy and the Board of Louisiana Achievement Charter Academy is for one school subject to five (5) very specific conditions as follows: (1) the District and applicant shall agree on the location of the school to be opened, (2) the applicant shall provide transportation for the students and present a plan to the District for doing such prior to the signing of the contract, (3) the applicant shall provide Special Education services and will work with the District to insure compliance, (4) the applicant shall identify additional Board members from Caddo Parish and shall hold Board meetings in Caddo six times a year or the applicant may develop a new non-profit governing Board based in Caddo Parish if it chooses, and (5) two schools the applicant is operating this year (one in Baker and one in Lafayette) must demonstrate a letter grade of C or better or show growth from August 2014 to May 2015, this shall be based upon valid and reliable data either presented to her by the Department of Education or data that can be validated from the organization.

Mr. Ramsey moved, seconded by Mr. Rachal, to approve the staff attorney's recommendation as it relates to National Heritage Academies charter application. Mr. Ramsey clarified that this is for one charter school and that it must meet the conditions. Mr. Ramsey recognized constituents from Southern Hills and Cinnamon Square and their safety concerns, as well as the fact that Summer Grove Elementary is approximately 300 yards east of the proposed location. He stated his support of the recommendation for one school even though he is concerned about the location and the traffic and safety of students. Ms. Williams stated that the applicant has asked for a deferral on the current location contingent upon this conversation and discussion with the superintendent. Mr. Rachal said he hopes we will also address the concerns expressed by the citizens in that area and asked if we can place in the agreement as part of the requirements that they provide a police officer on Bert Kouns. Mr. Abrams responded that it is not needed because it states that the District and applicant shall agree and this means the charter must present it to Caddo and agree on a location. Ms. Williams stated that the number 1 requirement could be

amended to say *the District and applicant shall agree on the location of the school to be opened including any and all terms related to traffic flow.* Mr. Rachal stated he believes this will relay to those who have shared their concern that the Board has heard their concerns and we will respond appropriately. Mrs. Bell asked if this is the application Mr. Hiller addressed, and Ms. Williams said it is. Because the citizens have come to the Board with their concerns, Mrs. Bell said she agrees with them and the valid concerns about the traffic. She also noted the problem of principal turnover in the schools in Baker and Lafayette and because we have a Caddo Parish public school in that area serving our students, she believes another school in that area will cause havoc for those that live in that area. Mr. Ramsey clarified that this motion does address the needs of the community that a school will not go there, because the applicant and the superintendent must agree on the location of this school, and the issue is for the CPSB and the superintendent to decide an appropriate location for the school. Ms. Williams stated that it is in writing that the applicant is willing to agree with the superintendent on the location of the school as well as provide transportation for the students, which is unique to the application.

Mr. Green moved, seconded by Ms. Trammel, to end debate. Vote on the motion to end debate carried unanimously.

Vote on the motion to accept the recommendation of Caddo's staff attorney relating to the Caddo Charter & Red River Academy, National Heritage Academies carried with Board members Riall, Brown, Poljak, Locke, Rachal, and Ramsey supporting the motion and Board members J Green, Douzart, Trammel, R Green and Bell opposed.

Adjournment. *Mr. Ramsey moved, seconded by Miss Green, to adjourn. Vote on the motion to adjourn carried and the meeting adjourned at approximately 5:35 p.m.*

T. Lamar Goree, Ph.D., Secretary

Steve Riall, President

May 26, 2015

The **Caddo Parish School Board (CPSB)** met in a budget work session on Tuesday, May 26, 2015 at approximately 2:00 p.m. in its offices at 1961 Midway, Shreveport, Louisiana with President Steve Riall presiding and the following board members present constituting a quorum: Jasmine Green, Susannah Poljak, Mary Trammel, Raymond Green, Denee' Locke, Barry Rachal, Larry Ramsey, and Dottie Bell. Also present were Dr. Lamar Goree, superintendent, and Reggie Abrams, legal counsel. Mrs. Douzart led the prayer and Pledge of Allegiance.

VISITORS

There were no visitors requesting to speak.

2015-16 CONSOLIDATED ANNUAL BUDGET

Jim Lee, chief financial officer, announced that this is the second work session in looking at the proposed 2015-16 budget; and today staff will talk about all funds (Debt Service, Capital Projects and Special Revenue) and provide answers to questions from last week's budget session. He also stated that in keeping with the budget timeline, the proposed budget will be made available for inspection on June 1st, an announcement will be published in the Official Journal that the adoption is scheduled for June 16th, and a public hearing will be held on June 16th prior to the Board hopefully adopting the 2015-16 budget. Mr. Lee announced that he emailed to all Board members a copy of the budget and today's presentation last Friday, and a hard copy is placed at Board members' stations.

Mr. Lee noted that the General Fund budget did not change from last week reflecting an estimated \$398.9 million in revenue, and \$398.8 million in budgeted expenditures, leaving a balance in revenue over expenditures of \$84,600. Mr. Lee also responded to Board member questions from the first session as follows:

1. How are graduation coaches funded? In the school year just completed, there were two graduation coaches, one funded through Title One, the other through General Fund. The two coaches were at Fair Park and Woodlawn.
2. Which millages are up for renewal in 2016? Two in General Fund and one in Capital Projects are up for renewal. The two in General Fund are salaries and benefits, which are the largest millage at 21.8 mils (approximately \$34 million a year). The second is the technology and is the smallest at 1.25 mils, generating approximately \$2.1 million a year. The renewal for Capital Projects is the one not renewed two years ago and is the renovation millage at 5.15 mils (approximately \$9.5 million). The two in General Fund represent approximately 9% of the total revenue in General Fund and for Capital Projects, approximately 45% of their total revenue.
3. Provide comparative data on state and local revenue from districts similar in size to Caddo. Mr. Lee shared information on four districts similar in size to Caddo, providing information on the tax revenues and MFP (state funding) and where Caddo falls in comparison to East Baton Rouge, Calcasieu, St. Tammany and Jefferson Parishes.
4. Regarding bus leases, Mr. Lee reported that the amount for leasing eight buses each year is placed in the budget. He explained these are five-year leases and at the end of the lease, Caddo owns the bus.
5. Staffing at the Vivian Garage includes one foreman, one secretary, three mechanics, and one mechanic helper.
6. Relative to the IT workloads and the turnaround time on work orders, Mr. Lee shared by month work orders during the school year, and that the turnaround time is dependent upon how critical the issue might be.

Proposed Budget relative to Other Funds. Mrs. Poljak asked Mr. Lee to share bus leasing compared to purchasing buses. Mr. Lee explained that it helps the budget because we are only paying 1/5 of what we would be paying if purchasing a bus out right. She also asked if there is a possibility to rotate them every five years? Mr. Woolfolk said if we choose to do this it would be sold as a used bus and would possibly get some residual even though not what we would like to get; and he would like to see the lease time of 10-12 years. Mrs. Poljak stated she is only looking at how we can spend the money wisely as well as keeping new buses. Dr. Goree noted that he understands keeping buses 25 years seems like a long time, but realistically a lot of maintenance goes into a 15-20 year-old bus. He further stated this is something staff will look further into in the next school year and determine the pivotal point for this to be a financially smart decision for keeping buses on the books.

Mr. Green asked if a Board member voting on the prevailing side of the budget has the opportunity to bring back any portion of the budget for consideration, and Superintendent Goree responded that it is his understanding a Board member can always bring forth a budget amendment at any time, even one voting on the dissenting side. Mr. Lee clarified that a revision can be brought the night of the Board's vote on the agenda; or if a Board member wishes to bring a budget revision later in the school year, it can be presented to the Board as a revision to the budget.

Ms. Trammel asked about the retirement of a number of buses in the near future, and Mr. Lee stated that in the next 10 years Caddo will retire approximately 120 buses. Dr. Goree clarified that Caddo will retire 19 buses in the next five years and 121 over the next 10 years, which is a great concern. Mrs. Trammel asked about the District acquiring eight new buses each year, and Mr. Lee stated that we are good for the five years, but it's the 10 years that staff will need to begin looking at more closely. Ms. Trammel noted that 8 buses over the next 5 years is only 40 buses which is approximately 80 buses short. Mr. Woolfolk stated that we would need to purchase 13 buses per year to make sure we are up to maintaining 300-350 buses over 25 years. He further stated that most critical is because in 1990 approximately 90 buses were purchased at one time and all 90 will need to be retired at one time.

Mr. Riall asked about the staffing at the Vivian Garage and how many buses are home-based at this location. Mr. Woolfolk said approximately 70. Mr. Riall asked if the maintenance is done at the Vivian Garage and are the three mechanics and one mechanic helper ample to cover all the maintenance or are they brought to the Midway Garage. Mr. Woolfolk explained they address most of the quick-fix maintenance issues; and if it is something major, they will determine if they can or if it needs to come to the main garage for repairs.

Mrs. Locke asked if the buses are addressed in the strategic plan? Mr. Woolfolk said not the purchase of buses. Dr. Goree referenced the need to revamp and the additional month for making additional changes because of the bond initiative defeat. Mr. Rachal asked about the cost for eight new buses, and Mr. Lee responded that it is approximately \$20,000-\$25,000 per bus; and at the end of five years, Caddo owns the buses. Mr. Woolfolk clarified that it is \$150,000 annually for eight buses, and a bus costs approximately \$88,000 - \$100,000 depending on whether or not it is a regular or special education bus. Mr. Rachal asked if he understands this does not impact the District's debt; it does not show up on the balance sheet or affect the budget, and Mr. Lee said that is correct. Mr. Riall asked about the cost if the Board does not do a lease; and Mr. Lee said figuring 8 buses times \$80,000, you are looking at approximately \$650,000. Dr. Goree added that traditional school management means the District would need to pay the amount upfront. Mr. Rachal asked if staff sees the possibility in the future of the budget being able to accommodate this every year for the next 10 years. Mr. Lee said staff will be looking into this since the District is now into the second year of implementation of bus leasing since next year an additional year will be added; and that is if things stay the same since the District gets no additional revenue from the state and sales and property taxes come together.

Mr. Ramsey said simple math indicates going to 24 buses a year and the problem would be solved; so he questions what is the problem. Mr. Lee responded that unless other cuts are made, we will no longer have a balanced budget and the need to look at what can be cut from the budget. Mr. Ramsey noted that adding positions should be done very carefully because there are other needs in the District. Also, he believes it was in 2012-13 when the Board eliminated library positions and this budget adds seven positions because the formula states we can. He said he believes site-based administrators should be the ones making these choices and not arbitrarily adding them just because the formula says we can. He said the need with the transportation system is very critical, especially since the voters said no to 20 buses; and there are a number of ways to get to where we need to be.

Dottie Bell asked the superintendent about the Title I schools that had the money to hire graduation coaches; because looking at the success seen at Woodlawn and Fair Park this year, she believes graduation coaches are needed in every school. If the funds become available, Mrs. Bell requested a graduation coach for her high school. Mrs. Bell also asked if the \$211 million Caddo is receiving in MFP is the current amount; but if any additional dollars are received above the \$211 million, those dollars also will go directly to the classroom. Dr. Goree responded that first responsibility is to the classroom and second to the compensation of Caddo's employees. Mrs. Bell asked how many full-time employees are in IT and how many part-time. Mr. Lee said there are 3 operators, 10 technicians, and 12 analyst/programmers. Mrs. Bell asked if these positions can cross-train in the event the analysts/programmers are needed to address issues in the schools. Dr. Goree said his initial response would be yes; however, he will follow up on this and provide a response.

Mrs. Poljak asked if it is correct that last year there was \$20 million, but because the bond initiative did not pass, this has been spent and next year's prediction is only \$84,600 in the black, and Mr. Lee said that is correct. Mrs. Poljak asked where the \$20 million is from last year, and Mr. Lee explained that is the unrestricted reserve (savings). She asked if these monies can be used to purchase needed buses; and Dr. Goree said while technically you could, the District is required to keep a strong fund balance in reserve for catastrophic emergencies; and, if you do not have a strong fund balance, it can affect your bond rating.

Mrs. Douzart asked if we have purchased any buses since 1990, and, if so, how many? Mr. Lee said we have and up until 2008, the District purchased 10-15 buses a year. Mrs. Douzart stated that since 1990, and since there is a period of approximately five years, can these buses help increase the number of 120 that the District is looking to replace? Mr. Lee stated that the District is currently using those buses. Mrs. Douzart asked if these buses have a restriction on the number of miles that can be on them, and Mr. Woolfolk responded that we rebuild motors and most of the buses we have will get a new motor or possibly two before they are retired. Instead of setting these aside, she asked if these can be used for athletics, field trips, etc., and Mr. Lee explained that once they are 25 years old, we cannot use the buses for anything.

Ms. Trammel asked about areas that have open positions that have never been filled and can those positions be removed from the budget. Mr. Lee said it is and staff has looked at vacant positions from time to time to determine the need before eliminating from the budget. Ms. Trammel clarified that 2029 is the year transportation will need to replace the large number of buses.

Regarding special revenue funds, Mr. Lee reported that if it is not General Fund, Capital Projects or Debt Service, it is considered special revenue funds (state and local grants, Federal grants). He explained that while the District received approximately \$63 million in special revenue grants during the current year, this is being reduced to approximately \$58.9 million next year. He said the four largest grants are Title I, Child Nutrition, IDEA (Special Ed), and Title II, and these are

all Federal grants. He explained that these grants are different from General Fund because with General Fund the revenue comes in each month and the District attempts to keep a good cash flow; and these funds are reimbursement funds where the money is spent first and we request reimbursement of what was spent. These four large grants represent approximately 90% of all the Special Revenue funds. Mr. Lee also noted in the budget the list of all special revenue funds expected during the 2015-16 year.

Mr. Lee said that Capital Projects fund is the \$20 million the District receives each year in tax revenue. While in the past the District had bond funds from issuing General Obligation bonds, or the QZAB and QSCAB interest funds, all these received funds have been spent, even though the District is still repaying these. Capital Projects receives funding from the two millages, (1) one millage renewed in 2013, and (2) one millage up for renewal in 2016 (representing approximately 43% of the total revenue for Capital Projects. He also reported that Capital Projects is budgeting approximately \$20 million in projects for next year; even though not all of the money is spent each year, the total is pretty close to \$20 million. Most of the projects are received from principals, ADA issues, critical issues.

The Debt Service Fund is how the District pays its General Obligation funds; and there is a balance of approximately \$85 million in General Obligation funds and a payment was recently made on this amount and is the millage that the Board reduced from 6 to 5 and generates approximately \$9 to \$9.5 million annually, and it can only be used for the payment of expenses related to that debt.

Mrs. Locke asked if the money for Capital Projects is budgeted, and if she understands correctly that there are specific projects for the amount budgeted, and Mr. Lee said that is correct. She further asked about the projects in the budget, and Mr. Lee explained that the capital projects are on a three-year cycle and he believes this year is the end of that cycle. He further stated that at each Board meeting when Capital Projects submits items on the agenda it is for the Board to approve the bids received on projects because the Board has already approved the construction projects. Mrs. Locke asked if the Board could get a copy of the request list as well as the process for the next three years. Dr. Goree responded that staff will provide the Board this information. Over the three-year cycle, Mrs. Locke asked how are unexpected projects handled that come up? Mr. Lee said there is a small contingency built into the budget in the event of any emergency.

Mr. Rachal stated that he has said over the past five years that the Capital Projects budget is a shoestring budget, but he would like for the Board to consider a set-aside fund for the construction of new schools if that is possible. While it is certainly a possibility, Dr. Goree responded that it is something the Board would have to choose to do and staff would recommend what the list of priority projects looks like versus what the consolidations look like as we move into the next school; possibly next year would be the opportunity to make this decision. Mr. Rachal stated he has heard that each year, and Dr. Goree stated that when you add million dollar projects, i.e. elevators, staff is looking at these very carefully in an effort to be as fiscally responsible as possible. Mr. Rachal stated his understanding on how the District was hit with a fire and the projects that were deleted and/or moved back, and Mr. Lee said that the deductible was close to \$3 million. Mr. Rachal also noted he feels sure there were many projects left undone based on the fire. Mr. Lee said staff will do whatever the superintendent and board asks staff to do, but asked the Board to remember that the District is taking a big hit as a result of the bond initiative failing. Mr. Rachal asked about the 7% decrease and what caused this, and Mr. Lee said it is the reduction of Federal funds.

Mr. Ramsey asked if we can be more descriptive in explaining where the Capital Projects funds are spent rather than portraying this as a wish list of the schools but a list of what the school's administrator has determined is critical in the operation of the school, and the need verified through a process. Mr. Lee stated he would need to receive information on the project

verification process; and he knows Mr. White helps prioritize what happens first, but he is not aware of the process beyond that. Dr. Goree said in coming from a school district with all new schools, he always found the term “wish list” interesting, because replacing aging plumbing fixtures is not a wish but a necessity; so he does see the need to change the verbiage in describing the projects; but he also sees the Academic Division (area school directors) working with the principals to determine what needs to be on the list as a critical need. Also, Mr. White works with the principals and area directors in prioritizing the needs that need to happen in the schools. Mr. Ramsey stated it is very offensive to him that someone will portray this as a wish list when it is known that items such as ADA becoming involved in matters may require the District to place a million dollar elevator in a facility. Mr. Ramsey said he appreciates the information provided by the site administrators, and he doesn’t believe it ironic that what is seen on the schools’ lists is also what was seen in the report by an outside third party review. He also reminded everyone that it is difficult to meet \$150-\$200 million in needs and only \$20 million a year to address them. He encouraged being careful in how budget items are portrayed.

Mrs. Bell asked about the \$8 million for IDEA for disabled children with special needs and is the \$1.4 million for all Special Education programs included. Mr. Lee explained there is more to the IDEA grant than the Special Education program because it is actually broken out into the different programs. Mrs. Bell asked staff to explain the \$702,000 for Community Service Operation, and Mr. Lee responded he will provide this information. Mrs. Bell also asked for information on the School Climate Information Program’s budget of \$604,000 and LA4State. Mr. Lee stated that the LA4 is split (part Federal, part State). Mrs. Bell asked if she understands some of the money is coming from the Federal government for this fund and Mr. Lee said that is correct. Mrs. Bell noted that nothing in the General Fund is spent for any of these, but it is only paid from grants. On Community Service, Mr. Lee explained that is the McKinney Vento Homeless Program.

Jasmine Green stated if we had the bond money we would be able to do more, and Mr. Lee confirmed. Miss Green asked Dr. Goree to reiterate what Mrs. Locke requested and that is where this \$20 million is being used. While we have 62 schools, if anything comes up that is critical to be address in any of the schools, it may mean that some of the projects for a specific year may be delayed. Miss Green referenced the comment on the millage renewal for next year and if she understands correctly that if they do not pass, there could be some problems. Mr. Lee said that is correct; and Dr. Goree confirmed that a lot of it will determine if people get paid or not. Miss Green said she believes it is important to get that information out to everyone. Miss Green asked when will this election be held, and Mr. Lee stated in the Spring (April or May).

Mrs. Brown asked about the academic landscape in the school district and when was the last time the District had a balanced budget, and Mr. Lee responded last year; and before that, probably 10 years. Mrs. Brown asked Mr. Lee to define a balanced budget, and Mr. Lee stated there are two definitions for a balanced budget. A legally balanced budget means you can use revenue and fund balance as long as expenditures are equal to or less than revenue and fund balance. The District has worked under a budget where revenue equals or exceeds the budgeted expenditures and is the policy under which Caddo operates. Mrs. Brown noted her experience in this area. Mr. Lee further explained that legally the District could use fund balance, and did so for many years; however, the district is no longer following this method. Mrs. Brown asked if the District is still using the block schedule, and Mr. Lee said we are not because it was so expensive, approximately \$7 million annually. Mrs. Brown stated her concern that we cannot cut too much when it comes to academics and children and there is a need to find additional funding sources. She asked the superintendent how E2020 is working and Dr. Goree stated it is working well; and even though there are a few hiccups, the product is working well and he shared examples that evidence its success; however the drawback is the cost associated with it. He noted that the District did go to a modified block schedule for a year and did not see much success, and he believes the District now has a schedule in place that is working (7-period day) and it is meeting

the needs of the District. Mrs. Brown said she understands the expense, but she only knows it worked and would like to look at other funding for this if the Board approves it. Dr. Goree stated that in talking about other funding streams, he agrees you look and see if there are organizations/foundation that provide funding for these programs, as well as be as creative as possible with the District's revenue since there is not a stream of money but things that must be taken care of in the next few years, so it is important that we are cautious before adding anything to the budget. Mrs. Brown asked if the District has a grant writer, and Dr. Goree responded the District does not have an official grant writer, but the District has persons who write grants and those who have secured grants. He said there was a position in the "C" column in last year's budget for adding an official grant writer but there were no funds to do so. Only being \$84,000 in the black on the proposed 2015-16 school year budget, Dr. Goree said at this time he doesn't believe it can be added even though that position is one that sometimes pays for itself. She expressed her appreciation to the superintendent and staff for their work in bringing the balanced budget.

Mrs. Poljak asked about the Debt Service Fund being budgeted at \$9.4 million and asked if she is correct that in approximately 9 years that would be paid off, and Mr. Lee stated that over time, and if nothing else happens, that amount will reduce as we continue to reduce the millage down and the final payment at this time is scheduled for 2033, because reducing the millage means we will have less money coming in. Dr. Goree stated that the fair part of this is that it is based on the District owing less money.

Ms. Trammel asked Mr. Lee if the Special Revenue funds are those we can handle as we want, and Mr. Lee explained there are guidelines depending on where the money comes from on how the money can be spent – what is legal and what is not. She asked if the District has complete control of any of it, and Mr. Lee responded very little and even the \$77,000 grant received last week has restrictions on how and where it is to be spent. Dr. Goree added that when talking about Federal Grant funds, many of them also have rules against supplanting which means if a school receives Title I funds, the District cannot say we will not do anything for that school because they are meant to be extra funds to the school above the General Fund. Mr. Lee also explained that the District has approximately 600 special education teacher positions; however, IDEA funding cannot be used to pay for those teachers.

Mr. Riall stated he understands the millages up for renewal in 2016, but asked when are the next millages up for renewal, and Mr. Lee said in 2023. Mr. Riall clarified that the District has six millage categories and two (three) are up for renewal in 2016 and the others in 2023, and Mr. Lee said that is correct.

Mrs. Locke referenced the millages up for renewal and are all of them voted on at the same time. Mr. Lee explained that the three in 2016 are on the same 10-year cycle, originally done in 1996-97 as separate propositions on the same ballot.

Mr. Rachal noted the details for the capital projects detailed on the last page of the budget, and asked about the \$1.3 million set aside from the \$20 million for contingency for any emergencies. Dr. Goree added that this generally covers the \$1 million that we have to pay upfront. Mr. Rachal asked about the Pupil Support Services and the 14% reduction in expenditures and what is the biggest category affected. Mr. Lee explained that this category is in a lot of the budgets; however, the District is not expected to receive the Safe and Drug-Free Schools Grant, approximately \$800,000, next year. Also, Mr. Rachal asked about the 14% reduction in Food Service, and Mr. Lee explained that they are having to reduce expenses because the revenue is not adequate after a couple of years operating at a loss. Mr. Rachal also referenced the actual in 2013-14 reserve of approximately \$5 million and at the end of this year, there will be approximately \$357,000 in reserves. While that is still a balanced budget, he said he believes we are not squeezing blood out of a turnip and asked if a lot of people will be affected. Mr. Lee

stated that this area has turnover similar to other areas in the District and they will need to look closely at school reports relative to those that are losing money and those gaining. At this time, he does not believe it will mean a layoff, but it could possibly mean not replacing people that retire and shifting others. Mr. Rachal asked about the major purchase of kitchen equipment in the past, and Mr. Lee said they have a reserve fund separate from this and they can draw funds for this but not for normal operations.

Mr. Ramsey asked if Caddo has ever been placed on the state watch list for any budgeting reason, and Mr. Lee responded yes; and he explained that in 2008-2012 timeframe when the District was reporting \$5-\$6 million in operating losses annually, the State placed the District on a state watch list because they did not believe the District was operating as soundly as possible. Mr. Ramsey asked if by legal description the District was operating under a balanced budget, and Mr. Lee responded absolutely. Mr. Ramsey asked where the District was at the lowest level in fund balance, and Mr. Lee said while he doesn't have the exact amount, it was possibly close to 10%. Mr. Ramsey said his point is that \$20 million in the contingency fund is not a lot and we need to make sure that we are financially healthy so we can maintain good bond ratings.

Mrs. Bell asked about the Child Nutrition Program and a recent situation where the District had to repay a certain amount back each year to the Federal government. Mr. Lee stated he will research this. Relative to the Caddo Educational Excellence Fund, Mrs. Bell asked Mr. Lee to explain this for the new Board members. Mr. Lee stated that this fund is tied to a trust where money received from boarding passes on the two riverboat casinos legally located in Caddo Parish is deposited and every January the earnings can be drawn and placed into the CEEF Operating Fund. He further explained that the money in the operating fund can only be used for instructional enhancements by the schools and the decision is up to each school. When interest rates were higher, Mr. Lee reported that several hundred thousand dollars in earnings were received and money, based on the CEEF Committee's recommendation, distributed to the schools. Over the last three years, this has not been done because earnings were so low, so the money has been held and allowed to earn interest; and because it is approximately \$300,000, he anticipates a meeting of the CEEF Committee to determine how it will be distributed to the schools. He also stated that salaries cannot be paid from these funds and the schools can only use them for instructional enhancements at their school. Mrs. Bell asked, since we can only use the interest, is the dollar amount listed the accumulated interest, and Mr. Lee explained that is just the accumulated interest. Mrs. Bell asked if there is a need to buy something in the classroom, does she understand that is what these funds are to be used for, and Mr. Lee said that is correct, and a computer can be bought for the classroom, but it will only need to be justified to him and the auditors that it is for instructional enhancement. He also explained that it is the CEEF Committee that determines how the money is distributed; and when the school receives their allotment, they can add it to the CEEF dollars they have accumulated and spend the money on instructional enhancements of their choice. Mrs. Bell asked if anyone has talked to Billy Montgomery relative to the change in how Caddo receives funds from the riverboats (receiving more than just the interest). Mr. Lee said it is not his recommendation, because he believes the minute the Board can touch it, it will all be spent. Mrs. Bell asked about the restrooms at Walnut Hill and if the Army barracks in the back of the school will be replaced, and Dr. Goree confirmed we will replace the temporary restrooms designed for two to three years and used for ten plus years.

Mrs. Poljak stated that during the bond initiative it was stated we would be closing schools if the bond passed or not. With only \$84,000 in the black, she noted that the original idea was no schools would be closed until 2016-17 school year; however, she asks if that is something the Board needs to consider sooner. Mr. Lee said it is getting tight for closing a school at this point and be ready for the opening of school in 2015-16. Dr. Goree said he is encouraged that the proposed budget reflects \$84,600 in the black; and in looking at the legitimate costs associated with operating more schools than we have, he did say during the campaign that the 2015-16

school year schools would open in the current structure to allow us to move through the process of consolidating more easily. However, if in a situation of the budget being in the red, he believes at that point it would be wise for the Board to come forward and be responsible in how schools can be closed sooner. Mrs. Poljak said while she understands, it is one thing to talk in theory and another when talking reality; however, schools were going to close no matter the outcome of the bond initiative and with only \$84,600, she questions if that needs to come sooner. Dr. Goree stated that he believes next year would allow time to respond to what the voters said, to some of the modes of communication the voters want and make sure everyone is aware early on with the decisions that will impact school closures which will happen very soon.

Mrs. Douzart stated that she talked with Mr. Woolfolk about an additional football field for Fair Park and she was told this was being worked on. Also she said there is also a name for the Fair Park gymnasium. Dr. Goree reported on a meeting with Fair Park alumni and the discussion of projects at Fair Park and there are some exciting things being done by Capital Projects as well as the alumni. When the rain stops, he added staff looks forward to moving ahead with these renovations at Fair Park.

Ms. Trammel commented on the renovations of the front desk and asked if there is any way possible to do some things in the boardroom which she believes is long overdue. Dr. Goree stated that staff had conversations relative to wanting to send a message when people enter the School Board office, because some do not get past the front desk; however, when looking at renovations, it can get expensive; but staff will look into it.

There being no additional comments/questions on the budget, *Mr. Ramsey moved, seconded by Ms. Trammel, to adjourn.* Vote on the motion carried unanimously and the meeting adjourned at approximately 3:45 p.m.

May 29, 2015

The **Caddo Parish School Board (CPSB)** met in special session in its office at 1961 Midway Street, Shreveport, Louisiana at approximately 11:00 a.m. on Friday, May 29, 2015 with President Steve Riall presiding and the following school board members present being a quorum: Jasmine Green, Margaret Brown, Susannah Poljak, Bonita Douzart, Mary Trammel, Raymond Green, Denee' Locke, Barry Rachal, Larry Ramsey and Dottie Bell. Also present were Secretary T. Lamar Goree and Legal Counsel Reginald Abrams. Mrs. Douzart led the prayer and Pledge of Allegiance.

VISITORS

There were no visitors desiring to speak.

INTERVIEW CANDIDATES FOR THE DISTRICT ELEVEN VACANCY

President Riall announced that the purpose of today's meeting is to interview candidates interested in filling the District 11 vacancy vacated by Mrs. Kirschvink. He stated that candidates will be announced in reverse alphabetical order and the following format and procedures to be followed for interviewing candidates for the District 11 vacancy. *Each candidate will be allowed to make an opening statement addressing the following: his or her reasons for desiring to serve as interim board member from District 11, his or her special skills or experience to offer as a board member from District 11, and his or her perspective on the role of a board member. Each candidate will be given 10 minutes and if time permits, each candidate will be able to make a final summary statement.*

The following candidates shared with the board why they desire to serve as the interim board member from District 11: (1) Parker Ward, (2) Shalanda Swift-Watkins, and (3) Jim Hewlett.

SELECTION OF INTERIM REPRESENTATIVE TO FILL THE CPSB DISTRICT ELEVEN VACANCY

President Riall announced that each candidate's name will be called in reverse alphabetical order and each Board member will have one vote and the interim appointment must receive 6 votes. As each candidate's name was announced, the following votes were cast: (1) Parker Ward (0 votes), Shalanda Swift-Watkins (5 votes – J. Green, Douzart, Trammel, R. Green, Bell); and Jim Hewlett (5 votes – Riall, Poljak, Locke, Rachal, Ramsey). Margaret Brown abstained. President Riall announced the Board will vote on the top two candidates and the following votes were cast: Shalanda Swift-Watkins (5 votes – J. Green, Douzart, Trammel, R. Green, Bell). Mrs. Brown announced that she did vote, but her vote did not register. President Riall announced a re-vote and the following votes were cast: Shalanda Swift-Watkins (6 votes – J. Green, Brown, Douzart, Trammel, R. Green, Bell); and Jim Hewlett (5 votes – Riall, Poljak, Locke, Rachal, Ramsey). President Riall announced that Shalanda Swift-Watkins is the new interim representative for CPSB District 11.

OATH OF OFFICE

Legal Counsel Reginald Abrams administered the oath of office to Shalanda Swift-Watkins, newly appointed interim board member for CPSB District 11. The board and audience extended congratulations and welcomed Mrs. Swift-Watkins to the board.

Adjournment. *Mr. Rachal moved, seconded by Mrs. Locke, to adjourn. Vote on the motion to adjourn carried and the meeting adjourned at approximately 11:37 a.m.*

T. Lamar Goree, Ph.D., Secretary

Steve Riall, President

June 2, 2015

The **Caddo Parish School Board (CPSB)** met in special session on Tuesday, June 2, 2015 at approximately 4:30 p.m. in its offices at 1961 Midway, Shreveport, Louisiana with President Steve Riall presiding and the following board members present constituting a quorum: Jasmine Green, Margaret Brown, Susannah Poljak, Bonita Douzart, Mary Trammel, Raymond Green, Barry Rachal, Larry Ramsey, Shalanda Swift-Watkins and Dottie Bell. Also present were Dr. Lamar Goree, superintendent, and Reggie Abrams, legal counsel. President Riall announced that Board member Locke is out of town. Ms. Trammel led the prayer and Pledge of Allegiance.

GRADE CONFIGURATIONS FOR BLANCHARD ELEMENTARY SCHOOL AND DONNIE BICKHAM MIDDLE SCHOOL FOR THE 2015-16 SCHOOL YEAR

Superintendent Goree introduced Shannon Wall, principal at Donnie Bickham School, who made a presentation on the recommendation for configuration for Blanchard Elementary School and Donnie Bickham Middle School for the 2015-16 school year as a result of the efforts of the principals of the respective schools.

Mr. Wall shared that when Dr. Goree came to Caddo he traveled to the schools throughout the parish asking principals what needs they may have in their schools. He shared with the Board that the concern for Blanchard was one of being overcrowded, and as a resident of Blanchard and because his children attend Blanchard Elementary, this is important to him. Because Blanchard is a feeder school to Donnie Bickham, he and Mrs. Bass began discussing how the overcrowding could be addressed; because no matter the outcome of the bond initiative, it was something that needed addressing. Mr. Wall explained that he and Mrs. Bass shared with their directors a plan to move the 5th graders at Blanchard Elementary to Donnie Bickham and create The Academy at Donnie Bickham Middle School. While this at first seemed something that might be impossible with 750 students at Donnie Bickham, he explained that when they looked closer, they discovered by shifting a few students they would be able to dedicate an entire wing for the incoming 5th graders including restrooms for boys and girls, a computer lab, water fountains, all in their own area. Mr. Wall noted their proposal on a drawing of the school (Donnie Bickham), and that they have plenty of room for the 5th graders. He also shared with the Board how the safety of the 5th graders will be addressed, and they have shared this at a community meeting. He said they assured the community that the campus is ample size for providing them with their own playground area separate from the older students, they will have their own bell schedule (take in at 7:50 and let out at 2:50), and they will have their own buses so they will never cross paths with the older students. The fifth graders will also have a separate lunch shift, and separate recess times in their own area. Mr. Wall added that relative to staffing, the 5th graders will have an instructional coordinator, the fifth grade teachers at Blanchard will move to Donnie Bickham, they will gain a half of a Discoveries teacher, a P.E. teacher that will also do enrichments and one paraprofessional. He said they will offer Discoveries, Gateway, Enrichments such as Art, Technology, Choir, Little Kids Rock, and will be a part of the USA Flag Football.

Mr. Wall further explained that they shared this with the parents and community in a community meeting, and then submitted it to the Superintendent.

Dr. Goree thanked Mr. Wall and Mrs. Bass and others involved, and he noted that it will be necessary for staff to be creative in our thinking to address the needs of the District. He said he believes this is a step in the right direction to provide the best opportunities available to the 5th graders in the Blanchard community.

Mr. Rachal asked how many students were involved, and Mr. Wall responded there are approximately 110 students, and the attendance zone for the Academy will be the Blanchard

Elementary attendance zone only. Mr. Rachal said he believes this staff needs high commendation for putting together a plan to address this concern.

Mr. Ramsey expressed his appreciation for the collaborative effort of both schools.

Ms. Trammel thanked Mr. Wall for what he is doing for the children in North Shreveport; and because the bond initiative did not pass, they will be looking to duplicate and implement some of these type things in the District.

Mr. Riall thanked the superintendent for his insight in addressing the overcrowding at Blanchard, and the need for the plan to come from within the community if it was to be successful. He also thanked Mr. Wall and Mrs. Bass for the outstanding job they are doing at Blanchard and Donnie Bickham.

Miss Green also expressed appreciation to Mr. Wall, and she asked if it will continue to be crowded when it comes to the lunch schedule. Mr. Wall indicated that Blanchard will still be crowded because the school is built for 450 students and it has approximately 600 students, some of which are being taken away. Hopefully, as a result, they might be able to eliminate a couple of lunch shifts. He also noted that for a number of years the school has not had a faculty lounge for the faculty to meet.

She also shared her appreciation for the staff working together to be successful and asked to receive a copy of Blanchard's lunch schedule. Dr. Goree said they will continue to begin lunch at approximately the same time. She also asked if a temporary building is or would be available for use as a faculty lounge. Mr. Wall said he believes so and is something Mrs. Bass would need to address, as they are still working on a plan to continue to alleviate overcrowding at Blanchard for the following year.

Mrs. Bell moved, seconded by Ms. Trammel, to approve the proposed grade configuration for Blanchard Elementary School and Donnie Bickham Middle School for the 2015-16 school year as recommended by the superintendent and proposed by the school principals. Vote on the motion carried unanimously.

RATIFY PROCLAMATION CALLING FOR SPECIAL ELECTION OF SCHOOL BOARD MEMBER DISTRICT 11

Mrs. Bell moved, seconded by Ms. Trammel, to ratify the following proclamation calling for a special election of the school board member from District 11 as submitted in the mailout. Vote on the motion carried unanimously.

PROCLAMATION

WHEREAS, the Caddo Parish School Board has received notification from Kacee Hargrave Kirschvink of her resignation as member of the Caddo Parish School Board District 11, effective May 20, 2015.

WHEREAS, the resignation created a vacancy in Caddo Parish School Board District 11 which required a temporary appointment and the unexpired term of office in which the said vacancy existed will end on December 31, 2018 and exceeds one year.

NOW THEREFORE the Caddo Parish School Board does hereby issue this Proclamation pursuant to LSA-R.S. 18:602(E)(2) ordering a special election to fill the said vacancy in Caddo Parish School Board District 11 for the remainder of the unexpired term as follows:

- (1) The Gubernatorial Primary Election shall be held on Saturday, October 24, 2015; and
- (2) The Gubernatorial General Election shall be held on Saturday, November 21, 2015.

The dates for qualifying for the candidates in the special election shall be September 8, 2015 – September 10, 2015.

This Proclamation shall be published in the official journal of Caddo Parish and a copy thereof shall be sent by certified or registered mail to the Clerk of the First Judicial District Court of Caddo Parish, Louisiana and to the Louisiana Secretary of State as required by law.

Adjournment. *Ms. Trammel moved, seconded by Mrs. Bell, to adjourn. Vote on the motion carried and the meeting adjourned at approximately 5:00 p.m.*

T. Lamar Goree, Ph.D., Secretary

Steve Riall, President

June 2, 2015

The **Caddo Parish School Board (CPSB) Executive Committee** met in regular session on Tuesday, June 2, 2015 immediately following the special called board meeting (approximately 5:00 p.m.) in its offices at 1961 Midway, Shreveport, Louisiana with President Steve Riall presiding and Mary Trammel and Dottie Bell present constituting a quorum. Also present were Jasmine Green, Margaret Brown, Susannah Poljak, Bonita Douzart, Raymond Green, Barry Rachal, Larry Ramsey, and Shalanda Swift-Watkins. Also present were Dr. Lamar Goree, superintendent, and Reginald Abrams, legal counsel. The prayer and Pledge of Allegiance were omitted.

PRESENTATIONS

Sex Education Curriculum. Patrick Greer, director of curriculum, shared with the Board the background in looking at the new sex education curriculum *Choosing the Best*. Mr. Greer explained that Caddo currently utilizes the *Sex Respect* curriculum which is taught in grades 7, 8 and 10, and noted Academic Affairs' concern that the current curriculum was enacted in the mid 1990s and has not been changed or modified since then. He said some supplemental materials have copyright dates back to 1986, and stressed the importance of insuring Caddo's teachers and students have current resources and materials. It is for this reason that the District level team initiated an informal search process to seek curriculum products that align directly with Louisiana's guidelines as well as the District's philosophy of abstinence-based education and good decision making. After a thorough review, he stated the team identified *Choosing the Best* as a series that could best meet the instructional needs of Caddo students. At that time a team of health and physical education teachers was given an opportunity to review the curriculum and the over-whelming majority selected *CTB*. Mr. Greer introduced presenters Deanne Bingham, executive director of Louisiana Youth for Excellence, and Ruth Geertz, western regional director of *Choosing the Best* Publishing Company.

Ruth Geertz shared background information explaining that Louisiana Youth for Excellence received a million dollar grant through Title V to provide curriculum to each parish in Louisiana. At this time she reported that over 25 parishes are utilizing the *Choosing the Best* program, a program that meets the requirements of the Louisiana State Law for abstinence education, it correlates with Louisiana State Standards, and the Louisiana Department of Education's web site lists it as the recommended program. Because of this grant, Ms. Geertz stated it is made available at no cost to Caddo. Ms. Geertz reported that she taught *Choosing the Best* in high and middle schools for four years; and after seeing the difference it made in the students' lives, she chose to be a part of *Choosing the Best*. Ms. Geertz shared a review of statistical information relative to the *Choosing the Best* curriculum, including over 4 million students have gone through the program since 1993; the program is currently used in 47 states; it is evidenced based which sets it apart; it is medically accurate; it is a health and medical model certified by the U.S. Department of Health and Human Services; and it is abstinence centered which meets the Louisiana Abstinence Education Law requirements. She also shared statistical information on the number of teens that continue to get pregnant each year and contract STDs and parishes are consistent in their response to this issue that they are at or higher than the National average. Ms. Geertz noted that *Choosing the Best* has proven results through an evidence-based study that it does get results and reduces the statistics,

Ms. Geertz also highlighted the nine learning areas covered in a five-year scope and sequence approach and noted that each is a stand- alone curriculum that can be implemented at any point a District wishes, and can be completed in 1.5 weeks or less (8 lessons, 50 minutes each). She added that it all correlates with state standards and teacher lesson plans are prepared for them. The learning areas include: (1) Risks of Teen Sexual Behavior, (2) Rewards of Abstinence, (3) Relationship Education, (4) Alcohol and Sex, (5) Peer Pressure and Refusal Skills, (6)

Abstinence Pledge, (7) Character Application, (8) Building Self-Esteem, and (9) Parent Interviews. She also explained that each session begins with a brief video, includes a hands-on activity for the students, and each ends with a character application. The video from the HIV AIDS lesson also was shared with the Board. Ms. Geertz explained that all materials (including teacher training, scripted lesson plans and student books) are provided through the grant at no cost to the District. They also provide a parent program, a one-hour presentation, and parent books to help parents with interactive discussions at home with their child.

Mrs. Brown stated that the age-appropriate materials were compelling to her and she asked about the length of the grant. Ms. Geertz responded that every level of the program is age-appropriate (different language, different videos, different activities) all based on one's age, which is very important. Relative to the length of the grant, Ms. Geertz explained that Title V has been around for decades, but in the early 90s, the Clinton Administration allocated some of the Title V funds to abstinence based education. Also, President Obama has announced he will extend Title V as well as increase the funding to Title V. Mrs. Brown also indicated her concern about parent involvement, and Ms. Geertz explained there is an opt-out letter detailing what someone's child will be learning in each of the courses, and the parent has the right to opt out the child.

Mrs. Bell asked for clarification and will there be a pilot 6th grade class, and can a 12th grade student take the class even if they had not been through the class at the earlier levels. Ms. Geertz explained that each program is stand-alone meaning 9th graders could be taught the class tomorrow without having the prior material, and that is because the material is covered in the earlier grades, but age appropriate to those grades, so the same material is covered in the 9th grade, but it is age appropriate for the 9th grade. Also, she said the current Louisiana Law is abstinence based sex education for grades 7-12 and in New Orleans it can be taught in the 6th grade; however, for Caddo, it is 7-12, and the class can be taught in Health and P.E. or in Science. Mrs. Bell said her concern is will it be the parents who decide if the children take the class? Ms. Geertz said the teachers are trained and will be provided the opt-out letter that should be sent home to the students' parents prior to being taught this program, which is the point a parent can opt out their child.

Mrs. Poljak asked if in moving the students toward abstinence are the students taught about contraception; and if so, what are they taught? Ms. Geertz explained that *Choosing the Best* educates on contraception, but always in the context of promoting abstinence as the healthiest choice, thus it is not advocating or demonstrating. Mrs. Poljak asked if various methods of contraception are shared with the students, and Ms. Geertz explained there is a place in the program (activity) that lists the most common methods of contraception so the students see the typical user failure rates and to aim high for risk elimination. She further explained that in the handbook there is an activity chart "reducing the risk of teen pregnancy" where students are educated about the effectiveness in the limitations, but it is all in the context of "aim high for risk elimination". Mrs. Poljak stated that if students delay the start of engaging in sexual activity, she wants to know that if they get to a point do they also know how to protect themselves. Again, Ms. Geertz said it educates about the effectiveness and limitations, but it will always direct them toward abstinence as the healthiest choice, and studies have shown that by going through this abstinence centered program, a teenager choosing to have sex is not less likely to use a condom because they have learned about the risks.

Mr. Rachal asked if it is free of charge and is it only for five years. Ms. Geertz said it is free and it is an on-going program as long as there is the Title V grant; and even if the grant goes away, there are funds to provide to the schools. Mr. Rachal clarified that it is as long as they (not Caddo) have Title V funds, and Ms. Geertz said that is correct. Mr. Rachal asked about the five years in the information provided, and Ms. Geertz explained that the organization receives the million dollars each year, so it will always be there to provide the curriculum. Mr. Rachal asked that the Board be provided with a copy of the opt-out letter.

Ms. Trammel stated that based on what she is seeing in the District, she supports bringing the much needed new curriculum and is thankful for the presentation today. Ms. Geertz also noted that the program is listed by the U.S. Department of Medical Services as being medically accurate and to stay that way, it must be updated every year. Ms. Trammel shared that some of the things shared on issues, i.e. people living longer with the HIV AIDS virus, may not always be the message to leave with them.

Mrs. Douzart thanked her for the outstanding presentation and for the up-to-date material on this program, a program that students can understand, and that parents can opt out if they do not choose to have their child participate.

Mr. Green shared his elation that this new material is available for the students, and he hopes the Board chooses to move forward with it.

Mr. Riall asked Mr. Greer about implementing in the 7th, 8th and 10th grades, and Mr. Greer said the District is currently doing this with *Sex Respect*. Mr. Riall asked if the 9th grade will be skipped and Mr. Greer responded it depends on the high school's flexibility. Mr. Riall asked Ms. Geertz about the ability to teach in Health and P.E. or Science, and Ms. Geertz said that is correct and she will train the teachers by teaching a model lesson and leading them in the activity.

Dr. Goree reiterated that the Academic Affairs Division did carry the group through the vetting process and this is their recommendation and his recommendation to the Board for providing this service to Caddo students.

ESTABLISH THE AGENDA AND PROPOSED CONSENT AGENDA FOR THE JUNE 16, 2015 CPSB MEETING

Superintendent Lamar Goree highlighted items for the Board's consideration at its June 16, 2015 CPSB meeting and the following discussion ensued.

Battle on the Border High School Football Showcase. Mrs. Bell asked if Byrd is the only school playing and Dr. Goree responded yes and we don't select the schools that participate. Mrs. Bell asked if the City wants the District to participate with them, and Dr. Goree stated his understanding that this is not costing the District any money to participate. Mr. Burton confirmed that it will not cost the District additional dollars, and a similar resolution was passed by the Board when high schools previously participated in Battle on the Border. He also noted the agreement is specific as to what the high school agrees to and it basically is agreeing to the 2015-16 playing dates with supervision and who may sell tickets and when they may do so. Mrs. Bell also asked about the stipulation that no high school may display or advertise their logo on the DiamondVision, and Mr. Burton explained they cannot advertise on the JumboTron (Big screen) at the end of the football field because of contractual agreements the City has with specific vendors.

Resolution to Adopt the 2015-16 Consolidated Annual Budget. Mr. Rachal asked about the origination of the proposed resolution. Mr. Lee explained it is the same resolution the Board adopted last year, and the State now requires that the Board formally adopt the budget through a resolution. Mr. Rachal asked if the statement *the Secretary-Treasurer of the School Board Dr. T. Lamar Goree or his successor is hereby authorized and has sole discretion to make such changes within the various budget classifications as he may deem necessary provided that any reallocation of funds affecting in excess of 5% of the projected revenue collections must be approved in advance by action of the School Board at a meeting duly noticed and convened* is something the State requires or is it specifically the way we worded it. Mr. Lee said it is the State's requirement; however, the CPSB has its own policy that if there are any line item changes

in the General Fund budget, it comes to the Board for approval no matter what the percentage is. Mr. Lee added he believes Caddo's policy will supersede this because Caddo's policy is more strict, and the resolution on the agenda is the State's minimum requirement. Mr. Abrams added that as long as it is being done with that understanding, he believes it can be specified in the motion since it appears this resolution could overshadow the Board's policy. Mr. Lee said he will verify if it can be reworded to reflect what is in Caddo's policy. Mrs. Bell said her concern is Dr. Goree "or his successor", and she asked if his successor can make that decision; and Mr. Lee explained it is not his designee, but it is in the event something happens and a new superintendent is named.

Property and Casualty Insurance Renewals 2015-16. Mr. Lee announced that backup is not available; however, they are continuing to work on one of the policies and he will have something to the Board by the end of the week.

Revision to Discipline Policy JG-R Electronic Devices and Bring Your Own Device Policy.

In response to Mrs. Bell's question, Mr. Abrams explained that the Discipline Review Committee unanimously approved the proposed revisions which basically address the trial use of the "bring your own device" over the last couple of years. In reviewing, it was noted that Caddo's policy differs at almost every school as to what and how the policy is being enforced. Mr. Abrams further stated that because of this it is difficult to enforce a policy that is being done differently at different schools. He explained that the new policy will allow the principal and the teacher the authority as to how cell phones are used at the schools because no student can use or operate his cell phone during the academic day unless authorized to use it by the teacher or the principal for academic purposes. On the school bus, students are not allowed to use their cell phones unless they are in the silent mode, and if a student is disruptive with their cell phone, the bus driver can require that the student refrain from using the cell phone. He further explained that instead of having a separate disciplinary policy relative to suspensions just because of a cell phone, it will eliminate 1st, 2nd, and 3rd offenses because it is not an offense for which a student can be suspended. He further explained that if the electronic device is used for cheating, students will be disciplined for cheating; if they take lewd photographs of someone with the cell phone, they will be disciplined according to that policy; if the phone continues to ring and is disruptive to the class, the teacher can write a referral that the student continues to disturb the class; or if they refuse to turn off the cell phone, they can be disciplined for willful disobedience. Mr. Abrams also stated that administrators felt it important to put some pressure on the students, so it is recommended that administration shall be allowed to hold the device for up to three days with a parent return when the administrator deems it appropriate for the violation of the policies. Mr. Abrams also explained that Bring Your Own Device policy now allows and puts a contract in place discussing how the cell phone can be used: the cell phone will not be used on the 4g Network but on the Caddo Parish WiFi, it must be put into airplane mode and the student must follow and do whatever the teacher says. He added a contract is also included in which the parent and student must sign off and is attached to the policy stating that the student has full responsibility for his/her own technology and District is not responsible for the security of their device, it must be in silent mode on the school campus and while riding the bus, it must not be used to cheat on assignments or tests, students access only files on the Internet which are relevant to the classroom curriculum, student complies with the teacher request to shut down the device, student acknowledges that the Network has a filter on it and they cannot attempt to go past the filter and they can't infect it with a virus, the student acknowledges that it is a violation to access information related to hacking, altering or bypassing the Network, and administration has the right to collect any device suspected of causing problems as a source of attack or infection. Students will also not be able to print from their personal device at school and the parent must agree that the device can be confiscated up to three days only to be returned to the parent, and this document requires the parents' signature and placement in the student's file.

Mrs. Bell asked if this document (BYOD) will be signed by every parent whose child brings an electronic device to school, and Mr. Abrams responded that is the intent and it will be placed in the student file. Mr. Abrams noted that this will be a change to allow students to use their own electronic devices in the classroom for instruction and we will need to be consistent that the principals and teachers will handle any situations the way they deem appropriate at their individual school sites.

Dr. Goree added that they worked diligently to make sure the schools' interests were protected while at the same time stressing importance of getting the technology into the classrooms. He also reiterated that it is the students responsibility in utilizing the technology.

Mrs. Poljak asked if she understood correctly that the use of the electronic devices in the classroom will be for research purposes and Dr. Goree said that is correct and the consent form will be part of the student handbook that goes home with all students. Mrs. Poljak also asked if the District will provide electronic devices for students who do not have them and they are in a school with a high percentage of free lunch. Dr. Goree said we will, and assured the Board that the District will not allow this policy to penalize any child but will be used only to benefit them.

Mr. Rachal suggested that this information be made readily available to everyone on Caddo's web site as well as on the individual schools' web sites. He also suggested that we highlight the words "emphatically" that if students are using the electronic devices, they must be on Caddo's network. Mr. Abrams stated that is in the contract.

Ms. Trammel asked about the age range of students bringing these devices and the problems she fears will come with this new policy. Dr. Goree shared that in the district he came from, a one-on-one iPad deployment was implemented for every high school and when it was, they provided extensive professional development from a guy named Allen November, leading expert on technology in the classroom. He said it is the District's responsibility to teach students how to use technology appropriately and it is important to introduce them as soon as possible to technology and its appropriate use because it (technology) will not go away. He agreed with Ms. Trammel's concerns and it will take time to get teachers accustomed to students bringing their electronic devices, and it will be the District's responsibility to provide the professional development to the principals, who in turn will train their teachers, so we learn to use the technology to benefit the students. Ms. Trammel added that what she is saying is if students are given the opportunity to have their phones for use in the classroom, she doesn't believe there will be any test, quiz, etc. that students will not figure out how to get past whatever Caddo has set up because the students' minds work in that way today. Dr. Goree stated that students are currently doing that, but again it is about management, implementation and utilization.

Mrs. Poljak asked if we will have a wireless network for students to use and how can we make certain students are not going beyond what is set up? Also, she asked if it is possible for the teacher to see what the student is doing on their electronic device? Dr. Goree said we do not, but students have their devices with them now and this is an attempt to put some management procedures in place and to begin teaching them the appropriate use of the technology. Mr. Abrams stated that he believes some of the programs being used will address concerns stated and that currently the wireless is set up with limitation and if someone attempts to go to sites they should not, it will be blocked. He also stated that if someone attempts to go to a site that they should not, there will be a flag to those in IT.

Mrs. Brown shared that approximately six or seven years ago with the advent of cell phones, the alternative schools were given an option to set their own rules which they did; and in the alternative schools they took up the cell phones at the door, and returned them at the end of the day. Mrs. Brown added that when she retired, she had 36 phones in her possession. While some

of the students may not be able to read, write or do arithmetic, they know technology, and every child has a phone.

Mr. Ramsey shared that he has asked a number of principals and teachers how they would handle this, and their response was when students arrive in the classroom, students are instructed to place their electronic device on their desk and at the appropriate time the devices will be used for class instruction; and until that time, the device remains silent and on the desk. He added he believes as long as we have productive thinkers at the school site, this is better than anything we have had. Dr. Goree stated that they did not want the policy to be so restrictive that some of the freedoms of the principals and teachers were taken away, because schools will manage this differently based on their clientele.

Mrs. Douzart shared about the opportunity she had to work with computers in the classroom in 2014, and because of her experience and training in classroom management in this area, the students knew everything went through her. She said she knows this will be very good for the students.

Mr. Green also commented on his appreciation for the fear that goes along with implementation of this, but he said if we fail to move forward with time, it will move without us.

Mr. Riall asked Mr. Abrams what will administration do if it takes up the phone for three days and the parent never shows up to get the phone? Mr. Abrams said it is a penalty provision (holding the phone), but the committee felt strongly about the parent being inconvenienced and that they must come and get the phone.

Sex Education Curriculum. Mrs. Bell asked Dr. Goree if the Board approves this new curriculum, is it possible to orientate the parents of the 7th, 8th and the high school grade at the beginning of the year on what the Board heard today so parents can make a decision if they want to opt out their child from this course. Dr. Goree explained that staff's plan is to offer a presentation to parents in all the affected grades to help parents make an informed decision. Ms. Trammel asked for clarification and isn't the District currently teaching an abstinence based curriculum and parents have the option to opt out their children. Dr. Goree said that is correct.

Caddo Pipeline, LLC Servitude Agreement and Resolution – Norris Ferry Property. Mr. Woolfolk explained that this is a different company than the first company requesting an easement in 2009 and paying \$30,000 for approximately two acres. This request is from a different company and they desire to run another line adjacent to that (30 feet) which is another 2.1 acres and offered \$30,000 to run that line. Mr. Rachal asked if he understands of the total 20 acres, approximately 4 acres will be used for easement and we will have no access for use. Mr. Woolfolk said that is not correct. Mr. Rachal asked for clarification and how we would have use over the pipelines. Mr. White stated it depends on what type of access because if a structure could not be built over it, but you can retain certain service rights (i.e., green space over it that children could use with the company having access in the event there is a leak, etc.). Mr. Rachal stated that while he believes it is great they have given us an offer, he would be more willing to grant this if it were a \$60,000 offer versus the \$30,000 which is what was paid six years ago. He added he believes there needs to be additional negotiations on this and that we should not accept this offer in its given format. He also asked that the superintendent and staff sit down with this company for further negotiations because he rejects this offer at this time.

Mr. Woolfolk shared that the company paid \$2,500 to do a survey and after the survey came back with an offer of \$200 per rod, which is \$16,000. At that time, staff did negotiate with the company and told them we did not accept the offer of \$16,000 and they came back with another offer, finally ending up with an offer of \$431 per rod which is higher than the going rate. They

did not look at what we paid last time, but they looked at the standard rate and staff negotiated from that offer to the offer presented.

Mr. Abrams stated that this pipeline company has expropriation rights because they can demand we provide them with that easement, and at that time they would have to pay the District the fair market value based on what the court says.

Mr. Ramsey asked if the District decided to sell this property would these two easements cause problems if someone is interested in it for residential development. Mr. White responded if there were no pipelines in place and this was the first request, possibly so; but if there is an existing line and you add a second, probably not. He also said he believes development of the property as residential would mean the need for buffers because of the close proximity to the railroad tracks. Mr. White stated that most residents in the City of Shreveport have easements running through their property (water mains, gas lines, telephone, etc.).

Mrs. Bell asked Mr. Abrams and Dr. Goree if we will ever be able to sell this land? Mr. Abrams said the Board has never voted to place this land up for sale. He added if the Board decides it is surplus property and they want to put it up for sale, it can do so.

Mr. Riall asked if the District is receiving mineral right revenue from this land, and Mr. Woolfolk said it is. Mr. Riall asked if any of this pipeline will be built above ground, and Mr. Woolfolk said it will all be underground. Mr. Riall asked about the length of the pipeline, and staff responded it is approximately 1217 feet. Mr. Riall stated that when the first pipeline was granted an easement, they were paying \$1,000-\$3,000 an acre and more for mineral rights, and they are not paying the same now because the price has gone down.

President Riall announced that the consent agenda items are 6.01, 7.01, 8.03-8.05, 8.07, and 8.10-8.11. *Ms. Trammel moved, seconded by Mrs. Bell, to approve the proposed agenda and consent agenda for the June 16, 2015 CPSB meeting as presented. Vote on the motion carried unanimously.*

POLL AUDIENCE

Jackie Lansdale, president of the Red River United, pointed out to the board that the proposed budget reduces five positions in security, and she sees this as problematic relative to compliance with Policy GBNA (Reduction in Force), because if you divide the positions up and list them on individual lines you will see that the monitors are being removed. She believes that this falls within Policy GBNA and all the appropriate protocols within that policy should be followed, which means these employees should be made aware the positions are being reduced and they should have the option to grieve those positions and this has not happened. Mrs. Lansdale stated that it does not state in the budget that five monitors are being reduced and those monitors are being outsourced by hiring an outsource company to monitor the security system. She encouraged the Board to examine this and make sure long-term employees are being treated correctly and all appropriate procedures are being followed.

ANNOUNCEMENTS

Mrs. Bell announced and congratulated Billy Snow for being recognized as one of 20 educators accepted into the Leverage Leadership Institute Fellowship in New York. This innovative and revolutionary partnership between Relay and Uncommon Schools will train a team of high-impact school leaders with a proven track record of success in their local districts.

Adjournment. *Ms. Trammel moved, seconded by Mrs. Bell, to adjourn. Vote on the motion carried and the meeting adjourned at approximately 6:23 p.m.*

June 4, 2015

The Caddo Parish School Board (CPSB) Executive Committee met in special session in its office at 1961 Midway Street, Shreveport, Louisiana, on Thursday, June 4, 2015 at approximately 5:00 p.m. Executive Committee members present were President Steve Riall, 1st Vice President Mary Trammel and 2nd Vice President Dottie Bell. Other board members present were Susannah Poljak, Bonita Douzart and Denee' Locke. Mary Trammel led the prayer and Pledge of Allegiance.

President Riall welcomed those present and explained that today's meeting was scheduled in accordance with CPSB Policy GBM to allow employees to share with the Executive Committee their comments and concerns, and he read for everyone's information CPSB Policy GBM. Mr. Riall announced that supervisory personnel were asked not to attend this meeting so employees could feel free to speak about any concerns they may have. He further explained that Board policy does not allow for the Board members to respond or have dialogue in this meeting; however, he will get with the Board's secretary to get a copy of everyone's concerns and he will meet with the Superintendent to discuss them.

Jon Glover shared her concern about employees speaking at all since they have been told in the past if they come before the Board there may be retribution, retaliation, intimidation, so she believes this limits the number of employees who might come forward with any concerns or issues. If so, her concern is what purpose does this meeting serve if they are not acknowledged and receive feedback. Also, she doesn't believe it to be good practice when an employee challenges something they are asked to do outside the scope of their responsibilities, and management tells employees they will do what they want to until someone tells them different. This is an issue that should be addressed.

Rita Dock stated that she has been an employee 21 years as a custodian, and her concern is the unfairness in being told they would use new hires in the summer, and long-term employees would be used if the new hires didn't want to work. She believes it should be the opposite.

Gloria Boykin stated that she works in the Security Department and she is concerned that her job is being contracted out and after July 31st she will be relocated to a school as a coordinator. She is also concerned that the only way she will receive a paycheck in August is if she uses her accumulated vacation time. She doesn't understand why she must use her vacation time to get paid yet she will still have to work and not be off for vacation.

Patricia Goss shared her concern as a bus driver that she has been singled out and not allowed to use good buses for field trips, athletic trips. Ms. Goss stated she has been employed in Caddo over 20 years and the rule has always been if a driver was going out of town they could upgrade their bus; however, when she has attempted to do so, her supervisor said if the driver of a better bus doesn't care, she could use that bus. She doesn't understand why a bus driver determines who can use a Caddo Parish owned bus/property. She added that the current policy is if a driver has a 2004 bus, which is what she drives, the driver cannot upgrade; and she doesn't understand why a 2013 or 2014 bus can sit in someone's yard while she drives a bus out of town that continues to break down. She does not believe this is the way drivers should be treated.

Jim Jackson thanked the Board for allowing employees to speak. He said he is before the committee because of intimidation that he sees everyday (i.e. drivers being told if they do not want to drive their bus to bring their keys to the office and they will get someone who will). His concern about the unfair treatment of school bus drivers includes management not knowing the law when it comes to the number of students allowed on a bus, favoritism, not having a rule book that is understandable and easy to follow, no new buses for drivers in Vivian, a my-way-or-the-highway attitude toward drivers, and why transportation does not train shop personnel (mechanics) to work on the buses' air conditioning systems and save the District thousands of dollars.

Dr. Elizabeth Sullivan, CAE president, addressed the Board about the employees here today that are distressed and she believes some of these issues could be solved before getting to that point if the Board would allow the unions (Red River United, Caddo Association of Educators, APEL) to meet with the Board at least quarterly and jointly work on resolving these issues.

David Welch stated that he is a sub bus driver from Vivian that has been ban from driving. He explained that after driving for 17 months, he was bumped because another driver did not want to drive her route, so he was bumped to a route into Shreveport. After driving the route for four days, he told them he did not want to drive that route, because when he went to school, he told them he wanted to drive in Vivian. He said he met with the director and felt like he was interrogated for over an hour. He said he also doesn't believe it fair that the retired subs that come back to help are paid the same as new subs and he believes these should be paid what they were making when they retired.

Steve Williamson addressed the unfair attitude toward Vivian bus drivers which he has seen since he returned after retiring with 33 years full time. He noted the many changes in the system since he first began with Caddo in 1978; and he believes the current administration makes the rules up as they go and they are not consistent. He noted that when he began there were only six employees in the Shreveport Transportation office and one in Vivian and the District had approximately 54,000 students (half of which rode the bus), and now there are less students in Caddo, less number riding buses, and twice the number of employees in the Transportation Department; and most cannot keep up with the paperwork sent in. Also, whether or not it is new buses for Vivian or better equipment in the garage and training current employees (mechanics) to fix the buses, he believes the third director made a change to where drivers in Vivian got newer buses than they do today. Mr. Williamson also shared the change in the annual "bumping" session which allowed for regular drivers to "bump" to another route within 10 miles of where they lived; and sub drivers were also not expected to take a route not in their area; and if they were placed on a route, they were not penalized if they did not take the route (which he believes has happened to Mr. Welch). He also stated that while Transportation is hiring new drivers, there is still a need for more drivers in Vivian. He said the drivers in Vivian do not feel as if they are appreciated and that it is disturbing that management does not believe they are doing their job. Other issues include drivers not being paid for field trips, athletic runs and out of town trips in a timely manner, and rules for regular drivers not taking off their route for five days to take students to football games or other out-of-town trips. He said he hopes everyone can come together and work toward a solution to the issues brought forth today.

Pam Peters addressed the board on the new online application process for employees wishing to transfer to another school and how complicated she believes it to be. She said it is a very lengthy application asking for information which she believes is already in her personnel file. She feels like this is more applicable to new employees in the system and not employees who have been in the system. Also, after talking with several colleagues who have put in for a transfer, she learned that numerous ones only emailed their resume' to a principal, received an interview and they have received a job for the next school year as opposed to completing the new application. And even though she has been told she doesn't have to complete the information since she is an experienced certified veteran of Caddo Parish Public School for 16 years, but to just take her resume' to the school, she is told she needs to apply through Human Resources and interviews cannot be completed until they (the school) receives the list from HR. Her concern is that every principal has their own way for posting positions or not which she believes is unfair when there are certified teachers for areas requiring a certified teachers and it is also unethical to treat employees in such a way. She asked that employees be given clarity, understanding and fairness during this process. She also noted the concern that principals are still hiring non-certified persons when there are certified persons available for a position requiring a certified teacher.

Jackie Lansdale, president of Red River United, encouraged the Executive Committee to hold these employee meetings before school is out, and she noted that many of the things heard from

employees today are grievable issues, i.e. security monitors being outsourced and employees losing benefits, Vivian bus drivers concerns and how students are affected, custodians with 21 years of service typically getting to do summer work but now being told the new hires will be the ones to do the summer work, and the counselors who were told there was a mistake in the payroll two years ago and they must now pay back the money they were overpaid. She also shared her thankfulness for the opportunity to meet monthly with the Superintendent and other employee organizations to talk about policies, but there is a block in bringing those policies to the Board as the policy-making body; and she asked that the Board allow the organizations an opportunity to meet with the Board at least quarterly to talk about issues and policies they believe are important to teachers and employees in the District.

Jane Meeks voiced her concern that Gifted students are sometimes a misunderstood group of students. She said she is unsure that those who speak for the Gifted student truly understand the Gifted student, and she shared her attempts to talk with her Board member about the treatment of Gifted students being the same as for every other student when they are not like everyone else. Before decisions are made affecting Gifted students, she said it is important that it is discussed with someone in the Gifted Program directly and not through the chain of command. She believes this would clean up a lot of misunderstanding and what is needed for the Gifted students.

Jacqueline Miller, a speech language pathologist, shared her concern that working in different schools she has observed in classrooms with long-term subs that the students are not receiving the State-required collaborative therapy (curriculum relevant therapy). While she knows there are many that go beyond the call of duty, she is talking about those that are limited and it is not fair to the students. Sometimes the subs are not knowledgeable about special equipment they need to use or they don't have access to the State Department IP Program which means the parents are not receiving progress reports. She encouraged the Board to amp up the recruitment of specialized Special Ed teachers to work with children with exceptionalities. She also shared her concern that many African American children do not have equal access to highly effective teachers or principals, i.e. Atkins and 81st Street. Ms. Miller encouraged the Board to think about all children meeting success and giving them the tools including the highly certified personnel they deserve to meet those goals.

In closing, President Riall stated that all concerns are recorded and will be given to the Superintendent to address and someone will contact those who spoke and left their contact information.

There being no additional speakers, *Ms. Trammel moved, seconded by Mrs. Bell, to adjourn. Vote on the motion carried and the meeting adjourned at approximately 5:55 p.m.*

June 16, 2015

The **Caddo Parish School Board (CPSB)** met in regular session on Tuesday, June 16, 2015 at approximately 4:30 p.m. in its offices at 1961 Midway, Shreveport, Louisiana with President Steve Riall presiding and the following board members present constituting a quorum: Jasmine Green, Margaret Brown, Susannah Poljak, Bonita Douzart, Mary Trammel, Raymond Green, Denee' Locke, Barry Rachal, Larry Ramsey, Shalanda Swift-Watkins and Dottie Bell. Also present were Dr. Lamar Goree, superintendent, and Reggie Abrams, legal counsel. Ms. Trammel led the prayer and Pledge of Allegiance.

CONSIDERATION OF MINUTES OF THE MAY 19, 2015, MAY 21, 2015, MAY 26, 2015, MAY 29, 2015, JUNE 2, 2015 AND JUNE 4, 2015 CPSB MEETINGS

Mrs. Bell moved, seconded by Ms. Trammel, to approve the minutes of the May 19, 2015, May 21, 2015, May 26, 2015, May 29, 2015, June 2, 2015 and June 4, 2015 CPSB meetings as submitted in the mailout. Vote on the motion carried unanimously.

PRESENTATIONS AND RECOGNITIONS

Bill Strother, director of communications and marketing, on behalf of the board, recognized the following staff members and students for recent achievements. President Riall and Superintendent Goree presented each with a certificate in recognition of their accomplishment. Administrators, family and friends present were also recognized.

Prudential Spirit of Community Award. Stephanie Durr, 2015 Captain Shreve graduate, was recognized as one of two top youth volunteers of Louisiana for 2015 by the Prudential Spirit of Community Awards, a nationwide program honoring young people for outstanding acts of volunteerism. She was awarded \$1,000, an engraved silver medallion and an all-expense paid trip to Washington, D.C.

Sue Hefley Educator of the Year Award. Cathy Smith, Caddo's Supervisor of Libraries, was recognized as recipient of the 2015 Sue Hefley Educator of the Year Award, an award that recognizes the outstanding contributions of Louisiana educators to school libraries within Louisiana.

Newly Appointed Administrators. Al Graham, director of classified personnel, introduced new payroll manager Ta'Sheka Morris-Ellison. Margaret Summerfield, current payroll manager, is retiring and was also recognized for her many years of dedicated service to the District.

VISITORS

Brian Salvatore shared with the Board observations he has made over the last several months, including Caddo Parish students in the Project SEED (Scientific Experience for the Economically Disadvantaged) program lacking familiarity and preparedness with essential concepts and ideas, i.e. Haynesville Shale, fracking, horizontal drilling not being taught in the schools; how students want to learn versus how they are being taught today; too much testing in the schools; lack of stick-to-it relative to good ideas presented in proposed plans, and the need to add a new look to the curriculum.

Jackie Lansdale, Red River United, stressed to the Board some of the actions of the 2015 Legislative Session, i.e. fully funded MFP, COLA for retirees and the 1.5% beginning July 1 if the Governor doesn't veto, and the payroll deduction legislation prefiled for next year's session. She also noted the Common Core compromise and that 49.9% of it is the max of any Common Core standards that can be presented in a test, the state cannot contract with PARCC, and

administrative procedures must be followed in looking at the Governor's concerns. Some of the minor things included making sure that the law relative to threats or battery on a school teacher or school employee is closely monitored so teachers and school employees are notified when any Juvenile Court hearing is held relative to what happened to them on the school campus, as well as duty free lunch for teachers and time for daily planning. Mrs. Lansdale stated that not having heard the presentation on the insurance item, she encouraged the Board to have conversation on this item before passing it.

PUBLIC HEARING ON THE 2015-16 CPSB CONSOLIDATED ANNUAL BUDGET

President Riall announced that the public hearing is open for anyone wishing to speak to the 2015-16 CPSB Consolidated Annual Budget. There being no speakers, the hearing was closed.

ESTABLISH THE AGENDA AND PROPOSED CONSENT AGENDA

Superintendent Goree highlighted items on the agenda for the Board's consideration and the following discussion ensued. President Riall announced that the following items are the consent agenda: 6.01-6.02, 7.01-7.02, 8.02-8.05, 8.09-8.10 and 8.13. *Ms. Trammel moved, seconded by Mr. Rachal, to approve the agenda and proposed consent agenda for the June 16, 2015 CPSB meeting as submitted. Vote on the motion carried unanimously.*

CONFIRM THE CONSENT AGENDA

Ms. Trammel moved, seconded by Mrs. Bell, to confirm the consent agenda (Items 6.01-6.02, 7.01-7.02, 8.02-8.05, 8.09-8.10 and 8.13). 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

6.01 Personnel Recommendations. The board approved the personnel recommendations (Security Manager, Supervisor of Attendance and Census, Director of Title I) as recommended by the superintendent and submitted in the mailout.

6.02 Personnel Transaction Reports. The board approved the personnel transactions reports (resignations) for the period of May 1-31, 2015 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 the superintendent and submitted in the mailout on the bid tabulation sheets: (1) Authorize staff to re-bid Uniform Provision & Management Services; (2) Multiple vendors for the purchase of Milk and Dairy Products; (3) Flowers Baking for the purchase of Bread and Bread Products; and (4) Multiple vendors for the purchase of fruit juice. *A copy of the bid tabulation sheets is filed in the official papers of the June 16, 2015 meeting.*

7.02 Construction and Capital Projects. The board approved the following bids as recommended by the superintendent and submitted in the mailout on the bid tabulation sheets: (1) Blocker Builders, LLC, with a Base Bid for the sum total of \$108,950 for Project 2016-224 "Woodlawn Restroom Renovation; and (2) Gene Nims Builders, Inc., with a Base Bid for the sum total of \$192,991 for Project 2016-211 "Youree Drive Canopies". *A copy of the bid tabulations is filed in the official papers of the June 16, 2015 meeting.*

Item No. 8

8.02 Out of State Travel. The board approved requests for out of state travel (General Fund) as recommended by staff and submitted in the mailout.

8.03 Cooperative Agreement-CPSB and Shreveport Job Corps Center 2015-16. The board approved the cooperative agreement between the CPSB and the Shreveport Job Corps Center for 2015-16 as recommended by the superintendent and submitted in the mailout.

8.04 Battle on the Border High School Football Showcase. The board approved the resolution authorizing C.E. Byrd High School to participate in the Battle on the Border High School Football Showcase in 2015 and 2016 as recommended by the superintendent and submitted in the mailout.

8.05 Approval of Re-Bid of Sale of Motor Oil & Antifreeze. As a result of no bids received, the board authorized staff to salvage used motor oil and antifreeze.

8.09 Property and Casualty Insurance Renewals 2015-16. The board approved the property and casualty insurance renewals for 2015-16 as recommended by the superintendent and submitted in the mailout.

8.10 Revision to Discipline Policy JG-R Electronic Devices and Bring Your Own Device Policy. The board approved the proposed revisions to CPSB Discipline Policy JG-R Electronic Devices and Bring Your Own Device Policy as recommended by legal counsel and submitted in the mailout.

8.13 Proposed Revision to CPSB Policy DCE. The board approved revisions to CPSB Policy DCE as recommended by staff and submitted in the mailout.

APPOINTMENT OF OFFICIAL JOURNAL

Mr. Ramsey moved, seconded by Mr. Rachal, to postpone and instruct the staff to find a way to reduce costs associated with the official journal while still meeting all legal requirements as it relates to filing minutes, etc. in an official journal. Mr. Ramsey stated that he has discussed with Mr. Lee possible ways to cut these costs and he doesn't believe it will hurt to wait another month to act on this item. Mr. Rachal asked for clarification and if the motion will postpone this item, and Mr. Ramsey agreed that is what the motion will do.

Mr. Lee stated that while he understands what is being asked, the District still needs an official journal in July in order to advertise necessary items up until the Board makes any changes, and staff will move forward in looking at ways to reduce costs associated with the official journal.

Mr. Ramsey withdrew his original motion, and Mr. Rachal withdrew his second, and Mr. Ramsey moved, seconded by Mr. Rachal, to utilize the same official journal until time that we have a recommendation from staff on how to save money as it relates to Caddo's official journal.

Mr. Rachal asked, if *The Times* is approved as the official journal, are there any contracts that will be signed or will we still be able to negotiate? Mr. Lee responded there are no contracts and we would not negotiate any cost on publishing, but staff would look at what other governmental agencies are doing to reduce the cost of what must be printed in the official journal, i.e. reducing the published minutes to a summary of the Board's action. Mr. Rachal asked for clarification that the reduced cost would be what the District presents to the official journal to publish, and Mr. Lee said that is correct. Mr. Lee also clarified that the resolution before the Board would approve *The Times* as the official journal for one full year. Ms. Trammel asked if there is not another paper in Caddo and Mr. Lee said there is, but not one that does it cheaper.

Mr. Green stated his support of the motion on the table, and Mr. Riall also noted the concern of advertising of capital projects and purchasing bids since the other journals may not be able to reach the number of people needed relative to this aspect of conducting CPSB business.

Vote on the motion carried unanimously.

DRUG MANAGEMENT PROPOSAL FOR GROUP HEALTH INSURANCE

Jon Glover, employee, expressed her concern about the change in the insurance since it impacts her as an employee. She said if she is not clear as to how she will be impacted, she believes it would be detrimental to her, and she believes it should be an open forum for all employees to understand this proposal more clearly before the Board takes action.

*Mr. Ramsey moved, seconded by Mrs. Bell, to approve the implementation of the pharmacy benefit savings program with a two-year contract with **nForm** and the implementation of a compound drug pre-authorization requirement for any compounded drugs over \$100 as recommended by the CPSB Insurance and Finance Committee and submitted in the mailout.*

Randy Watson, director of insurance, shared with everyone that the health care cost account is the second largest expenditure of the CPSB and it is escalating at 4-6% annually. He said staff has done things each year to attempt to control these costs; however, sometimes it is necessary to raise premiums as well as out of pocket expense. Mr. Watson also stated that over the past year staff has formulated the two proposed strategies that will immediately begin to combat rising costs and keep premiums reasonable without raising deductibles and co-pays even higher relative to drug costs, which is the largest cost. He stated that the ratio of drug to total healthcare costs increased from 11% in 1997 to approximately 32% in 2015; and since Caddo became self-funded two years ago, the drug costs have increased 50%. Mr. Watson highlighted paid claims, drug trend summary and changes, comparison of average yearly gross costs per prescription (2010 and 2014), inpatient and outpatient costs, brand name drugs (cost has increased by 300% in five years) versus generic, like-kind employers, etc., all costs of which are out of control.

Mr. Watson explained that the following two strategies will target the two biggest culprits for drug trends: (1) a pharmacy benefit savings program, (use of name and generic brands); and (2) a drug compounding program with a pre-authorization requirement. He explained that the pharmacy benefit savings program entails hiring a third party administrator, **nForm**, to analyze specific drug utilization on individual members and identify lower cost alternative drug therapies with equivalent quality. The company would contact the member's physician to get permission to change any on-going prescription(s) to the alternative drug(s); and if the physician agrees, the TPA would inform the member of alternative drug choice(s) and the prescription changed only if the member agrees. Mr. Watson reported that with a 2-year commitment to this plan, this program could save the District as much as \$1.7 to \$2 million annually. He reported that the TPA's cost is 10% of the savings, but the contract reads they do not get any of their money unless the District saves at least as much as their fees. He added if we do not save, he would bring the renewal with an increase in premiums or the co-pays. Mr. Watson stated this is a pilot program and is presented after much negotiation with Blue Cross and will not cost Caddo anything in net to implement, and hopefully help us make better choices. He also stated he doesn't believe there is any downside to this proposal since the member or the doctor can turn it down.

Mr. Watson also explained that one option was to make this mandatory, but the committee did not want to make it mandatory but more educational for the employees and to let the doctors and the members have a choice.

Mr. Watson further reported that, as a result of nationwide industry abuse on certain compound drug prescriptions, drug compounding costs have increased from less than \$30,000 per year in 2010 to a projected cost of over \$2.2 million in 2015. To address the escalating costs, it will become necessary to continue to raise premiums and deductibles to offset these costs or take more out of the General Fund to address these increases. He explained that insurance companies have implemented strategies requiring pre-authorization of drug compounding payments to address these issues with a pre-authorization based on FDA and drug manufacturer medical criteria. He noted that this does not mean if a compounded drug costs more than \$100 it will be turned down, but only that it must be medically authorized.

Mr. Watson summarized that it is possible for the District to save \$4 to \$5 million over the next two years, which is the same money that will not only save the employer (Caddo Parish School Board) but will also save the member in premiums and out of pocket expenses.

Mr. Ramsey stated that all meetings are advertised and are open to anyone caring to attend. He also stated his appreciation to the Board members beyond the committee members that attended the Committee meeting to hear the detailed presentation and discussion on this issue. He also commended Mr. Watson and the staff for working tirelessly to find ways to keep the costs down for the employees while keeping quality coverage. He said staff has again accomplished this by working well with Blue Cross to provide a method of savings at a limited cost increase that we may or may not incur. Health care costs are ever increasing and Mr. Ramsey shared that with his personal health care coverage he does not get a choice in many cases; but this offers choice for the employees, as well as quality, premium coverage. He stated his support and encouraged the Board to also consider supporting this proposal.

Mrs. Bell, as chair of the committee, echoed Mr. Ramsey's comments; and that when Mr. Watson and Mr. Lee approached her about the need for a meeting to share this positive news, she called a meeting of the committee, the meeting was posted and every employee had the opportunity to attend the meeting or to look at the presentation on BoardDocs. She also expressed her appreciation to those Board members not on the committee for attending the meeting to hear the presentation. Following the committee meeting, she also encouraged Mr. Watson to be prepared to make the presentation at the work session; but no one had any questions. Mrs. Bell stated that with health care and drugs being so expensive, she appreciates Mr. Watson and his continued efforts to help the employees by keeping insurance affordable.

Miss Green thanked Mr. Watson for his outstanding presentation and explained that she pulled it off consent so he could explain it to everyone and they could understand. Miss Green stated that as the liaison to the employee organization meeting with the superintendent, if they are not receiving an email reminding them of meetings, she would like us to do a better job of getting information to them on scheduled meetings, even possibly streaming these meetings.

Mrs. Watkins stated that she is new to the Board but as she reviewed this item on BoardDocs before the meeting, she was very impressed with staff's presentation of the information relative to this item.

Ms. Trammel also noted that the fact it is optional was explained at the committee meeting; and asked if she understands correctly that the information was online. Mr. Watson confirmed it has been online for two weeks. Ms. Trammel stated the need for this proposal for our employees.

Mrs. Brown expressed her appreciation for Mr. Watson's expertise in this area.

Mr. Ramsey moved, seconded by Mrs. Bell, to call for the question. Vote on the motion to end debate carried unanimously. Vote on the motion carried unanimously.

RESOLUTION TO ADOPT THE 2015-16 CONSOLIDATED ANNUAL BUDGET

Mr. Ramsey moved, seconded by Mrs. Bell, to approve the resolution adopting, finalizing and implementing the General Fund and the Special Revenue Fund budgets of the CPSB for the fiscal year beginning July 1, 2015 and ending June 30, 2016.

Mr. Ramsey said it is a balanced budget and he thanked staff. Mrs. Bell also thanked staff and expressed her appreciation for a balanced budget.

Mrs. Brown stated that on Wednesday a group of stakeholders (School District, Juvenile Justice, Parish Commission, Mayor's Office) will meet to find funding for the Truancy and Misdemeanor Center since funding was eliminated by the Governor. She said she believes the Caddo School System will need to help defray the costs, and asked Mr. Lee about the process for adjusting the budget after it is approved. Mr. Lee explained that throughout the year budget revisions are brought to the Board; and depending on the amount of the change, staff would like the opportunity to look and see what can be reduced when adding something else in an effort to maintain a balanced budget. Mrs. Brown stated that the cost for running the Center is approximately \$169,000; and hopefully there will be four stakeholders sharing in the cost. Dr. Goree reiterated that modifications can be made to the budget, but asked that the Board remember it is barely balanced; and generally when adjustments are made, it is because there is an anticipated cost that we did not incur.

Mr. Rachal stated that when the Board hired the Superintendent one of the main discussions was for the Superintendent to present a balanced budget, something which Dr. Goree has done twice. He said he believes the staff has really been tested on bringing a balanced budget, and he appreciates the decisions staff made to make cuts in order to bring forward a balanced budgeted.

Mr. Green asked if he understands correctly that if a Board member brings changes to the budget, that Board member must have voted on the prevailing side. Dr. Goree said it is correct that the change would require a favorable vote from the Board before modifications are made.

Vote on the motion carried unanimously. A copy of the resolution is filed in the official papers of the June 16, 2015 CPSB meeting.

APPROVAL OF SEX EDUCATION CURRICULUM

Mr. Ramsey moved, seconded by Mr. Rachal, to approve the Sex Education Parental Review Committee and complete the curriculum review process. Mr. Ramsey said he was impressed with the presentation at the work session and he believes it should be referred to the committee to complete the review process and bring a recommendation to the Board.

Mr. Abrams stated that State Statute requires that the Sex Education Committee do a full review of all materials that will be utilized, i.e. films, videos, curriculum, books, etc. He said the committee meeting must be noticed like any Board meeting allowing for public comments; and when a recommendation is made to the Board, the Board must also review the entire curriculum, all materials, films, etc. before voting on the curriculum.

Mrs. Locke asked for clarification that the Board is not voting to approve the curriculum today, but voting to approve the committee that will review the curriculum. Mr. Riall responded that is correct. Mrs. Locke also asked about clarification on parental review committees and if there is more than one. Mr. Abrams stated that this parental review committee is specific to the Sex Education Curriculum. Mrs. Locke asked about the names submitted for an additional parental review committee, and Mr. Abrams explained that Board members could have used that same parental review committee member or name a different person for this committee. Dr. Goree

explained that the first parental review committee was a part of the Pupil Progression Plan which is the plan by which the District promotes students to the next grade. Even though Board members could use the same appointment for the Sex Education Parental Review Committee, the appointment to this specific committee had some specific criteria required, i.e. child in the Caddo system between grades 6 and 12.

Mrs. Bell said she is grateful for this committee and the importance for everyone, including parents, to be aware of what is being said to the students in the classroom relative to Sex Education because teaching this to children is a very touchy situation and what is said should only be what is in the board-approved curriculum.

Mrs. Brown added that policy dictates that there are 12 members on this committee and questioned if the Board can approve it today since there are only 10 members. Mr. Abrams confirmed that while the statute does not state you must have 12 members (one for each Board member), policy does dictate that each Board member will appoint one person to the Parental Review Committee; and those who have not submitted a name can do so after the meeting today without it coming back to the Board.

Mr. Ramsey stated that he understands that but he has been turned down by four persons, and he will continue to look for someone to serve in this capacity. Mr. Rachal stated that he can give a name, but he is not sure that person would show up, and he asked if it requires all committee members to be present at a vote. Mr. Abrams explained that this committee is just like the Board in that it requires a majority to be present in order to transact business. Ms. Trammel asked if we have not had 12 members in the past, does this mean the CPSB has been in violation. Mr. Abrams said this policy is specific to the Sex Education Committee Parental Review Committee. Mr. Riall asked if Forethought is looking at this policy? Mr. Abrams further explained that this policy was originally written in 1987 as a result of Sex Respect and legislation passed. He believes it has been modified, but it is specific to the Board and how it would appoint members to the committee and not a Forethought issue.

Mr. Riall stated that he will look at bringing this back before the Board at a later date.

Mr. Ramsey moved, seconded by Ms. Trammel, to call for the question. Vote on the motion to end debate carried unanimously.

Vote on the motion carried unanimously.

CADDO PIPELINE, LLC SERVITUDE AGREEMENT AND RESOLUTION – NORRIS FERRY PROPERTY

Mr. Rachal moved, seconded by Mr. Ramsey, to approve a resolution authorizing the signing of a servitude agreement with Caddo Pipeline, LLC, on the Norris Ferry property as recommended by staff and submitted in the mailout.

Mr. Rachal stated that he understands staff has met with company representatives and he is content with the recommendation brought by staff. Mr. Ramsey asked Mr. Abrams if the Board does not approve this resolution, can the company expropriate the property, and Mr. Abrams said that is correct. Mr. Abrams further explained that if the Board does not approve, the company could take it to court which would not only cost the company a lot of money, but it would also cost the District.

Miss Green asked Mr. Woolfolk about the \$30,000 cost and Mr. Woolfolk explained that the first pipeline went for \$30,000 and the first offer on this was less than \$30,000, so we countered that the price must be at least what we received on the first pipeline laid. He added this company also

gave the District \$2,500 for a survey so the District will actually receive a total of \$32,500 for the right to put the pipeline through. Dr. Goree asked Mr. Woolfolk about the fair market value on this product, and Mr. Woolfolk explained that the fair market value is less than the \$30,000. Dr. Goree also reminded the Board that if it votes no, the company will incur a cost, along with the District, to pursue this in Court.

Vote on the motion carried unanimously.

SUPERINTENDENT'S REPORT

Superintendent Goree reported that progress is being made with the District's collaborations with the RSD; and staff is currently working on adjustments and finalizing contacts as a result of recent changes made with the RSD staff.

ANNOUNCEMENTS AND REQUESTS

Mr. Rachal stated that the Louisiana Department of Education and BESE are working on the new student standards review by a committee of 100 members. He announced that Kelly Hobson, 4th grade teacher in Caddo, was appointed to participate in the review of the English Language Arts content. He asked if there is anything set up whereby the Board will receive feedback through this process. Mr. Burton announced that Nicolette Dotie, Caddo middle school teacher, was also selected to serve on this committee; and these two teachers were selected from a list of seven names submitted by Caddo. Mr. Burton explained there is a schedule this committee will follow and it will include regional meetings where staff will be present to receive feedback from Caddo's representatives. Mr. Rachal said he would like to receive notice when the regional meetings are held.

Mrs. Bell asked for direction on responding to questions relative to Common Core, and Mr. Burton explained that we are still using the Common Core state standards until this committee sends something to BESE to approve. He further said that in the new requirements for the upcoming tests, only 49% of that test may be PARCC items. Mrs. Bell also announced that the Huntington High School Band will leave on July 2nd and she would like for a representation from the District and Board to be at Huntington when they leave for Washington D.C. Mrs. Bell expressed her appreciation for all who have participated in making this possible and that contributions are still be accepted from those wishing to participate.

Mrs. Brown asked about the high water at J.S. Clark and will we provide assistance to get this campus ready for the start of school since there is not a groundskeeper at that site. Dr. Goree stated that staff is aware of the situation at J.S. Clark and discussed this in staff meeting. He said there is no damage to the facilities other than the playground equipment, which cannot be assessed further until the water goes down. He also announced that staff will be available to support the school in getting the campus prepared to receive students.

Adjournment. *Mr. Rachal moved, seconded by Ms. Trammel, to adjourn. Vote on the motion to adjourn carried and the meeting adjourned at approximately 6:13 p.m.*

T. Lamar Goree, Ph.D., Secretary

Steve Riall, President

June 23, 2015

The Caddo Parish School Board (CPSB) **Sex Education Parental Review Committee** met Tuesday, June 23, 2015 at 3:30 p.m. in boardroom at 1961 Midway, Shreveport, Louisiana. Committee members present included Tricia Smith (District 1), Bobbie Washington (District 2), Molly McInnis (District 4), Cynthia Casson (District 5), RoKisha Durham (District 6), Larry Williams (District 7), Jeri Bowen (District 8) and Angenique Ray (District 11). Also present were Keith Burton, Patrick Greer, Anthony Tisdale, Board member Larry Ramsey, Dr. Lamar Goree, superintendent, and Reggie Abrams, legal counsel.

Mr. Burton, chief academic officer, called the meeting to order at approximately 3:30 p.m. He welcomed and thanked committee members present for agreeing to serve in this capacity and introduced Patrick Greer, director of curriculum, and Anthony Tisdale, supervisor of health, physical education, and driver's education. Mr. Burton stated that staff is on the committee's time schedule and available to answer any questions in the Committee's work to recommend to the Board a curriculum that is in the best interest of all students in Caddo Parish.

Committee members present introduced themselves, the districts they represent and information on their involvement in the school system as parents.

Mr. Burton highlighted the items on the agenda and announced that this Committee's meetings are open meetings to the public and there must be a quorum of the committee present in order to conduct meetings.

Overview of Sex Education in Caddo Parish. Patrick Greer shared an overview of the following information and steps in the process of considering a new sex education curriculum for the Caddo District:

- What Louisiana State Law says (Revised State Statute 17.28.1. Mr. Greer read key points in the statute and provided a copy of the statute to the committee members noting what can and cannot be included in the curriculum or any materials being used in sex education instruction.
- Caddo currently uses *Sex Respect* curriculum in Grades 7, 8 and 10.
- Current curriculum has been in place since the 1990s and staff felt the need to provide the students with more current and up-to-date information.
- A District level team began looking at available products in line with the District's philosophy and the State's laws, basically abstinence based and promoting positive decision-making.
- After the team reviewed four different products, the team unanimously determined that *Choosing the Best* was the curriculum that best met the District's needs.
- *Choosing the Best* was opened up to some P.E. teachers for feedback on the materials and they too felt it was the best for meeting the District's needs.
- On June 2, 2015 a presentation on *Choosing the Best* was presented to the Board and a recommendation was made to allow opening up the formal review process.
- On June 16, 2015 the CPSB approved the Sex Education Parental Review Committee; and
- On June 23, 2015 the CPSB Sex Education Parental Review Committee is meeting for the first time.

Overview of Choosing the Best. Mr. Greer introduced Ruth Geertz, western regional director of *Choosing the Best* Publishing Company in Atlanta, Georgia, who explained that Louisiana Youth for Excellence received a million dollar grant through Title V to provide curriculum to each parish in Louisiana. At this time, over 25 parishes are utilizing the *Choosing the Best* program, one that meets the requirements of the Louisiana State Law for abstinence education, correlates

with Louisiana State Standards, and is a recommended program on Louisiana Department of Education's web site; and that she is frequently in Louisiana sharing the program and conducting the training. Because of this grant through the Louisiana Youth for Excellence in Baton Rouge (Deene Bingham, executive director), Ms. Geertz said it is available at no cost to Caddo. She shared that she has been with the company for 11 years; and prior to that, she taught *Choosing the Best* in high and middle schools for four years; and she chose to be a part of *Choosing the Best* when she saw the difference it made in students' lives. Ms. Geertz shared a review of statistical information relative to the *Choosing the Best* curriculum, including over 4 million students going through the program since 1993; the program is currently used in 47 states; it is evidenced based; it is medically accurate; it is a health and medical model certified by the U.S. Department of Health and Human Services; and it is abstinence centered, meeting the Louisiana Abstinence Education Law requirements. She also shared statistical information on the number of teens that continue to get pregnant each year and contract STDs and that parishes are consistent in their response to this issue that they are at or higher than the National average. Ms. Geertz noted that *Choosing the Best* has proven results through an evidence-based study that it gets positive results and reduces the statistics.

Ms. Geertz also highlighted the nine learning areas covered with each being a stand-alone curriculum that can be implemented at any point a District wishes and can be completed in 1.5 weeks or less. She added that everything correlates with state standards, and teacher lesson plans are scripted so everyone is saying the same thing. The learning areas are: (1) Risks of Teen Sexual Behavior, (2) Rewards of Abstinence, (3) Relationship Education, (4) Alcohol and Sex, (5) Peer Pressure and Refusal Skills, (6) Abstinence Pledge, (7) Character Application, (8) Building Self-Esteem, and (9) Parent Interviews. She also explained that each session begins with a brief video, includes a hands-on activity for the students, and each ends with a character application. The video from the HIV AIDS lesson also was shared with the Committee, and Ms. Geertz again stated that all materials (including teacher training, scripted lesson plans and student books) are provided through the grant at no cost to the District, as well as a parent program, which is a one-hour presentation, that includes fully scripted parent books to help parents with interactive discussions with their child.

So committee members knew the value of the *Choosing the Best* curriculum, Ms. Geertz highlighted the cost of all materials of the program (videos, teacher manuals, student manuals, parent videos and materials, training for teachers) all of which are provided through the grant at no cost to the District.

Questions from the Committee:

- How are students engaged in the discussion? Ms. Geertz explained that the teacher is the facilitator and asks the questions to get students engaged and leads the discussion as well the activity. She also reminded the committee that all curriculum is age appropriate with all ages getting the same message throughout when it comes to goals, risks, etc., but the language, videos, activities, etc. are structured based on age/developmental stage.
- Implementation in all (6-12) grades or only in certain grades between 6th and 12th? Ms. Geertz explained that most districts implement only some grade levels in either science or physical education, and she has trained teachers in both areas. Mr. Tisdale explained that in Caddo it is not taught at the 6th grade level, but in 7th and 8th in middle school and 10th grade in high school. Mr. Abrams noted that State Law does not allow it in the 6th grade, and Mr. Burton explained that this committee can recommend to the Board what grades it feels it should be taught.
- Students who participate in activities in school (i.e. cheer) and may not get health, but must get the requirement online which would not allow them to get this curriculum. Ms. Geertz explained that some high schools utilize the instruction in the health class or they incorporate it in just one grade level core assignment, i.e. Biology; wherever they might

reach all the students. She also noted that the abstinence based program is through the 10th grade level; and the 11th and 12th grade program is focused on psychology, healthy relationships, understanding yourself, understanding others, communication, etc., and touches on abstinence; and it is usually offered through an elective or for a few students only through the English III or English IV.

- What else is being presented in the curriculum besides abstinence? Ms. Geertz explained that risks, self-esteem, peer pressure, healthy relationships, goals are covered at each grade level, but in age-appropriate language. She also explained the curriculum educates about contraception, but always in the concept of choosing abstinence as the best choice.
- Is it expected that students are knowledgeable of references to anatomy, other areas of this topic, as noted in the Life lesson (8th grade)? Ms. Geertz explained that *Choosing the Best* does not cover anatomy because it is normally covered in the classroom (science or health/physical education) textbook. Mr. Burton noted that as a middle school principal, they separated the boys and girls when covering this material so the content was covered in an environment that was comfortable to the students.

Mr. Burton asked that all committee members, as they review the materials, to submit questions to him; and he will provide a list of the questions and responses to all the committee members. Ms. Geertz also recommended that the committee members, in reviewing the materials, review each lesson one at a time in its entirety (read the introduction, watch the video, read the lesson, including the teacher notes in the teacher manual, the activities, etc.).

Superintendent Goree thanked the committee members for their commitment to being involved in this very important work to choose and provide students with knowledge and skills that will help them to make wise and healthy decisions. He added it is the goal to never over-step the responsibilities of the parents, but to work with research-based programs that provide the data to support what we are sharing with our students so they make better decisions.

Public Comments. Alicia Forrest, with the Crisis Pregnancy Center, asked if there is any available data/research on the effect this curriculum has on students who are already sexually active? Ms. Geertz responded that it helps to delay sexual activity; or, if students are already sexually active, statistics show that one out of four is choosing abstinence. She asked if the curriculum is set up to open conversation about some of today's trends, i.e. sexting, pornography, social media. Ms. Geertz explained the curriculum is designed, and it is edited annually, to add questions the teacher may ask students that will generate student conversation on current topics.

Mr. Abrams stated that the statute states there cannot be any references to religious or moral belief and asked how this is controlled. Ms. Geertz explained that in teacher training she emphasizes that the curriculum is approved by the School District (Parish) and it is not the teacher's opinion, but the script provided; and that as long as teachers stay on the script, teachers will be in a safe zone. Also, if a parent comes to the teacher and asks what the teacher said to the student, the teacher can share with the parent the lesson plan for that day. She also explained that time management in the classroom is also emphasized in the teacher training so when questions arise, teachers answer them quickly and lead back to the script and stay on target for the lesson. When a student brings up the topic, she explained that in her teaching the script, she was able to determine the response from students at each lesson, and if teachers stay on the script, they will know what to expect from the students, and they can answer without elaborating, but move on with the lesson.

Overview of the Curriculum Review Process. Mr. Burton explained the curriculum review process includes the following:

- Staff reviewed four different curriculum sources and *Choosing the Best* is recommended to the committee.

- Presentation was made to the CPSB who selected the Sex Education Parental Review Committee. Individual members of the Committee and the Board must review all curriculum materials to be used in the instruction of sex education. The Committee will bring a recommendation to the Board.
- The curriculum materials are available for review by the public in the Chief Academic Officer's conference room on Monday through Thursday between the hours of 7 a.m. and 5:30 p.m.
- After the Committee approves a curriculum, a public hearing will be held at a CPSB meeting to allow any member of the audience to speak to the Board on the curriculum; and the Committee's recommendation presented to the CPSB for approval. (Mr. Burton announced that July 28th is the first available opportunity for this to happen, if the committee is comfortable and ready to make a recommendation by that date.)

Selection of Chair and Vice Chair. Mr. Burton explained that the Chair would work with him on meeting agendas, would facilitate meetings, and would be the spokesperson to respond to questions.

On nomination by Mr. Williams, second by Mrs., Bowen, Tricia Smith was unanimously selected as the Chair.

On nomination by Mr. Williams, second by Mrs. Bowen, Mollie McInnis was unanimously selected as the Vice Chair.

Assignments. Committee member assignments were to take home provided kits for review and to prepare for discussion at the next meeting. Mr. Burton announced that seventh grade kits will also be provided once received.

Next meeting date. The next meeting was scheduled for July 8th from 3:30 – 5:30 p.m. in the boardroom.

Adjournment. There being no additional business, the meeting adjourned at approximately 5:00 p.m.

July 1, 2015

The **Caddo Parish School Board (CPSB)** met in special session on Wednesday, July 1, 2015 at approximately 11:00 a.m. in its offices at 1961 Midway, Shreveport, Louisiana with President Steve Riall presiding and the following board members present constituting a quorum: Jasmine Green, Bonita Douzart, Mary Trammel, Raymond Green, Denee' Locke, Barry Rachal, Larry Ramsey, and Dottie Bell. Also present were Dr. Lamar Goree, superintendent, and Reggie Abrams, legal counsel. Mrs. Brown, Mrs. Poljak and Mrs. Swift-Watkins were absent. Mr. Rachal led the prayer and Pledge of Allegiance.

PERSONNEL RECOMMENDATIONS

Mr. Ramsey moved, seconded by Mrs. Bell, to approve personnel recommendations as recommended by the superintendent and submitted in the mailout. Vote on the motion carried unanimously.

OUT OF STATE TRAVEL (GENERAL FUND)

Mr. Rachal moved, seconded by Ms. Trammel, to approve requests for out of state travel (General Fund) as recommended by the superintendent and submitted in the mailout. Vote on the motion carried unanimously.

ADJOURN

Ms. Trammel moved, seconded by Miss Green, to adjourn. Vote on the motion to adjourn carried unanimously and the meeting adjourned at approximately 11:09 a.m.

T. Lamar Goree, Ph.D., Secretary

Steve Riall, President

July 8, 2015

The Caddo Parish School Board (CPSB) **Sex Education Parental Review Committee** met Wednesday, July 8, 2015 at 3:30 p.m. in boardroom at 1961 Midway, Shreveport, Louisiana. Committee members present included Tricia Smith (District 1), Bobbie Washington (District 2), Molly McInnis (District 4), Cynthia Casson (District 5), RoKisha Durham (District 6), Larry Williams (District 7), Jeri Bowen (District 8), Angela Lawrence (District 9) and Jo Wade (District 12). Also present were Keith Burton, Patrick Greer, and Anthony Tisdale.

Mr. Burton, chief academic officer, called the meeting to order at approximately 3:30 p.m.; and he highlighted the items on the agenda.

Approval of Minutes of the June 23, 2015 meeting. *Mr. Williams moved, seconded by Mrs. Lawrence, to approve the minutes of the June 23, 2015 meeting with the noted corrections. Vote on the motion carried.*

Review, Comments and Questions from Committee. Committee members shared comments after reviewing the materials, and discussed the following: grades/classes in which the curriculum is/should be taught, the need to make sure it is offered in classes where all students have access, opportunity for parents to opt out their students and what these students will do while this curriculum is being taught, an informational meeting for parents to receive an overview of the curriculum, and implementation in the 2015-16 school year.

Recommendation for Next Steps. Mr. Burton explained that the next steps in moving forward will depend on how much time the Committee needs before making a recommendation to the Board. If the committee is comfortable with the proposed curriculum and questions have been answered, a recommendation could be made to the Board as soon as the July 28th meeting. The chairperson will present the Committee's recommendation to the Board and any Committee members willing to address the Board may also do so. Once the Board approves the committee's recommendation, staff will begin planning the professional development for the teachers for implementation in the 2015-16 school year.

Next meeting date. To allow time for those who have not had the opportunity to review the materials to do so and to make a recommendation to the Board at its July 28th meeting, Mrs. Smith announced that the PRC will meet on Thursday, July 9th at 5:00 p.m. for the purpose of finalizing a recommendation from the Committee relative to the Sex Education Curriculum for Caddo Parish Public Schools.

Adjournment. There being no additional business, the meeting adjourned at approximately 4:20 p.m.

July 9, 2015

The Caddo Parish School Board (CPSB) **Sex Education Parental Review Committee** met Wednesday, July 8, 2015 at 3:30 p.m. in boardroom at 1961 Midway, Shreveport, Louisiana. Committee members present included Tricia Smith (District 1), Bobbie Washington (District 2), Molly McInnis (District 4), Cynthia Casson (District 5), RoKisha Durham (District 6), Larry Williams (District 7), Jeri Bowen (District 8), Angela Lawrence (District 9) and Jo Wade (District 12). Also present was Anthony Tisdale.

Mr. Tisdale called the meeting to order at approximately 5:00 p.m. and turned the meeting over to Chair Tricia Smith. Mrs. Smith asked if any of the Committee members had additional comments or questions relative to the proposed Sex Education curriculum "*Choosing the Best*".

RECOMMENDATION RE: SEX EDUCATION CURRICULUM FOR CADDO PARISH PUBLIC SCHOOLS

Angela Lawrence moved, seconded by Molly McInnis, to recommend to the CPSB "Choosing the Best" Curriculum for sex education in the middle school (Grades 7 and 8) and that it is taught in either health or P.E. classes and that "Choosing the Best" in the high school levels will be taught preferably at Grade 9 and Grade 11 in the Core classes, and that the information is placed on the website for parents. Vote on the motion carried unanimously.

Chair Tricia Smith announced that she will draft a letter to the Board of the committee's action and forward to each committee for their final approval before submitting it to the Board as the Committee's recommendation.

NEXT MEETING

Mrs. Smith announced that the next meeting will be the meeting of the Caddo Parish School Board on Tuesday, July 28, 2015 at 4:30 p.m. in the boardroom at which time the Board will consider the Committee's recommendation. All committee members interested were invited to attend.

Adjournment. There being no additional business, the meeting adjourned at approximately 5:12 p.m

July 28, 2015

The **Caddo Parish School Board (CPSB)** met in regular session on Tuesday, July 28, 2015 at approximately 4:30 p.m. in its offices at 1961 Midway, Shreveport, Louisiana with President Steve Riall presiding and the following board members present constituting a quorum: Jasmine Green, Margaret Brown (arrived at approximately 4:50 p.m.), Bonita Douzart, Mary Trammel, Raymond Green, Denee' Locke, Barry Rachal, Larry Ramsey, Shalanda Swift-Watkins and Dottie Bell. Also present were Dr. Lamar Goree, superintendent, and Reggie Abrams, legal counsel. Mr. Green led the prayer and Pledge of Allegiance.

CONSIDERATION OF MINUTES OF THE JUNE 16, 2015, JUNE 23, 2015, JULY 1, 2015, JULY 8, 2015 AND JULY 9, 2015 CPSB MEETINGS

Mrs. Bell moved, seconded by Mr. Rachal, to approve the minutes of the June 16, 2015, June 23, 2015, July 1, 2015, July 8, 2015 and July 9, 2015 CPSB meetings as submitted in the mailout. Vote on the motion carried unanimously.

As a point of personal privilege, Ms. Trammel expressed appreciation for the opportunity she and Board member Jasmine Green had (at the invitation of Jackie Lansdale) to travel to Washington, D.C. As a result of this trip, Ms. Trammel announced that, through the American Federation of Teachers, they received 100 books from FIRST BOOK, a non-profit, social enterprise that provides books to teachers for students in low-income families. These 100 books, under Dr. Goree's advisement, will be offered for distribution at new teacher orientation to help new teachers establish their classroom libraries. She applauded Mrs. Lansdale, the American Federation of Teachers, and all the groups working together to make this happen.

PRESENTATIONS AND RECOGNITIONS

Bill Strother, director of communications and marketing, on behalf of the board, recognized the following staff members and students for recent achievements. President Riall and Superintendent Goree presented each with a certificate in recognition of their accomplishment. Administrators, family and friends present were also recognized.

A.C. Steere Student Winner of National Healthy Lunchtime Challenge. William "Samuel" Davis, Student of the Year at A. C. Steere Elementary, was recognized as the State of Louisiana winner of the National Healthy Lunchtime Challenge. Samuel traveled to Washington, D. C. to attend the Kids' State Dinner at the White House with First Lady Michelle Obama.

Huntington High School Marching Band. The Huntington High School "Raider JukeBox" Marching Band was recognized for representing Caddo and the state of Louisiana in the July 4, 2015 National Independence Day Parade in Washington, D.C. The recognition was followed by the band performing one of its marching numbers.

2016 Louisiana High School Teacher of the Year. Nicole Vasquez, Captain Shreve teacher, was recognized for being named the 2016 Louisiana High School Teacher of the Year at the ninth annual Cecil J. Picard Educator Excellence Symposium and Celebration in Baton Rouge on July 11th. Ms. Vasquez, who teaches 9th-12th grade English and Liberal Arts I classes, is entering her eighth year of classroom teaching.

Caddo Parish 2015 Volunteer of the Year Award. La'Krystal Johnson was recognized as a recipient of the Volunteer of the Year Award representing Westwood Elementary and the Caddo Parish School District at the Governor's Mansion in Baton Rouge. Ms. Johnson was also recognized as one of the states "Shining Stars" for her work.

One Class at a Time Winner. Lakia Davis, Atkins Elementary School assistant principal, was recognized in May as one of KTBS's "One Class at a Time" winners. Ms. Davis plans to use the money to improve the culture of the school through academics.

2014-2015 Caddo Public Schools Counselors of the Year. The following counselors were recognized as the 2014-2015 Counselors of the Year by the Caddo School Counselors' Association: Elementary – Alesshrunda Carter-McKeever, Summer Grove; Middle School – Misti Duke, Youree Drive; and Linda W. Anderson, Caddo Magnet.

Newly Appointed Administrators. Charles Lowder, director of certified personnel, recognized the following newly appointed administrators: (1) Angela Henry, Secondary Transformation Specialist; (2) Eric Williams, Professional Development Specialist-Special Education; (3) Zachary Bolzan, assistant principal, Werner Park Elementary; (4) Dr. Matthew Mitchell, principal, Lakeshore Middle; (5) Annie Cherry, principal, North Caddo High School; (6) Charles Washington, supervisor of Attendance and Census; (7) Lawrence Anderson, director of Attendance & Census; and (8) Reginald Dodd, director of Title I.

Al Graham, director, classified personnel, recognized Don D. Otis, new security manager.

Retiree. Upon her retirement, Janis Parker, director of Title I, was recognized for 48 years of service in Caddo Parish Public Schools.

Sex Education Parental Review Committee. On behalf of the Sex Education Parental Review Committee, Chair Tricia Smith thanked the Board for allowing them to provide input into the implementation of the new Sex Education curriculum. She reported that after review and study, the Parental Review Committee unanimously voted to recommend support of teaching *Choosing the Best* curriculum in Caddo Parish Public Schools. She said the committee also recommends that it be taught in grades 7-12, with it being taught in the 9th grade in high school and that it be taught in Core classes in high school and not in Health and P.E. as it is taught in the middle schools. Ms. Smith also said the committee recommends that the opt-out form sent home to parents will include the *Choosing the Best* web site, and that a parent meeting will be held at the school prior to teaching Sex Education.

Mrs. Bell asked for clarification that every parent in grades 7-12 will have the opportunity to attend a meeting/orientation on the new Sex Education curriculum, as well as sex education will be taught in the Core subjects in high school. Ms. Smith stated that the committee is requesting Core subjects in high school to make certain every child has the opportunity to receive it (at this time if offered in Health and P.E., athletes, cheerleaders, for example, would not receive it). Mr. Burton added the recommendation is that priority is given to the Core subjects; however, occasionally due to scheduling, high schools may have to offer it in different subjects. He also confirmed all parents are given the opportunity to opt out their child. Mrs. Bell asked if teachers will be thoroughly trained in teaching this curriculum; and Mr. Burton said that is correct, and one of the greatest assets within the curriculum is the quality of the teacher material and that it is consistent throughout all the grades and covers all subject questions that students may ask.

Mrs. Watkins asked about the length of the course and Mr. Burton said the average timeframe is approximately eight days. This offers schools the flexibility of when it is offered while at the same time the opportunity to begin teaching this fall.

Mr. Riall expressed appreciation on behalf of the Board for the time the parents on this committee committed to study/review and provide input to the Board on this matter.

PUBLIC HEARING FOR NAMING FAIR PARK HIGH SCHOOL GYMNASIUM IN MEMORY OF COACH CLEM HENDERSON AND IN HONOR OF COACH RON PRESTON

President Riall declared the public hearing open for naming Fair Park High School Gymnasium in memory of Coach Clem Henderson and in honor of Coach Ron Preston. There being no speakers, the public hearing was closed.

PUBLIC HEARING FOR PROPOSED SEX EDUCATION CURRICULUM

President Riall declared the public hearing open for the proposed Sex Education Curriculum. There being no speakers, Mr. Riall declared the public hearing closed.

VISITORS

Jackie Lansdale, president of Red River United, shared that a North Carolina School System recently had 1,000 teachers resign for the coming school year. She noted the reason cited by most is that North Carolina ranks 42nd in the Nation in teacher pay, but some said they do not believe it was because of money, but a lack of administrative support. While this is a tragedy for this district and its students, she is still reminded of a request from KEEL radio for a comment regarding the huge discontent among teachers in the Transformation Zone. She said she told them it was not every school in the Zone because some schools had virtually no turnover; but the turnover typically comes from schools that have petty tyrants in administration. While they wanted to know what schools, she did not share that information with them; however, everyone knows it is the schools with administrators whose scores are not steering us into action, they are not in the news, and parent complaints are not making an abundance of noise. Thus, it is easy to ignore the overbearing and micromanagement, the picking of unneeded fights, the divisiveness and the ostracizing; and when it is ignored, the only relief a teacher can gain is by leaving, which is what happens. Mrs. Lansdale referenced the costliness to students, the District and taxpayers in replacing teachers; and she believes what the teachers in North Carolina were saying is that they do not make enough to put up with what they must put up with. She said that teachers will tell you they are like most public servants who serve primarily for the intrinsic value of what they do; and the reward is what they get out of the work done for boys and girls. While money does matter, no one wants to worry about mortgages, feeding their families, and working extra jobs, and for educators, having enough money removes the issues of worrying and frees them to concentrate on what they love to do – teach. Teachers want to be valued and respected, and she encouraged everyone to start the new school year with positive attitudes by reviewing turnover rates in the schools, having conversation with principals and working to cultivate positive relationships. She encouraged the Board to look closely at the list of principal rehires and ask questions, encourage directors and principals to be positive, and look at the many, many ways teachers can be shown respect and value.

Elizabeth Sullivan, president of Caddo Association of Educators, addressed the Performance Evaluation Plan and encouraged the Board to look closely at the proposed revision on Page 3 of Section 3 concerning the observation data collection. She said it was written that each observation would be announced; however, it has been rewritten to reflect that one observation will be announced for teachers and administrators. Dr. Sullivan noted this is a critical situation where teachers and administrators are involved in serious observations; and each observation should be announced. She encouraged the Board to reconsider this revision.

ESTABLISH THE AGENDA AND PROPOSED CONSENT AGENDA

Superintendent Goree highlighted the items for the Board's consideration and the following discussion ensued.

Bids. Mr. Rachal asked for clarification on the leasing cost of vehicles and staff explained that the fleet leasing management program is for vehicles used by various employees as opposed to purchasing the vehicles. Ms. Lloyd further explained that staff is looking at this program because it allows for better budgeting the monthly amounts as well as takes advantage of savings on maintenance. Dr. Goree clarified that this is not the addition of vehicles, nor additional staff with company-issued cars, but only for replacement purposes. Mr. Rachal asked how many cars will we lease, and Ms. Lloyd explained that the rubric provided is from the committee that evaluated the proposals submitted by the two companies. He asked if he understands this is a management agreement and not the actual leasing of any vehicles. Ms. Lloyd said they manage the program and it includes the vehicles we are able to lease under the program. Mr. Rachal asked for further clarification that if we have a lease with them, are we paying additional dollars for them to manage it. Ms. Lloyd said no and that service is included into one price: they lease us the vehicles for 1, 5, whatever years at a cost and the District can build up equity in the vehicles. She explained the State does not allow us to sell these vehicles, so they own the vehicles and the District earns the equity, which allows us to turn the money over into leasing vehicles or be reimbursed up to any equity earned. Mr. Rachal asked for clarity that the amount includes the cost of leasing the vehicles, and Ms. Lloyd said the estimated amount covers all the leasing cost for the vehicles and the services. Mr. Rachal asked about the range of vehicles in this agreement, and Ms. Lloyd responded the District is currently leasing approximately 15 vehicles. Transportation has expressed interest in obtaining vehicles under the particular contract, and the dollar amount was based on an estimate from the Security, Transportation, and other Central Office staff. Mr. Rachal stated he likes the leasing concept because he knows \$50,000 would be spent if the district purchased two vehicles, and asked if we know how much we will be saving annually. Ms. Lloyd stated that she has not worked up those numbers but she can say that a small car costs the district approximately \$18,000-\$19,000.

Mr. Ramsey asked staff to verify the \$50,000 cost, and Ms. Lloyd verified that the \$50,000 is an estimated annual expenditure.

Mr. Green asked how long is the proposed contract? Ms. Lloyd responded it is a five-year lease that includes an out agreement if there is a non-appropriation of funds where the vehicles can be returned and not locked in to a particular time.

Louisiana Compliance Questionnaire. Mrs. Bell asked staff to clarify and Mr. Lee explained this item is related to the external audit and each year this questionnaire is required for auditors to begin collecting the information for the audit.

Section E Policies. Miss Green asked what is different in these policies? Jeff Howard explained that the 35 policies include policies in the old manual that have been changed/combined/deleted to present the new section of policies presented today. Mr. Abrams explained the committee met more than once on this section of policies. He further stated that one of the main issues was relative to references to smoking; and it has been changed and no longer deals with smokeless tobacco, as well as no smoking except in designated areas. The committee felt it would be almost impossible to regulate it and put it back on the facility to provide a non-smoking place.

Mr. Rachal asked about the areas that will be designated on school campuses and if they will be in a guarded area for teachers, employees so they are not in the public eye. Dr. Goree indicated staff was not that specific in coming up with a plan, and Mr. Abrams indicated that is the current policy, indicating there should already be a designated smoking area on all campuses away from students. Mr. Rachal asked if whomever is assigned the responsibility of evaluating the campus site areas might monitor this also.

Request to Seek Bids for E-rate Services. Miss Green asked about the E-Rate Services and are we paying too much for these services. While staff is looking to diversify, Dr. Goree asked Sharon Golett to explain how we are making sure we are getting the best value. Ms. Golett explained that prices the District pays for its Internet Services (and telecommunications are very competitive), we are asking the Board to seek bids for the next term, which seeking competitive bidding is one of the requirements in E-Rate. Ms. Golett responded that staff is also looking to have services for Wan Telecommunications and would like to seek bids from competitors. Miss Green asked how often is this done, and Ms. Golett responded every time we renew the contract for telecommunication services, every three years. She asked if we would be seeking this again in three years, and Ms. Golett said that is correct.

Purchase of Kings Highway Property. Mrs. Brown said she asked at a previous meeting about mineral rights on this property and asked if she is correct in understanding it is the property on the corner of Kings Hwy. and Line, and what is the cost for this property? Mr. Woolfolk responded it is \$117,000. Mrs. Brown asked if this price is excessive and does it include mineral rights. Mr. Woolfolk stated we are paying the appraised market value for the property.

Miss Green asked for clarification on what piece of property this is. Mr. Woolfolk explained that this is the last house on Kings. Miss Green asked how will the property be used; and Mr. Woolfolk responded he believes Byrd will use it for part of the athletic field, an addition to a practice field and a field house. Miss Green asked if the Byrd PTSA is participating in this project, and Mr. Woolfolk indicated we are not providing a field house, but only purchasing and making the property available. Miss Green asked about the condition of the house currently on the property, and Mr. Woolfolk said the owners were living there or renting it. Miss Green asked if the plan is to tear down the house, and Mr. Woolfolk responded that is correct, and Byrd has plans for the piece of property. Dr. Goree stated it is his understanding that the Board has already approved purchasing the house and this is the approval of the resolution.

Mr. Abrams clarified that there was a piece of property in which there was difficulty in acquiring and the Alumni Association was to purchase that particular piece of property. This piece of property is different and the Board approved paying up to the appraised value. The resolution before the Board is to authorize the actual purchase which the Board has previously approved.

Mr. Mainiero stated that the Board approved the property at Dillingham (exit of Byrd property) and the purpose is to purchase the only remaining house/piece of property (lot) to expand existing athletic facilities and provide additional parking. Then, it may be possible to get Dillingham back from the city and make it a part of Byrd.

Dr. Goree stated that some homes have already been relocated, given to other families for use. Mr. Rachal stated his agreement in moving forward since Byrd has the largest attendance in the City and is totally land locked. He also stated history of leasing land across from Byrd High School for the purpose of providing additional parking spaces and hopefully this will alleviate some of the student parking on the streets in the neighborhood around Byrd.

Ms. Trammel noted the many complaints the Board members receive about Byrd and she understands Miss Green wanting clarification on the pieces of land being referenced.

Mrs. Brown clarified that she previously stated real estate is her post retirement occupation; and she believes sometimes we are over charged above what the property was appraised. She noted we currently have a balanced budget and need to be cautious and not overspend the budget.

Mrs. Douzart stated that as a former Drivers Education instructor she can attest to the need for more space so those learning how to drive do not have other vehicles in the way.

Approval of CPSB Policy JR – Student Records and Deletion of CPSB Policy JO. Mrs. Bell asked if this is the policy the Legislature approved; and Mr. Abrams responded it is. Mrs. Bell asked when will we explain to parents so they understand what is allowed and what is not when it comes to mentioning students names, even graduating students, honor roll students, etc.

Mr. Abrams explained the Legislation is unexplainable; and while he believes the law was well intentioned and directed toward the State Department in dealing with the transmittal of data between the State Department and outside agencies as well as making it applicable to the local districts as well, the policy is written to make certain the Statute is followed. He further stated that one of the main issues in this policy is it does not allow re-disclosure even if the parent has consented the District to publish the information. He also explained that the parent may authorize the District to release their child's information to a third party; however, the Statute states that the third party recipient must maintain the data as confidential, which is a problem since this infringes on the parents' rights and the press in submitting information to the public.

Mr. Abrams stated that it is his understanding that LSBA has requested an Attorney General's opinion; but at this time, the District will do the best it can with what it has, and that is to make certain we deal with the spirit of the law to not disclose information without getting parental consent. He also added that the law does not prohibit the parents from bypassing the law and putting their child's name in the newspaper, but the School District cannot do this. At this time, Mr. Abrams added it will require the District to not just have a blanket form at the beginning of the school year for parents to sign, but individual forms will need to be signed by parents for every individual time a student's name is released to a third party.

Mrs. Bell asked if in lay terms, did we break the law today in recognizing the students; and Mr. Abrams explained that if a parent was here with their child for a presentation, this would be an absurd result to say the parent did not consent to disclosure. Mrs. Bell asked that someone please send her a copy of this law by Rep. Shroeder.

Dr. Goree asked Mr. Abrams to respond to whether or not the District could send out a press release naming the student that went to Washington, D.C. even with the consent of the parent. Mr. Abrams explained that the way the law is written, we could enter into an agreement with the local media when issuing a press release with the understanding the name would remain confidential. Mr. Abrams also stated that another problem is there is up to a \$10,000 fine and six months in jail. Mrs. Bell said everyone needs to be made aware of what the law says as the new school year begins. Dr. Goree agreed with the concerns expressed; however, this is being brought forth because there is now a law and the District needs to protect its staff until an AG opinion is received. Until then, staff will work through this to make it as least restrictive as possible while still following the law. Mr. Abrams also added that one important issue is the access to data; and it will be important that teachers are aware that they should look at only their students' data. If staff members violate this, they will be subject to penalties and fines.

Mr. Rachal stated that when recognizing children in a public meeting, everything is public knowledge. Mr. Rachal said it is a shame that the schools will not be able to recognize the accomplishments of the students, staff cannot just send out information on students, and he agrees the District needs a policy in place to protect the employees during the interim time.

Ms. Trammel noted that the District works hard to make the public aware of what Caddo's students are doing; and the Board has even asked that the PR of the District be improved. She said she believes this limits us on what we can say and do and she asked Mr. Abrams where does the Board go from here. Mr. Abrams said the first thing is to get an AG's opinion through the LSBA; and the District will work on a release form for parents' to sign for disclosure and what can and cannot be done with student information as well as how information can be disclosed.

Mr. Abrams also stated that in the instance of yearbooks, he said he believes we can work with the yearbook publishing company and the parent can directly contract with them.

Ms. Trammel asked if it is against the law for Board members to take pictures of students at a school when attending a school function? Mr. Abrams said he doesn't believe it is breaking the law; however, if the pictures are going to be disclosed, parental consent should be obtained before posting on any type social media. He also believes the re-disclosure is another Constitutional issue.

Mr. Abrams also clarified the wording added to Policy JR after meeting with the Juvenile Court Judges relative to sharing student information between the Juvenile Court System and the DA when dealing with truancy or students having problems in the school system. This revision to the policy will allow the Board to enter into an interagency agreement under the Children's code (a separate statute used in conjunction with the law). Mrs. Brown asked if she understands we cannot release the names of children under a certain age. Mr. Abrams explained the issue with the Statute is we do not give the names of children to anyone, i.e. law enforcement, Juvenile Court, etc. Mrs. Brown commended staff for moving forward with the Juvenile Justice System and asked that sometime in the future that the Board look at mental health clinics for our schools since many mental health issues have manifested themselves in murders.

Atkins Elementary Easement. Mary Trammel encouraged everyone to support this easement which will benefit this area.

Approval of Bus Salvage. Mr. Riall asked staff to explain what designates a bus salvageable. While he understands there is a 25 year cap on usage of a bus, he notes in the backup material that some are not 25 years old and it is noted that they are running. Mr. Jones, director of transportation, explained that some buses have engines that are blown, sometimes we salvage parts to have on hand for similar buses, some buses continue to break down after multiple repairs. Mr. Riall asked about the 2011 bus on the list that indicates it is complete and running, and Mr. Jones explained that while he does not have the history of that bus in front of him, running may mean it can be started.

Request to Open Christus Schumpert Clinic at JS Clark Elementary School. Dr. Robinson shared with the Board her excitement in working with Dr. Ruby Scroggins, principal, and Christus Schumpert in this project. Dr. Scroggins noted the many needs in the school that they cannot address, and she contacted Schumpert and the City of Shreveport regarding help in this area. Since she is not a nurse and if she wants to do what is best for the whole child, she must seek out the community for help. She recognized Monica Young, a nurse, educator and the director of Women and Children at Christus Health, who highlighted their outreach program which includes three school-based health centers (Atkins, Linwood, and Woodlawn). Ms. Young said they are responding to a call to serve the under served in the community, and she shared statistics on the numbers of children served who return to the classroom as opposed to going home. She explained that medical professionals will provide convenient access with comprehensive primary and preventative care to the school children. She said they will do physical assessments, risk assessments, conduct educational programs, i.e. tobacco awareness, asthma, gun awareness, diabetes, etc.

Miss Green expressed her appreciation to Dr. Scroggins for her work in securing this program for JS Clark, and asked how will the program operate on the campus? Ms. Young stated they will be on the campus Monday through Friday, from 7-3:30 p.m. Miss Green asked how other interested schools would pursue this service. Ms. Young said their dream is to be in all the schools.

Mrs. Douzart reiterated appreciation to Dr. Scroggins for not only her professionalism, but her concern for her students. Ms. Trammel stated that the program at Atkins is an excellent program and this program will be beneficial to JS Clark by cutting down on absenteeism, and helping and encouraging the students.

Approval of Performance Evaluation Plan. Dr. Goree noted that some changes were made as late as today and asked Mr. Lowder to present the proposed revisions. Charles Lowder, director of certified personnel, explained that BESE (Board of Elementary and Secondary Education) provides Bulletin 130 which is the regulations for the evaluation and assessment of school personnel. He further stated that each year, and every time a new part of the evaluation plan is created, BESE provides the regulations for all school district in Louisiana. Each school district takes Bulletin 130 and tries to mirror what is in Bulletin 130 to provide Caddo's Performance Evaluation Plan for principals and teachers. He explained that a committee meets to discuss and recommended changes are brought forth to the Board. The question brought forth by the visitor is the prior regulation that all observations would have a pre-conference and a post-conference, but the wording was changed this year to reflect that "the evaluators shall conduct observations to gain a complete picture of the performance and impart individual feedback each year to those being evaluated". It also states that "at least one of these observations shall be announced and shall include a pre- and post-conference." Minimum number of observations each year is two. Mrs. Bell reiterated that the speaker stated that all the observations needed to be announced, which means that a person can evaluate a teacher, but it only has to announce them on two. Mrs. Bell asked if it is possible to look further at this revision. Dr. Goree stated that there was very extensive discussion by the Committee on this particular item, and the goal is to make it user friendly for the system as well as the teachers, which is why the committee was formed. Dr. Goree added that everyone must understand that the evaluation plan is in place to help teachers to be as effective as possible; and if we want to always get the best picture of the performance, it's not always necessary to announce an evaluation. He feels that too many times we have used this punitively versus using it to support the growth of teachers. Mrs. Bell asked if it is possible for the Committee to come to a compromise.

Mr. Lowder further explained that when they met as a committee consisting of principals, coordinators, other administrators, the consensus was to follow the wording that goes by Bulletin 130. Mrs. Bell said while she is not trying to tell others what they need to do, she is asking that we be fair, and she believes it is important for a teacher to be on the committee. She asked if both parties coming together and submitting recommendations can be done. Mr. Lowder added highly effective teachers were involved. Dr. Goree said it is possible if that is the Board's wish.

Ms. Trammel asked if she understands clearly that the verbiage comes from Bulletin 130 and BESE says what we need to incorporate. Mr. Lowder said the only thing added in the statement was to make sure that all post conferences would be done in 10 days, and he read the proposed change. Ms. Trammel asked if evaluator needs to notify the one being evaluated. Dr. Goree said that is what is written in the new policy, and only one time will the evaluation be announced, which he believes provides very valuable feedback and information in helping teachers be the very best they can be.

Mr. Rachal asked the superintendent if he sees any problem with one of the visits not being announced; and Dr. Goree responded if he puts his principal hat on, he does not see any problem with it. Mr. Rachal stated he assumes that most principals would want to have an unannounced in order to get a truer picture of what is going on in the classroom in order to help the teacher accomplish the goals. Again, Dr. Goree added that in efforts to support teachers, it is good to see an observation unannounced as well as one that is announced.

Mrs. Watkins stated her agreement that one should not be announced and shared her observation of teachers not always doing their best; and she believes if they do not know when their

unannounced observation might be, it will keep them conscious of the job they are doing daily in the classroom.

Mrs. Bell stated that she believes if a teacher is going to have eight observations, at least three or four of them should be announced; and she asked the superintendent how many observations are done in a year. Dr. Goree responded that one (under some circumstances) or two, and a principal can do eight observations; and with the concern possibly being the administrator, he explained that is something separate from this policy and the administrator should be addressed regarding any abuse of the system, and there is a grievance process in place to protect teachers from such behavior. Dr. Goree said he hears Mrs. Bell and he will make certain in talking with principals that everyone understands the evaluation system is to improve and not a “got you” system.

Miss Green expressed her agreement with Mrs. Bell’s comment that we want happy teachers; and she asked if the Board is voting on this today since school begins August 11th and what does the law say about pre-conference. Mr. Abrams said it mirrors Bulletin 130, and BESE is the administrator for the Statute and they send out the Bulletins and procedures. Mr. Abrams reminded the Board that last year it made a decision that all observations would be formal and include a pre- and post-conference, and the Board can go with what is exactly written in Bulletin 130 or it can be changed. A committee met and thoroughly discussed how it should be done, there were many comments relative to “gotcha” versus support; and he understands this will not be used as a “gotcha”. He said if there is a problem, an evaluator can do more than one or two observations to get a complete picture; and if a teacher doesn’t believe they were treated fairly, there is a grievance process for employees to follow. So, if it is used as the superintendent explained, it should not matter. Miss Green asked if the law does make reference to announced and unannounced; and Mr. Abrams said it does, and it is at least one. Miss Green asked if the vote can be postponed, and Mr. Riall clarified that in speaking with the attorney, this is something needed before school starts. Dr. Goree added staff needs this information approved to begin to prepare the leadership through the professional development schedule what they will be facing as the new school year begins. He also stated that it is believed this policy is one that will best support students in the classroom and ultimately support teachers as well. Miss Green asked when professional development will begin; and Dr. Goree responded professional development begins this week, and the Board can choose not to approve tonight, but it is a decision to not have the evaluation information for teachers when we start school since the next opportunity to approve something will come after school begins. Miss Green stated she agrees with Mrs. Bell, and asked President Riall if there is a way to give the Board a day or two and hold a special meeting, and Dr. Goree said he would argue that we do have happy teachers because in looking at the evaluations and the huge number of teachers in our highly effective columns, and the number of declines in our ineffective columns, one will see we have begun to change this mechanism that improves teachers and helps get teachers to the highest columns possible.

Mr. Riall inquired as to how long this item was posted on BoardDocs, and it was reported the item was on the agenda when it was released; however, the backup was not. Mrs. Douzart noted that there have been times when supervisors become too personal in evaluations, and she believes this is something that needs to be checked more closely.

Mr. Green clarified that he is hearing from the discussion the possible unreadiness for voting on this today; and he understands if one votes on the prevailing side, that person can bring the matter back to the Board. It was confirmed that is correct. In order to meet the timeline, Mr. Green suggested that the Board move forward and vote on it; and anyone who has a concern can bring it back to Board for future consideration.

Mr. Riall announced that Items 6.01-6.04, 7.01, 8.02-8.06, and 8.08-8.11, and 13.01 are the consent agenda.

Jackie Lansdale, RRU, addressed the Board on the Performance Evaluation Plan and that she did attend the meeting and did object to this change (in the Performance Evaluation Plan) because of Act 54 which began in 2010. She stated that Revised Statute 17:39.02 addresses observations and conferencing and that the evaluator(s) of each teacher or administrator shall conduct a pre-observation conference during which the teacher or administrator shall provide the evaluator(s) with relevant information concerning the planning of the lesson to be observed as well as any other information the teacher considers pertinent. It states the observation should occur at a time and place established in advance and shall be a sufficient duration to provide meaningful data which in the case of a teacher shall not be less than the duration of one complete lesson. In the case of a teacher, the observation shall be conducted using the components of effective teaching as well as any other additional local board criteria included in the job description. In the case of an administrator, the observation may consist of the collection of prescribed performance documentation and shall be conducted using applicable components of effective teaching elements prescribed by Board rule or any other local Board criteria included in the job description; and a post-observation conference shall be conducted to discuss accommodations and recommendations. Mrs. Lansdale said this is all the statute says and does not say one can be done one way and one another way; and this is what has been done every year. All others can be done whenever, but if it is a formal observation that is going to be scored, they ask that the District comply with the law. She challenged the Board to look at the criteria of what should be covered in a formal observation to be considered highly effective. Mrs. Lansdale noted that it has always been one way until this year and certified personnel has said they want to comply strictly with Bulletin 130 and say the one observation as a pre-conference but the other unannounced, which would be fine if your entire livelihood did not depend on it. Also, she said the District is not strictly adhering to Bulletin 130 because there is a component on intensive assistance where one is allowed to have representation and the Board can do what it wants to and change it back to that. While she has no doubt there are many principals who conduct the evaluations for all the right reasons, however, she also thinks there are those that do not. She encouraged the Board to put the language back in the policy; but if the Board does not and a teacher is negatively impacted because the District is not complying with the law, she will have no choice but to file litigation against the Board.

Ms. Trammel moved, seconded by Mr. Ramsey, to establish the agenda and the consent agenda for the July 28, 2015 CPSB meeting as submitted. Vote on the motion carried unanimously.

CONFIRM THE CONSENT AGENDA

Ms. Trammel moved, seconded by Mr. Rachal, to confirm the consent agenda (Items 6.01-6.04, 7.01, 8.02-8.06, 8.08-8.11 and 13.01). 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

6.01 Personnel Recommendations. The board approved the personnel recommendations as recommended by the superintendent and submitted in the mailout.

6.02 Personnel Transaction Reports. The board approved the personnel transactions reports (resignations) for the period of June 1-30, 2015 as recommended by the superintendent and submitted in the mailout.

6.03 Requests for Leaves. The board approved the requests 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 submitted in the mailout.

Item No. 7

7.01 Purchasing Bids. The board approved the following bids as recommended by the superintendent and submitted in the mailout on the bid tabulation sheets: (1) Techmart Computer Products, Inc. for the purchase of calculators; (2) Porter's Industrial for the purchase of Uniform Provision & Management Services; and (3) Enterprise Fleet Management for the purchase of Fleet Leasing & Management Services. *A copy of the bid tabulation sheets is filed in the official papers of the July 28, 2015 CPSB meeting.*

Item No. 8

8.02 Out of State Travel. The board approved requests for out of state travel (General Fund) as recommended by staff and submitted in the mailout.

8.03 Louisiana Compliance Questionnaire. The board adopted a formal resolution approving the Louisiana Compliance Questionnaire as submitted in the mailout.

8.04 Approval of CPSB Section E Policies. The board approved the Section E Policies including revisions and policy deletions as submitted in the mailout.

8.05 Request to Seek Bids for E-rate Services. The board approved staff's request to solicit bid proposals for voice and data telecommunication services that are covered by and support E-rate services as recommended by staff and submitted in the mailout.

8.06 Purchase of Kings Hwy Property. The board approved the resolution and real estate sales contract for the purchase of the property at 655 Kings Highway as recommended by staff and submitted in the mailout. *Copies of said resolution and sales contract are filed in the official papers of the July 28, 2015 CPSB meeting.*

8.08 Approval of Recommendation from Sex Education Parental Review Committee. The board approved the recommendation from the Sex Education Parental Review Committee to implement *Choosing the Best* curriculum in Caddo Parish Schools as submitted in the mailout.

8.09 Atkins Elementary Easement and Right of Way Agreement. The board approved the Right of Way Agreement and Resolution with AEP Swepco for an easement to go through Atkins Elementary property for upgrading electrical service in that area.

8.10 Authorization for Bus Salvage. The board authorized staff to salvage CPSB vehicles in accordance with CPSB policy.

8.11 Request to Open Christus Schumpert Clinic at JS Clark Elementary School. The board approved the request to open a Christus Schumpert Clinic at JS Clark Elementary School as recommended by staff and submitted in the mailout.

Item No. 13

13.01 Student Readmission Appeals. The board approved staff's recommendation for student SD as submitted in the mailout and whose parents are in agreement.

APPROVAL OF CPSB POLICY JF – STUDENT RECORDS AND DELETION OF CPSB POLICY JO

Mr. Ramsey moved, seconded by Mr. Rachal, to approve CPSB Policy JR (Student Records) and delete CPSB Policy JO as recommended by staff and submitted in the mailout. Vote on the motion carried with Board members Swift-Watkins and Bell opposed and Board members Riall, Green, Brown, Douzart, Trammel, R Green, Locke, Rachal and Ramsey supporting the motion.

APPROVAL OF CADDO PERFORMANCE EVALUATION PLAN

Mr. Ramsey moved, seconded by Mr. Rachal, to approve the 2015-16 Performance Evaluation Plan (PEP) as submitted in the mailout.

Mr. Ramsey stated that he doesn't sense any abuse; and if there is, he believes that is Dr. Goree's job to address it. He believes the Board has successfully done this over the years, so he supports the staff's recommendation.

Mrs. Bell stated her concern that only one is announced, and with the new law, she believes it is a lot compared to seven years ago. She agrees we need to start school, but this will come back after she has an opportunity to read and study it more closely.

Miss Green moved, seconded by Mrs. Brown, that this item be postponed and a special meeting called to address this issue. Miss Green said she believes everyone has put their concerns on the table and this would give the Board a little more time to hear from employees and employee organizations and hopefully come to an agreement. Mrs. Brown said she supports this motion to give others should be given the opportunity to express their feelings on this issue.

Mr. Ramsey moved, seconded by Ms. Trammel, to call for the question on all motions on the floor. Vote on the motion carried with Mr. Rachal opposed.

Vote on the substitute motion failed with Board members Green, Brown and Douzart supporting the motion and Board members Riall, Trammel, R Green, Locke, Rachal, Ramsey, Swift-Watkins and Bell opposed.

Vote on the main motion carried with Board members Green and Bell opposed and Board members Riall, Brown, Douzart, Trammel, R Green, Locke, Rachal, Ramsey, and Swift-Watkins supporting the motion.

LITIGATION UPDATE RE: CATHY SLEDGE V. CPSB, CASE NO. 570,847, FIRST JUDICIAL COURT, CADDO PARISH, LOUISIANA

Mr. Rachal moved, seconded by Mr. Ramsey, to approve confidential settlement statement agreement and release of all claims in the case Cathy Sledge v. CPSB, Case No. 570,847, First Judicial Court, Caddo Parish, Louisiana. Vote on the motion carried unanimously.

ANNOUNCEMENTS

President Riall announced that we will adopt millage rates at the September Board meeting.

Ms. Trammel expressed appreciation to all who were involved in the success of their summer camp for 125 children.

Mr. Ramsey stated that while attending the Southern Leadership Conference he was reminded of how fortunate Caddo is to have Scott Richard as the executive director of the Louisiana School Boards Association.

Dr. Goree invited everyone to attend the celebration for Caddo Parish School Board retirees at 3:00 p.m., Thursday, July 30th at Captain Shreve High School

Mrs. Douzart reiterated Mr. Ramsey's comments regarding the Southern Leadership Conference, and she reminded everyone that as educators we should be flexible, accountable and teachable.

Adjournment. *Ms. Trammel moved, seconded by Miss Green, to adjourn. Vote on the motion carried unanimously and the meeting adjourned at approximately 7:11 p.m.*

T. Lamar Goree, Ph.D., Secretary

Steve Riall, President

July 28, 2015

The **Caddo Parish School Board (CPSB) Long Range Planning Committee** met in regular session on Tuesday, July 28, 2015 at approximately 2:00 p.m. in the boardroom at 1961 Midway, Shreveport, Louisiana with Chair Larry Ramsey presiding and the following committee members present constituting a quorum: Bonita Douzart, Barry Rachal, and Shalanda Swift-Watkins. Committee member Susannah Poljak was out of town. Also present were Steve Riall, Denee' Locke, Dr. Lamar Goree and Reggie Abrams, legal counsel. Mr. Rachal led the prayer and Pledge of Allegiance.

DISCUSSION ON POSSIBILITY OF REPLACING PROPERTY TAX REVENUE WITH SALES TAX REVENUE

Mr. Ramsey called the meeting to order and announced that the sole purpose of today's meeting is to discuss the possibility of replacing property tax revenue with sales tax revenue; and following Mr. Lee's presentation, committee and other board members will be afforded the opportunity to make comments and ask questions.

Mr. Lee explained that currently the sales tax is 1½% and generates approximately \$75-\$80 million a year; and increasing it by ½% could generate approximately \$25,000,000, reducing property taxes by a similar amount. The current sales tax cap for the parish is 9% and some areas in the parish already exceed that as a result of getting Legislative approval, i.e. Ida is currently at 10.35%. Mr. Lee commented that it would be staff's preference to pursue this as a districtwide tax, because if .4 of a percent were passed in the City of Shreveport, it would be hard to justify collecting taxes within the taxing district but spending them in schools that lie outside the taxing district. Mr. Schleuter shared with the committee that state law provides for different taxing limits for the different taxing bodies; and parishes and school boards generally have a 9% cap so the maximum rate the school board can pursue will be up to 9.35 in any part of the parish. At this time, he reported those that cannot be taxed because they are currently at the cap include Vivian, Oil City, Herndon, Mooringsport, Blanchard, Rodessa, and Ida. Those not currently at the cap and who can be taxed include Shreveport, Greenwood and the balance of the parish. Mr. Lee added that carving out those areas already capped will be difficult and is why he believes we would want to move forward with getting Legislative approval even if the Board is not ready to bring this forward to the public immediately as the Legislative approval does not expire. He also reminded them that if individual taxing areas are established, the money from the tax must be spent only in those taxing areas; and if a district has a parishwide tax, it can be broad and used for maintenance, salaries, capital projects, bonds, etc. He also stated that while the other entities have different rules to follow, if another entity (i.e., the City of Shreveport) passes a sales tax increase, it will affect the school board's remaining capacity. However, if the school board gets Legislation passed, authorizing it not to exceed 1% or ½%, it will apply only to the School Board, and it does not expire, nor is it affected by anything that other taxing authorities might do.

Mr. Ramsey noted that this was looked at a few years ago and the same discussions were held. He said there is a way to move forward with a .4 of a cent sales tax and a second option is to encourage legislators to increase the cap. While many believe the cap has been raised, that is not true; because it is something on which voters must vote. With 2016 being the earliest opportunity, it is also a time for the renewal of some critical millages.

Mr. Rachal noted that he believes everyone heard loud and clear what the public said about the 1 mil in the last election; and he is concerned about the effects of the 25 mils not passing in the spring. He said it is very important that we are pro-active at this time in moving forward. Mr. Rachal stated he believes the District should move forward with the .4 increase proposal, get Legislative approval, and asked if staff wants to do this, is it something staff likes? Mr. Lee

responded that he has reservations relative to the timeline and the need for the voters to approve a millage in the spring that is for salaries; and he stated what he believes the District will face if this is not addressed soon. Mr. Rachal also shared his concern for the number of people voting to increase property taxes and they are not paying taxes since their property of less than \$75,000 in value is exempt from property taxes. Mr. Rachal asked staff for numbers of taxing districts and the number of schools outside of the city limits of Shreveport. Dr. Goree noted a previous conversation relative to the combination of a sales tax increase and a reduction of property taxes, and Mr. Ramsey reminded everyone that is exactly what the agenda item is for today and comments and questions should be about these possible proposals.

Mr. Schlueter explained what the sales tax monies can be used for, that Legislative approval should be a routine approval allowing the school board the flexibility to present a proposition to the voters as to what it will do with these funds in less than 200 words. This proposition can incorporate a broad spectrum of funding possibilities, i.e. salaries, operations, capital improvements, maintenance, etc., and he encouraged them if going this direction to make it a perpetual tax so it does not end. Dr. Goree asked for clarification and if the proposition can be written so that in the event it does not pass, it does not mean there will be a reduction. Mr. Schlueter said it should be written so that the district can get the security of the entire 1% and make sure there will be ample funds to do what is necessary. Dr. Goree asked Mr. Schlueter about sales tax being a regressive tax and the property tax an aggressive tax and the types of push backs across the state. Mr. Schlueter explained that those who have a balance tend to be successful in passing these. Mr. Rachal asked about the possibility of the passage of the sales tax being subject to the reduction of property taxes. Mr. Schlueter shared what another district did to be successful in seeking a successful tax increase, as well as what DeSoto Parish did when they received the Haynesville Shale funds.

Mr. Abrams asked about perpetual and if the thought is to put the millage renewals and the sales tax increase on the same ballot, and Mr. Schlueter stated that he understands the millage renewals are on the ballot for April 2nd and nothing can be placed on the ballot now absent legislation in the spring, thus the earliest this election can be on the ballot is the fall of 2016. Dr. Goree stated that with the trust factor in the community, he believes you handle this by allowing the millages to expire, and he doesn't believe anyone is comfortable with that approach.

Mr. Schlueter also highlighted what must happen in preparing to introduce appropriate legislation, getting approval before drafting a proposition to present to the voters.

Mr. Ramsey asked Mr. Schlueter and Mr. Lee to build a document of the pros and cons as well as the options we have based on the discussion today, looking at the sales tax rate of neighboring parishes also. When this information is available, the Committee will meet again to receive and discuss this information. Staff believing the information can be put together by mid-August, Mr. Ramsey announced the next meeting of the Long-Range Planning Committee will be August 18, 2015 at 2:00 p.m.

Adjourn. *Mrs. Douzart moved, seconded by Mrs. Shalanda Swift-Watkins, to adjourn. Vote on the motion to adjourn carried at 2:55 p.m.*

July 28, 2015

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Adjourn. *Mrs. Douzart moved, seconded by Mrs. Shalanda Swift-Watkins, to adjourn. Vote on the motion to adjourn carried at 2:55 p.m.*

August 4, 2015

The **Caddo Parish School Board (CPSB) Executive Committee** met in regular session on Tuesday, August 4, 2015 at approximately 4:30 p.m. in its offices at 1961 Midway, Shreveport, Louisiana with President Steve Riall presiding and Mary Trammel and Dottie Bell present constituting a quorum. Also present were Board members Jasmine Green, Margaret Brown, Susannah Poljak, Bonita Douzart, Raymond Green, Denee' Locke, Larry Ramsey, and Shalanda Swift-Watkins. Dr. Lamar Goree, secretary, and Reggie Abrams, legal counsel, were also present. Mrs. Locke led the prayer and Pledge of Allegiance.

President Riall announced that Barry Rachal is absent because of a family emergency.

PRESENTATIONS

Strategic Plan. Re-Imagine Caddo: The Plan for Excellence. Superintendent Goree presented the strategic plan for Caddo – Re-Imagine Caddo: The Plan for Excellence. He shared he brings this plan whose purpose is to increase academic performance and everything in the plan (each action step and objective) does affect academic performance. Dr. Goree stressed that this is a working document and is a road map to be successful; however, if at any point it is determined that it is not moving in the best interest of the District, it can be modified and adjusted. He also noted that this plan does not require additional funds and everything in the plan works within the current budget structure of the District. The superintendent stated that the intent is to be as transparent as possible and that the very best information is presented to the community and there will be an external evaluation method for determining that the plan is effectively implemented. The community will continue to be the District's on-going partner, and there will be numerous opportunities over the next 3-5 years for the community to have an active voice in the plan as it is implemented.

Relative to the process, Dr. Goree highlighted the steps that began in July of 2014 when the Board selected Evergreen Solutions to facilitate the plan and process. In August-September 2014, the District committee comprised of community persons, teachers, principals, maintenance, cafeteria workers, et.al., was formed to work on the development of the plan, and community meetings were held offering all citizens the opportunity to share and provide information that would be used in developing the plan. In October-December of 2014, the consultant interviewed focus groups, and by having an outside consultant, we were able to receive uncensored, unfiltered information. Also during this timeframe, community meetings, as well as additional committee meetings, were hosted to receive feedback from the September meetings. In January-June of 2015, Dr. Goree reported that the committee worked through the goals and began to craft measurable objectives and action steps of the plan, as well as formed subcommittees to include yet additional community members in the process. In July of 2015 a draft of the plan was released to the public to allow another opportunity for all 250,000 citizens to provide input in the plan; and staff worked to integrate as much of the feedback as possible into the plan, and will continue this process in moving forward.

Superintendent Goree stated that one of the first things the committee developed was the "Mission" and "Vision" and clarified that the "Mission" Statement is where you see yourself within this school year, and the "Vision" Statement is where you see yourself in five years. The Mission Statement agreed upon as a group for the District is *Caddo Parish Public Schools is dedicated to preparing students for the future, developing the whole child academically and socially – in collaboration with families and the community.* The Vision Statement for the District agreed upon is *All students in Caddo Parish Public Schools will become life-long learners equipped with the skills, knowledge, and attitudes to succeed as productive and responsible citizens in a local, national, and global society.* Dr. Goree stressed to everyone how much thought went into developing the Mission and Vision Statements.

The superintendent highlighted the seven goal areas as follows:

- 1. Academics --** Provide rigorous, well-rounded instructional programs that accelerate academic opportunities for every child by reducing the achievement gap, ensuring every student graduates college and/or career ready

Goals and Objectives

- K-2 Literacy – Increase the percent of students in grades K-2 performing at or above grade level as measured on the district reading assessment (DIBELS) by improving the quality and accessibility of early learning programs available for children from age 3 to kindergarten through a District universal application process and provide instructional frameworks and coaching.
- 3-8 English Language Arts (ELA) and Mathematics – Increase the percentage of students in grades 3 through 8 scoring proficient in English-language arts and mathematics by 12 percent by implementing data-driven instruction (DDI) practices including assessment item analysis, teacher data meetings, instructional action plans and feedback loop, and implementing RTI including frameworks for core instruction and intervention groups.
- Graduation Rate – Increase the high school graduation rate by 10 percent by 2020 through monitoring and tracking all potential high school graduates’ academic progress to ensure on-time graduation and plan for and launch, in collaboration with workforce, post-secondary and community partner agencies, a virtual learning option that includes coursework, training and college e-learning.

- 2. Family and Community Engagement –** Leverage community resources to strengthen family and community engagement in supporting student and school success.

Goals and Objectives

- Parent Involvement and Community Engagement – Develop and implement a plan to increase parent involvement while also increasing opportunities for meaningful collaboration with the community by creating “parent universities” to educate parents regarding curriculum and resources available, forming a parental and community engagement ad hoc committee chaired by a CPSB staff member to review and recommend policies and procedures, and determine campus needs through a needs assessment for community partnership opportunities.

- 3. Marketing and Communication –** Earn community trust and support for Caddo Parish Public Schools

Goals and Objectives

- Earn community trust in Caddo Parish Public Schools as measured annually through a survey of parents and stakeholders by hosting an annual “State of the District” event that includes the release of a published report on district progress, developing and utilizing a multi-year marketing plan to communicate a positive and realistic view of Caddo Parish Public Schools, forming an ad hoc committee encompassing a variety of stakeholders, and developing and implementing a transparent process for community input regarding decisions that affect school closings/consolidations, bond initiative, day to day operations, etc.

- 4. Human Resources and Professional Development –** Develop and implement a multi-year plan that will address recruitment, development and retention of personnel.

Goals and Objectives

- Vacancies - Reduce vacancies by 10 percentage points annually using the October 1 count by increasing early commitments from potential employees, consistently using data and workforce indicators to align resources, visiting surrounding universities for continued recruitment and organizing and facilitating semi-annual job fairs.
- Highly-qualified applicants – Increase the percentage of highly-qualified (as defined by the LDOE) applicants hired by five percent annually by providing a Praxis preparatory program for prospective teachers and re-certifications, creating a forum with universities

for input on teacher preparation, certification requirements and staffing needs and providing online application system training to school-based administrators.

- Retention of certified and classified employees – Increase the retention of certified and classified personnel within the 3-year range of employment by establishing mentor/mentee relationships in workplace settings for all new hires, and developing and routinely surveying new employees on matters of needs and climate satisfaction.
- 5. Innovation and Technology** – Re-imagine and reinvent learning environments that prepare all learners with the skills and capacities for 21st century citizenship, global awareness, creativity, collaborative problem-solving, and self-directed learning.

Goals and Objectives

- Science, Technology, Engineering, and Math (STEM), Project-based learning, and Model Programs – Quality specialty programs will be developed and implemented beginning with five pilot schools and reaching full implementation within five years by researching, studying and visiting successful models; following development and launching cycle for rollout; and providing training, support and coaching to school program personnel.
- 6. Operations** – Provide a safe, clean, and efficient environment which enriches the neighborhood and ensures an excellent educational and operational experience for all of our students, staff, and visitors.

Goals and Objectives

- Buses on time – Transportation will provide 98 percent daily average on-time delivery of students to and from school by reducing bus repair backlog, maintaining 13 percent available substitute bus drivers, reducing at-fault bus accidents, and reporting weekly on-time delivery.
- Maintenance – Unexpected school facility repair work orders will be kept at a level below 50 percent by developing preventative maintenance schedules, using maintenance software to monitor percentages of work orders received as “reactive,” “preventative,” “predictive” and “planned”; and augmenting shifts for night activities.
- Energy costs – Annual energy costs will be reduced by 10 percent by identifying top 10 highest energy users, establishing a formal process for conducting energy audits of each school and providing audit information to school principals and head custodians, and reducing the number of temporary buildings.
- Vacant buildings – Develop action plans for the use of all abandoned school structures by assessing all vacant buildings on an annual basis; and any buildings or structures meeting this objective will undergo the following process of evaluating structural integrity, determining future needs, identifying possible community use by meeting with community groups and presenting a plan to the Board if found to be viable.
- Capacities – The district will attain an 85 percent minimum student capacity level at all of our school facilities by analyzing student population shifts through a demographic service provider, developing a web-based portal for student demographics, reviewing mobility rates and presenting an annual report to the Board.
- Security – Physical security of each site will be upgraded and improved, leading to a 10 percent reduction in property-related crimes and security incidents by adding access control at all school levels, upgrading alarm systems, and upgrading and adding cameras.

Following Dr. Goree’s presentation, President Riall opened the floor for questions from Board members.

Mrs. Douzart reiterated the need for a plan for teachers who are struggling, as well as for substitute teachers. Dr. Goree stated that Caddo’s philosophy is we value everyone in the system, so when looking at increases, it will be done across the board. While that is not a commitment with subs and sub pay, they do look at the practice when looking at it across the board; and they do so because we recognize that the bus driver, the cafeteria worker, teacher assistants, etc. are all very valuable to what the teacher does in the classroom. Mrs. Douzart complimented Dr. Goree on the great comprehensive plan.

Mrs. Poljak asked about the measurements for the increases and how will they be measured, i.e. high school graduation numbers may have increased by 50%, but the actual analysis makes it appear a much smaller percentage and she doesn't believe the public realizes the strides these schools have made. Dr. Goree stated that because this is a living document and the community will continually be engaged, he believes there will be many opportunities to share examples and provide answers to questions such as what it means to increase graduation rates by three percentage points. Also, there is a certain threshold of improvement where the State will come in and audit what is being done, so the goals set are very realistic, attainable goals; and it will be necessary to spend some time explaining this to the stakeholders. Mrs. Poljak stated that she only wants the public to understand the gains we are making and to get the credit because some of the gains in the Transformation Zone were enormous, but the numbers in the report do not reflect the gains as enormous. Dr. Goree explained the graduation rate in which the school grade is based on lags one year behind, so information on what was done in our high schools this past year will not be the data used for grading this year, and he agreed this information needs to be shared with the stakeholders.

Mrs. Brown shared that in an attempt to revitalize their neighborhood, they (the children) will be working to clean up around Booker T. Washington, West Shreveport, etc.; and she asked if maintenance workers could be encouraged to not leave grass cuttings in the street. Mrs. Brown also stressed the importance of the community partners and involvement in the schools. She also commended the staff on the new appearance of West Shreveport.

Mrs. Bell asked about the partnership with Pathways and if we will be partnering with Southern University as well. Dr. Goree clarified that he only used Pathways as one example of how we have increased graduation rates; and in looking at the partnership with Southern University and what the Jump Start initiatives have created, we will continue to look at everything we have to offer in order to make certain students have an opportunity to be successful. Mrs. Bell also asked about the partnership with LSUS in hiring new teachers and how we will recruit from LSUS. Dr. Goree explained that the District has relationships with several area colleges; and we will look to strengthen those relationships and look at where we are actually successful in recruiting teachers, i.e. we don't see as many recruits from Southern University and Louisiana State University in Baton Rouge because the majority choose to stay in the south Louisiana area. Thus, staff will look closely at where we spend our time and resources. He further stated that we will also look at how we can use social media, on-line application process, and creative ways to advertise positions so as not to limit ourselves to staff in this region. Dr. Goree noted the number of baby boomers that are approaching retirement and the importance of the District being prepared over the next five years to meet the needs. Mrs. Bell also shared her heartache about cell phones in the classroom and asked if we have placed in the student handbook the restrictions when it comes to cell phones in the classrooms, and do teachers understand they will be in the classroom. She also asked if principals have been instructed to share at back-to-school meetings that cell phones will be used in the classrooms. Dr. Goree responded that staff has met with principals and principals provided with a copy of the handbook. Principals will now conduct professional development on their campuses this week and present rules to the teachers and the teachers will relay that information to the students and parents. Dr. Goree stated he will ask the area directors to insure that this is done; and he will also bring to the staff and Board training on effective use of technology in the classroom; as well as information on schools that are making great strides in using technology to change the view of learning in the classroom. He reported that three principals attended a symposium over the summer in Washington, D. C. relative to embracing digital learning to change classrooms.

Miss Green asked about seeking highly qualified teacher applicants and providing them the opportunity to receive help with the Praxis. Dr. Goree responded that we do help with Praxis, but far from organized perspective and scale we want. He said we are beginning some things

that work into the plan by looking at staff that supports the teachers, but also looking at something on a much larger scale for supporting the teachers. He said it is not to say that everything in the plan is not happening; however, staff is looking to use this plan so there is a focus on what we are doing and not lose time doing other things. Miss Green said she has been telling people we do have the program, and Dr. Goree restated that there is a program through Mrs. Gallant's professional development. Dr. Robinson added that not a request for assistance is turned down; and while we may not have a program to the extent of addressing real concerns, if someone needs help with the Praxis, staff makes certain they get that help. Miss Green also noted how well West Shreveport looks and her wish for the same in her area. She also asked about Building 6, and Dr. Goree said that will be a vacant building staff assesses this year relative to the District's needs; and works with the Board and community to determine possible future uses. He noted that it is commercial property, and he believes the conversation will be to sell the property for additional revenue for the school system. This will be a part of the assessment done on all vacant facilities. Miss Green shared the opportunity to visit Newton Smith, and asked if, since we lease some of the classrooms out to SUSLA, we will lease any unoccupied classrooms in the back of the building. Dr. Goree said there have not been any conversations regarding this and no one has approached the District about leasing that part of the facility; however, if someone approaches us about leasing the additional square footage, we would have that conversation. Miss Green asked what will happen if no one approaches about leasing; and Dr. Goree said he believes it important on the leased properties to go through the annual process of working with the Board member and the community relative to future uses of these facilities for office space or for educating children. Miss Green asked if there is any need for additional office space, and Dr. Goree responded that as of today there is not. Miss Green asked about who will occupy West Shreveport, and Dr. Goree responded that RTI persons, Division of Exceptional Children and Student Services personnel are located at West Shreveport. At this time, Dr. Goree stated he does not know the capacity or if it is at full capacity, but he will be glad to get that information.

Mrs. Locke thanked the staff for their diligence in being so transparent in this process and for sending all the public comments to the Board, which she did read. She also noted receiving a compiled list of comments by category; and after hearing Superintendent Goree's presentation, she is very comfortable with the staff's direction in making the changes. She asked what will be the organized plan to follow the plan's implementation and for the Board to be updated on a regular basis. Dr. Goree thanked the community for the wonderful job in responding, and there were many positive comments. He added that 99% of the people in the City are rooting for Caddo Public Schools and 99% in the System want to be successful. From a transparency perspective, Dr. Goree said it is very important that we are as transparent as possible; and in the process, he began conversations with local persons with expertise in this area that will provide external support as well as evaluate how effectively the plan is implemented as we move forward. The plan of action will be designed to where they will come before the Board two times a year with reports on each division and how each is progressing. He assured the Board that there are no final contracts at this time, but the persons he has in mind will be honest with the Board and will tell staff where improvement is needed, and that is because they too have a very strong interest in the School System being successful. Staff wants to be held accountable for everything in the plan. Mrs. Locke asked if, as meetings are being held and decisions made, for example on the 85% student ratio, it will be brought to the Board's attention that it is in line with the strategic plan. Dr. Goree added it's real important in moving forward to have someone ask the question, when ideas arise, how does an idea support the strategic plan; and he encouraged the Board, the staff and the community to continue to ask this question to keep on track with the aggressive goals included in the plan.

Ms. Trammel asked for a copy of the Student Handbook as soon as possible and that staff make sure school names reflect what curriculum is being taught in the schools. She also asked about the proposed Parent University and if the education we provide parents will be one that helps

them to become better educated. Dr. Goree responded absolutely, and Ms. Trammel shared a program learned of at a conference where the parents were in the classroom with the children to participate in the learning process. Ms. Trammel also reiterated the importance, as we implement cell phones in the classroom, of information on implementation and use being in the student handbook and that teachers, parents and students are aware of the rules. Dr. Goree assured the Board that he would get with Mr. Burton to make certain the area directors are aggressively communicating this.

Mr. Green expressed how impressed he is with the plan presented and in looking at other ideas, he stated the importance of job fairs and salary fairs because neighboring districts are holding these; and if our salaries are not competitive, it will be difficult for Caddo to employ the best teachers and other school employees. He also encouraged working with the community, the parish, the teaching staff, etc., in hopes of becoming one of the top five districts in the State so when attending our teacher fairs and learning the benefits Caddo has to offer they will not choose to teach in another district because of the salaries in Caddo. Mr. Green commended Dr. Goree and the staff for the excellent job being done; and he hopes the community will rise with him as he presents these programs and needs to them. He also shared that he likes the instructional program and it is what we need to do an effective job; but, he questions if the materials and personnel will be available if we continue to lag behind with salaries.

Mr. Ramsey commented that when he voted to rebuild/refurbish facilities in order to move out of Building 6, his perception was that the building would be for sale; and he believes this was included in the budget projections and process. At this time, if there are any other plans for that building, he would like an explanation from staff. Dr. Goree responded staff does not have any other plans for that building. Mr. Ramsey also stated his desire to hear more discussion on how we will engage social media and how we will be transparent as we move forward. He asked staff if the committees are still in place, and Dr. Goree responded they are and will continue to meet throughout the year. The superintendent stated that in the full plan there is more detail on the multi-year plan on how we plan to market the System; and having met some social media records recently, i.e. Huntington's band, we will continue to use social media to brand the school district. He also stated that he attended a symposium this summer that addressed branding your district, and there will be very intentional efforts on branding and marketing our School System. Mr. Ramsey stated that he has always felt the problem is we have allowed others to brand our district and little to do it ourselves, and he believes it is time we do a better job.

Mrs. Watkins commended the Superintendent on the presentation and she asked if there is anything in the plan for tutoring facilities throughout each area for students to receive much needed help. Dr. Goree explained this is a part of the RTI process in the Academic plan where we are providing interventions, tutors, coaches who are working with students to achieve, and how well we intervene early by providing these opportunities.

President Riall thanked Dr. Goree for his leadership in this Strategic Plan, as well as the many representatives from the community organizations and the staff who participated in the planning committee/sub-committees. Mr. Riall noted that as a member of the Finance Committee, one of the things they made a great effort in was establishing goals that were measurable.

Mrs. Brown, in response to Mr. Ramsey's comments, stated that social media is not a problem for students, but for the older adults; and noted that it has been an adjustment coming from the School System to stay in her "lane" as a Board member, but the principal at Booker T. Washington High School has given her the opportunity to set up a mentoring program for middle school boys. She said these students need all the help they can get, and she encouraged Board members to do what they can to help them. Mrs. Brown asked about clarification on relocation of the Homeless Department, and Dr. Goree stated that this department will move to Central.

Superintendent Goree expressed his appreciation to the community, the committee and sub-committees and announced they will be invited to the Board meeting on August 18th. He also stressed that he has learned the one common thread throughout the community is academic performance; and he has charged his staff to support what is happening at the schools. Dr. Goree stated that as it is implemented, this plan is not one to prevent schools from being creative and doing what is best for the students in the schools, but a plan to help us make sure we are appropriately supporting the schools.

ESTABLISH THE AGENDA FOR AUGUST 18, 2015 CPSB MEETING

Superintendent Goree highlighted items for the Board's consideration at the August 18, 2015 CPSB meeting and the following discussion ensued.

Approval of Mental Health Interagency Agreements and Contracts and Interagency Agreements and Contracts for Department of Exceptional Children. Mrs. Locke asked if there is a cost associated with these agreements/contracts. Mr. Abrams explained there is no cost to the district for the special education (Department of Exceptional Children) because these agreements are for agencies to provide services and the fees for their services are charged through Medicare, Medicaid, etc. These agreements/contracts allow them to be in our facilities and provide treatment options at the school sites. Also, there are children in day care centers that we must provide services, so there is an agreement with the day care centers for providing services to the students at no cost.

Approval to Demolish Old Principal's House Located on the North Caddo Campus. Mrs. Bell asked for clarification on this item, and Mr. Riall explained that this house was built on the North Caddo campus in the 1950s to provide an incentive for a principal to move to North Caddo. At this time, the City of Vivian is having a community clean-up; and because of the deplorable condition of this house, it is in need of being torn down.

Mr. Riall recommended Items 7.01, 8.02-8.06, 8.08-8.09 as the consent agenda. *Ms. Trammel moved, seconded by Mrs. Bell, to approve the agenda and proposed consent agenda for the August 18, 2015 CPSB meeting as presented. Vote on the motion carried unanimously.*

POLL AUDIENCE

Jon Glover reverbalized Proverbs 22:6 to train up a child in the way he should go and when he is old he will not depart, and that in the effort to do so, we must educate a child. She referenced sharing with each Board member their individual district's grade which was not good in many aspects. She added that even though new data is not available to mirror against these grades, she is concerned in the plan how students will manage rigor if students are not getting the basics. Ms. Glover stated she knows the plan is designated and designed to deal with what is in our future, but she wonders about the children who are not achieving today since the plan does not address that. She feels as if we are dismissing the need for these children collectively. While we want all the children in Caddo Parish to be successful, to gain that success, equality of resources must be expended for all schools. If we do not address that issue, she questions our purpose. She said we can no longer accept children falling further and further behind by implementing newer and newer plans when the plans already demonstrated are not doing anything for our children. She encouraged the Board to manage and look at what needs to be done to address the needs of these children; because if we do not, we will not be the top quality school district we want to be, one that brings forth sound academic success for every child in Caddo Parish.

Jackie Lansdale, president of Red River United, referenced the HR section of the Re-Imagine Plan and how pleased she is with how HR worked this year to make sure teachers were placed. She also shared her concern about the policy that every new employee must be paid within 30

days, and today Professional Development staff told new teachers they would not get paid until September 15th. She said the Board made an effort by establishing policy to address this and asked that the Superintendent makes sure this happens. Lastly, regarding her feelings expressed at the last meeting on the policy regarding observations and what the law states, she announced BESE is having a conference call on Wednesday with the State Superintendent of Education because BESE sees a variance between the State law and Bulletin 130.

ANNOUNCEMENTS

Dr. Goree announced that the annual “Ring the Bell” ceremony will be at 9:00 a.m. on August 11th, the first day of school, at Turner Elementary School and encouraged anyone interested to attend. He also stated that being an 8th grader at Turner the first year it opened, he encouraged anyone that was a member of the inaugural staff to attend as a special guest on that day.

Mrs. Bell stated as one of the first year teachers at Turner, she will attend. She thanked Dr. Goree and Board members for input, because Caddo is number one and she sees progress. Mrs. Bell also noted the many positive things going on in Caddo as well as those that only need a little more push and support. Mrs. Douzart reiterated Mrs. Bell’s comments.

Mr. Riall expressed appreciation to Steve White and Tommy Smith for their efforts in dealing with plant issues at North Caddo High School.

Adjournment. *Ms. Trammel moved, seconded by Mrs. Bell, to adjourn. Vote on the motion to adjourn carried and the meeting adjourned at approximately 6:00 p.m.*

August 18, 2015

The **Caddo Parish School Board (CPSB)** met in regular session on Tuesday, August 18, 2015 at approximately 4:30 p.m. in its offices at 1961 Midway, Shreveport, Louisiana with President Steve Riall presiding and the following board members present constituting a quorum: Jasmine Green, Margaret Brown, Susannah Poljak, Bonita Douzart, Mary Trammel, Raymond Green, Denee' Locke, Barry Rachal, Larry Ramsey, Shalanda Swift-Watkins and Dottie Bell. Also present were Dr. Lamar Goree, superintendent, and Reggie Abrams, legal counsel. Mrs. Locke led the prayer and Pledge of Allegiance.

CONSIDERATION OF MINUTES OF THE JULY 28, 2015 AND AUGUST 4, 2015 CPSB MEETINGS

Mrs. Bell moved, seconded by Ms. Trammel, to approve the minutes of the July 28, 2015 and August 4, 2015 CPSB meetings as submitted. Vote on the motion carried unanimously.

PRESENTATIONS AND RECOGNITIONS

Bill Strother, director of communications and marketing, on behalf of the board, recognized the following staff members and students for recent achievements. President Riall and Superintendent Goree presented each with a certificate in recognition of their accomplishment. Administrators, family and friends present were also recognized.

Westwood Elementary Ranch. The Westwood Elementary Cowboy and Cowgirl scholars, under the direction of Westwood Elementary Deputy of the Year Kalinda Rogers, presented "The Essential 55 and Add It Up" songs. Mr. Strother stated it is through the incorporation of music and movement in the Physical Education program that the scholars have mastered essential Common Core standards in Language and Math, as well as life skills.

Glen Bullard, Bossier Parish School Board President and LSBA District 5 Director. Glen Bullard, LSBA 5th District Director, encouraged Board members to enhance their participation in LSBA; and he announced that in the next few weeks fall trailblazers are scheduled in Lafayette, September 18-19, and in West Monroe on September 28. Also, a one-day workshop will be held in Baton Rouge on November 2 and regional District 5 meetings held in late September or early October, one in Natchitoches and one in Bossier or Webster Parish. Mr. Bullard also shared information on requirements for receiving the LSBA Certified Board Member designation or the Distinguished School Board Member award implemented last year. The Certified Board Member award is presented to Board members completing 20 hours of CLUs each year for four years. The Distinguished School Board Member award was authorized by the Legislature and handled by the Department of Education who transferred the responsibility to LSBA. He further explained that a board member earning four years of CLUs (16 hours in 2015 and 6 hours in each year following) qualifies for the Distinguished School Board Member award. Mr. Bullard stated he represents the school boards in this area and wants his vote to reflect the wishes and desires of those school boards, thus he encouraged board members to share with him any issues of importance. Mr. Rachal expressed his appreciation to Mr. Bullard for addressing the Board.

Newly Appointed Administrators. Charles Lowder, director of certified personnel, recognized the following newly appointed administrators: (1) Jimmie Scott Britt and (2) Tracey Frias, pupil appraisal facilitators in the Department of Exceptional Children; (3) Joan Whitesides, Instructional Team Facilitator (Gifted/Talented), Department of Exceptional Children; (4) Desiree H. Alexander, Instructional Technology Supervisor, Department of Professional Development/Grants; (5) Sandra Mack, assistant principal, Shreve Island Elementary; (6) Christopher Jackson, assistant principal, University Elementary; (7) Melanie Randall, assistant principal, Lakeshore Middle; (8) Bridgette Brown, assistant principal, Huntington High; (9)

Donna Lonadier, assistant principal, North Caddo High; and (10) Dr. Darrell Webb, principal, Turner Elementary 6th Grade Academy.

VISITORS

Lester Mitchell, parent, stated his daughter attended Fairfield Elementary Magnet for four years, and passed the magnet program test. She is being forced to attend Youree Drive and tried to send her to Herndon. Mr. Mitchell said he has followed procedure up to the Superintendent and is not getting any response. Mr. Riall asked the superintendent to follow up with Mr. Mitchell.

Shannon Sullivan, Red River United, thanked administration for forwarding board policies relative to professional organizations to hopefully clarify concerns relative to rights for access, bulletin boards, boxes, faculty meetings and after school meetings. She highlighted an incident that created some confusion when emails were sent and forwarded to work site leaders who felt they were being reprimanded for possibly violating policies. Ms. Sullivan stated the request to send the policies for clarification came as a result of specific violations on the part of principals.

ESTABLISH THE AGENDA AND THE PROPOSED CONSENT AGENDA

Superintendent Goree highlighted items for the Board's consideration, and Mr. Riall announced that the following items are the consent agenda: 6.02-6.03, 7.01, 8.01-8.02, 8.04-8.08 and 13.01.

Ms. Trammel moved, seconded by Mrs. Bell, to establish the agenda and the proposed consent agenda for the August 18, 2015 CPSB meeting as submitted. Vote on the motion carried with Mr. Ramsey not present at the vote.

CONFIRM THE CONSENT AGENDA

Ms. Trammel moved, seconded by Mrs. Bell to confirm the consent agenda (Items 6.02-6.03, 7.01, 8.01-8.02, 8.04-8.08 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

6.02 Personnel Transaction Reports. The Board approved the personnel transactions reports (resignations) for the period of July 1-31, 2015 as recommended by the superintendent and submitted in the mailout.

6.03 Administrative Contract Renewals. The Board approved the administrative contract renewals as recommended by the superintendent and submitted in the mailout.

Item No. 7

7.01 Purchasing Bids. The Board approved the following bid as recommended by the superintendent and submitted in the mailout: Tri-State for the purchase of vehicle batteries. *A copy of the bid tabulation sheet is filed in the official papers of the August 18, 2015 CPSB meeting.*

Item No. 8

8.01 Property/Bus Rental Requests. The Board approved a request for long-term use of the University Elementary cafeteria as recommended by staff and submitted in the mailout.

8.02 Out of State Travel. The Board approved requests for out of state travel (General Fund) as recommended by staff and submitted in the mailout.

8.04 Approval of Interagency Agreements and Contracts for Department of Exceptional Children. The Board approved the interagency agreements and contracts for the Department of Exceptional Children as recommended by the superintendent and submitted in the mailout.

8.05 Revision to CPSB Policy JR (Student Records). The Board approved the proposed revisions to CPSB Policy JR (Student Records) as recommended by the Board attorney and the superintendent and submitted in the mailout.

8.06 Approval for Naming the Fair Park High School Gymnasium in Memory of Coach Clem Henderson/Honor of Coach Ron Preston. The Board approved naming the Fair Park High School Gymnasium in memory of Coach Clem Henderson and in honor of Coach Ron Preston as submitted in the mailout.

8.07 Approval to Begin 90-Day Process for Naming the A.C. Steere Library in Memory of Dan C. Waters. The Board authorized staff to begin the 90-day process for naming the A.C. Steere Library in memory of Dan C. Waters.

8.08 Approval to Demolish Old Principal's House Located on the North Caddo Campus. The Board authorized staff to move forward with demolishing the old principal's house located on the North Caddo campus.

Item No. 13

13.01 Student Readmission Appeal Hearings. The Board approved staff's recommendation for students JB, TM, NN, SS, and IJ as submitted in the mailout and whose parents are in agreement.

APPROVAL OF MENTAL HEALTH INTERAGENCY AGREEMENTS AND CONTRACTS

Mrs. Bell moved, seconded by Ms. Trammel, to approve the mental health interagency agreements and contracts as recommended by the superintendent and submitted in the mailout.

Mrs. Brown noted that one of the agencies, Brighter Futures, has seven locations in the United States, four of which are in the local area. She asked staff to confirm we are not using the agency currently in litigation. Dr. Goree said staff will confirm all agencies used are in good standing.

Vote on the motion carried unanimously.

STRATEGIC PLAN – RE-IMAGINE CADDO: THE PLAN FOR EXCELLENCE

Mr. Rachal moved, seconded by Mrs. Bell, to approve the Strategic Plan as submitted.

Mr. Rachal asked staff to explain no additional cost for the item to continue to increase the balance of post-employee benefits. Dr. Goree explained that the document referenced speaks to the financial cost associated over the next year with the implementation of this action step and it means we will go through a process to look at how we can increase it.

Mr. Rachal stated the STEM Program originally had five pilot schools; and he asked if there is an order for implementation now that it is 5-10 pilot programs. Dr. Goree explained that as staff

looks at schools they will look at the principal's interest, the school's interest as well as teachers; and hopefully, in time this will be an across-the-board initiative. At this time from the perspective of the schools that have been exposed to conversations and research, University, Turner, Werner Park and Sunset Acres elementary schools are being considered.

Mr. Rachal also asked about the cost for the item to purchase data management systems to be used for interim assessment analysis, RTI focus quiz analysis, etc.? Dr. Goree explained in the formation of the document presented there was already a budgeted cost and there is no additional cost above the current budget. Mr. Rachal also asked about the cost for addressing strategies for procurement, maintenance and adequate technical support in upgrading of hardware and software. Dr. Goree responded it is already a budgeted cost. Mr. Rachal stated he believes it is critical for the staff, teachers, community and Board to know what the long-range goals are so every decision made lines up with those goals. This is a priority list for what we need to do and to allocate our time and resources accordingly. Dr. Goree noted his appreciation to staff and the many community persons that devoted much of their time on the development of this plan.

Mr. Ramsey stated that the Board has always received a District Plan, but the details in this plan and the effort put forth from staff and community members has provided a document we can work with over the next 3-5 years.

Vote on the motion carried unanimously.

SUPERINTENDENT'S REPORT

Dr. Goree announced everything presented is for the Board's information. He again thanked the community, staff and Board for the hard work over the past 13 months to get to this point; and he believes the extra time and effort put into the plan will set the District up for great success.

ANNOUNCEMENTS AND REQUESTS

Mrs. Bell applauded staff for the Student Handbook which provides parents everything they need.

Miss Green commented on the opening of school and the number of phone calls she received. She thanked staff for handling the needs of District 2 in a courteous and professional way.

Mrs. Brown echoed Miss Green's comments and how pleased she was with what she saw at Booker T. Washington High School.

Ms. Trammel stated that District 6 opened with very few snares and commended staff for the outstanding job being done in the schools.

Mr. Green stated he visited each of his schools; and if what he saw in the school performing today is any indication of what this school year will be about, it will be an outstanding year.

Mrs. Watkins commended the superintendent and the CPSB staff for the outstanding Ring the Bell ceremony on the opening day of this school year. In visiting her schools she was very pleased with how she was treated and that everyone was doing the job they were given to make the opening smooth and successful.

Bonita Douzart echoed the comments of other Board members regarding the opening of school and the time and effort that was put into making the start of school great.

Steve Riall thanked Colonel Sweeney and Colonel Sanford for providing the Northwood JROTC to post the colors at the Shreveport Air Radio Society's fly-in to benefit the wounded warriors' project. He also announced that athletic passes for Board members are at individual stations.

Appreciation was extended to Otis Jones and the Transportation Department for their efforts in working so hard to make the opening of school a success.

Adjournment. *Miss Green moved, seconded by Ms. Trammel, to adjourn. Vote on the motion carried unanimously and the meeting adjourned at approximately 5:43 p.m.*

T. Lamar Goree, Ph.D., Secretary

Steve Riall, President

September 1, 2015

The **Caddo Parish School Board (CPSB) Executive Committee** met in regular session on Tuesday, September 1, 2015 at approximately 4:30 p.m. in its offices at 1961 Midway, Shreveport, Louisiana with President Steve Riall presiding and Mary Trammel and Dottie Bell present constituting a quorum. Also present were Board members Jasmine Green, Margaret Brown, Susannah Poljak, Bonita Douzart, Raymond Green, Denee' Locke, Barry Rachal, Larry Ramsey, and Shalanda Swift-Watkins. Chief of Staff Dr. Mary Nash-Robinson and Reggie Abrams, legal counsel, were also present. Mr. Rachal led the prayer and Pledge of Allegiance.

PRESENTATIONS

Caddo Career and Technology Foundation. Gard Wayt, president of the Caddo Career and Technology Scholarship Foundation, addressed the board on the scholarship program and the benefits it has brought to the students at the Caddo Career and Technology Center. Mr. Wayt recognized it was Ron Adams who began the scholarship program in 1995, and he brought greetings from the Foundation's Vice President David Barr. He announced that the 2015-16 scholarship award program will be held on April 28, 2016, and forty \$2,000 scholarships will be awarded. He said these scholarships are provided through contributions from members and businesses in the community that support what is being done at the Career Center. Mr. Wayt noted that the Caddo Career and Technology Center is unequalled in the country for the quality of training provided to over 800 students this school year in 25 subjects that will prepare them for the workforce or education beyond high school. To date, 569 scholarships, representing a total value of \$980,000, have been presented to graduating seniors attending CCTC since the program began, and Mr. Wayt invited the Board members to attend this year's program on April 28th.

Step Forward. Laura Alderman, executive director of Step Forward, the education-centered initiative under the umbrella of the Community Foundation of North Louisiana, shared an overview of Step Forward's mission and how they are working to improve the community through efforts in collaboration with districts such as Caddo. She shared that in 2014 over 51% (3,013 students in a four-parish region) of kindergarten students arrived at school not ready to learn, meaning they were behind before they walked into the school on the first day. She also noted that 33% (1,900 students in a four-parish region) of the third grade students were not reading proficiently by the end of the third grade; and over 25% (1,467 students) of 9th grade students are not completing high school on time with their peers. She explained that Step Forward is a cradle-to-career initiative designed to improve child outcomes, a pathway to success into adulthood; and noted critical developmental points where children can fall through the cracks if there is not a safety net to provide the additional support they need, i.e. kindergarten readiness, early grade reading, middle grade math, high school graduation, post-secondary enrollment and post-secondary degree completion. Ms. Alderman also explained that collective impact is a team approach to making change, and Step Forward desires to change the outcomes for the children and improve the statistics. She reported that she represents over 500 individuals and organizations in Northwest Louisiana who are ready to assist the School District in its work; and there are currently four teams in place representing early childhood, early literacy, youth civic development and workforce development. She also provided written information on each team's projects. The cradle-to-career report card for Northwest Louisiana was also shared with the Board and Ms. Alderman added that Step Forward is committed to publishing the statistics/indicators for child welfare annually for the region. She also explained it will never be the goal of Step Forward to point fingers or blame, but only to develop evidenced-based projects that are evaluated by data to work toward improvements in the critical areas; because they want to make population-level change and not just improved outcomes for one school, but for 121 schools in four parishes and 74,833 students between the ages of birth and 18. Believing the success of the community is dependent upon the success of the children, she stated everyone has a stake in insuring the success of the future workforce and leaders who will be making decisions

on our behalf in the future. Ms. Alderman also, on behalf of Dr. Jim Henderson, chair of Step Forward, and the 500 individuals and organizations they represent, recognized Caddo Parish for their improved cohort graduation rate for 2014.

Truancy and Misdemeanor Center at Rutherford House. Clay Walker, director of Caddo Parish juvenile services, appeared before the Board to discuss the Truancy and Misdemeanor Referral Center housed at Rutherford House. Mr. Walker shared his experience on Saturday at Peaceful Rest Baptist Church where the Fair Park and Woodlawn high school bands came together reflecting no division and the power in that event. With many of the dropouts being the result of truancy, Mr. Walker stated their goal is to put together a truancy program that turns this around. He explained their two-part program, one is Volunteers for Youth Justice and the other is Rutherford House. Over the last four years, he said truancy has been reduced by more than 1,000 children, and it is their desire to see this number continue to decrease in the coming years. He also reported that if a child is truant, the referral comes from the district to them electronically, and they attempt to clear them up. If they cannot be cleared because of medical or some other reason, then the DA will serve them a petition to appear before Judge Matlock who begins to look at possible underlying problems. In the starting year, there were over 4,000 truants with only approximately 2,000 petitions, meaning there are no consequences. Mr. Walker stated it is important to include potential consequences in the program that could possibly deter others from getting to the courtroom. Highlighting the truancy numbers from last year (2014), Mr. Walker stated if additional data is needed, he will be glad to provide it by school, but only presented last year since it is the new baseline and there were so many changes in the numbers over the past three years. Mr. Walker explained that Volunteers for Youth Justice case workers work with individual families; and Rutherford House is the drop-off center for school-aged children on the street during school hours that are picked up by the police. Truant children are carried to Coach Kimble at Rutherford House and he does an assessment and contacts the parents. These two levels (the police getting involved and going to the Rutherford House and the judge) are the consequences needed in place in an effort to keep all students in school. Mr. Walker explained he is before the Board today because the State has cut the funding for the program. Because the program has been primarily funded by the State, the Parish Commission provided \$45,000 to keep it open during the summer months. The Misdemeanor Referral Center is the second component in the school and any child in the parish picked up on a misdemeanor is brought to this referral center which allows for not having too many students in detention, and the majority of the children that come to the referral center are school-based arrests. The average number of students brought to the referral center each year for the past three years is 380; and at this time, the students who have left the school buildings are to some extent the police's problem and are headed toward detention and to the judges (the parish's problem), but they are attempting to get the approximately 1,000 truant students back in school which will ultimately increase the district's MFP dollars. He added that they are approaching the City, the Parish and the School Board about coming together in a joint effort, because when students are truant, they are everyone's problem. Sharing this responsibility can be done by each entity committing \$60,000 toward what the State cut, and the \$180,000 will help maintain the center.

Mrs. Bell expressed appreciation to Mr. Walker for his presentation and asked why did the State cut this program? Mr. Walker responded that the mental health program was cut four years ago, and while he has tracked every student that has come into court, every sentence, every program assignment, charges, and school histories, at this time, he has no clear explanation why the programs were cut, especially with the data presented. He added that while no one has ever explained why to him, he believes it may be because State legislators are attempting to say there are certain things each jurisdiction must take care of itself, i.e. misdemeanor referral center as an alternative to detention that also handles truancy is a Caddo Parish issue. He also believes that Caddo's computer system is the most thorough in the State because no other district has 4,200 referrals. Mrs. Bell said she is an advocate for children and it concerned her when the word was that Caddo was not putting any dollars toward supporting this; however, upon checking with Mr.

Lee, she verified that the Rutherford House is state-funded, and the Misdemeanor Center is where the police drop off truant students and asked Mr. Lee how much does Caddo put into the Rutherford House? Mr. Lee responded that Caddo provides six teachers at Rutherford House, one teacher at the detention center, \$30,000 for Volunteers for Youth Justice for truancy, \$50,000 for fight diversion in the Security budget for a total of approximately \$550,000 a year. Mr. Walker also clarified that the Rutherford House runs group homes; and if a judge removes a student from the home, they can be moved to a juvenile prison (non-secure group home), and they are essentially a school for these students. Mrs. Bell said she wants to make sure the media understands that Caddo has been providing assistance, and she asked for clarification that the Misdemeanor Center is separate from this issue, and Mr. Walker said that is correct. Relative to the budget, Mrs. Bell said, being asked for \$60,000 from the Board, she would like to know about the children in Greenwood, Vivian, Oil City, and if the Shreveport Police Department is the only one picking up truant students. Mrs. Bell asked about the MFP dollars because when the budget was approved in June, she does not remember discussing this. Mr. Lee said the District receives an amount at the beginning of school based on the previous year's count. On October 1, the count will be adjusted up or down, and the same thing will be done in February, which could result in an adjusted amount received by the District. Mrs. Bell asked about the request for \$180,000 because she thought it was \$168,000 last year, and how this money is used, as well as the teachers Caddo provides. Mr. Walker said it is a different facility. With the budget being tight, these are some concerns she would like to see addressed in writing.

Mr. Walker responded that he is hoping long-term that this investment will reduce truancy by another thousand (bringing the total number of truant students to 2,000 over three years) which will make a return on the investment in the terms of MFP. He also offered to break down the \$180,000 being requested and explained that the separate facility at Highland and Olive is staffed from morning until 10:00 p.m. for male and female students. Gerald Kimble clarified that their facility receives students from all across the parish, and it is their responsibility to make certain the students are returned to their parents or a guardian. The referral center also deals with the schools, the JVC and the local police and sheriff's offices, and 97% of all the students received are from Caddo Parish Public Schools, a total of 2,391 students in the last five years. He said money is needed because at one time they had seven employees; and when the State began cutting it went down to three employees and they must have a female for transporting female students. Mr. Kimble provided an overview of what they do when the police bring a student to them, from securing all vital information (name, age) to their record/probation/arrests, etc. He further stated that Rutherford House is not a player in this operation, but is only responsible for the facility to house the students and should not be considered in the request being made for financial assistance. Mr. Kimble also reported that when students come to them, there are already problems and is yet another aspect they must address. Other issues are overcrowding, being a safe haven for referred students, etc., and there are three players in this – the schools, the center and the local law enforcement agencies. Mr. Walker added there are also those occasions where a child can be returned to the school by the police if they are not out of control and do not disrupt the school; but if the police determine the student will cause problems at the school site, they stay at the Rutherford House until the parent can pick them up.

Mrs. Poljak confirmed that the shortage is \$180,000 and the money will go to the Misdemeanor Referral Center and Mr. Walker said that is correct. Mrs. Poljak asked if she understands correctly that the Federal allotment per student is approximately \$4,000-\$5,000, and Mr. Walker said he is not clear on this but he has seen upwards to \$9,000 for special ed. Mr. Lee explained that MFP is state funding and it is a little less than \$5,000 per student. Mrs. Poljak asked if we can return 1,000 students to the District, isn't this approximately \$5 million back in the budget, and Mr. Lee explained staff would have to look at it because if they did not start out the year truant, but began the year in the District we will not get additional money for them. Mrs. Poljak asked could there not potentially be some students who have not been counted for which we could receive an increase to our budget if we capture these students back in the District. Mr.

Walker said his reference of 1,000 students is over the next five years and if we keep them from dropping out, it would mean additional monies for these students. At this time, Mr. Lee stated his hesitancy in stating how much in additional funds this would generate since many would have started and were included in the District's enrollment numbers. Mrs. Poljak asked if we count enrollment in October and in February and Mr. Lee said that is correct. She asked if the enrollment is counted both times; and Mr. Lee explained yes unless they have dropped or were removed from enrollment, and he is unsure what constitutes removal of a student. She also said that while \$60,000 is a lot of money, she believes when compared to the overall budget, it seems worth it when addressing crime in the community; and if possible, she would like to see it allocated. Mr. Lee reminded the Board that the positive board-approved budget is only \$80,000 and this would be a big chunk of that amount; and asked if the Board wishes to cut something to fund this. Mrs. Poljak asked for clarification that the largest number of truant students falls in the elementary and middle grades, and Mr. Walker said that is correct. She asked if these students are cutting school or are parents not taking them to school? Mr. Walker responded the younger the child, the more likely it is the parent's problem, and the older the child, it is likely the student's problem. Mrs. Poljak asked about consequences for the parents, and Mr. Walker stated parents can be fined up to \$250 and some jail time (which can be suspended if the parent gets the child in school). He said in a truancy matter, the judge has jurisdiction over the parent and can do a lot; however, they attempt to encourage and help the parents, and make the court inconvenient so the parents will prioritize and get their child in school.

Mrs. Locke asked if the \$180,000 is the full budget for both centers, and Mr. Walker responded it is, and it is for the Misdemeanor Referral Truancy Drop-off Center. Mrs. Locke asked Mr. Walker what will happen to these children if local funds are not provided? Ted Cox explained that four or five years ago he and the judge traveled to Baton Rouge and met with the Governor to convince the Governor about this great program and the annual \$300,000 needed. After review of the stats for this boot camp program, they were unable to convince the Governor to save this program, so he cut the program. He said at one time it was cut to \$68,000 and reserved funds were used at that time; however, last May it was cut to zero without any notice. Mr. Cox added that we are attempting to turn around kids and are actually in the business of raising kids, and in his first 1st Degree murder trial, the man began as a truant. Eighty percent of the individuals on death row began as truants; and he believes if we all don't invest in the children, we will continue to have problems with this gateway crime. Mr. Walker added that truancy is the first symptom of the underlying problems and it too oftentimes becomes delinquency and then matriculates to adult crime. He said this program is a safety net in which those involved might catch problems and hopefully turn things around before they become bigger problems. Mr. Walker further stated if the funding goes away, if a child is arrested in school and the parent is not at home, there will be more problems in the school building for the staff and the child will most likely be referred to detention. In detention, these students will spend time with students who are further down the wrong path, they will have a negative experience; and if they are not doing well in school and are not involved in additional activities (band, sports, etc.), they will be treated well at the detention center, but when they leave and return to their school, they then become the student who went to *Juve* and survived. Mrs. Locke asked Mr. Walker if he has a recommendation if the funding is not available, and Mr. Walker said the referral center was created in 2007 to fill a void and if the funding is not available, it will go away. Mrs. Locke stated that she understands the importance of the services offered for these students, but is only trying to work through the details; and she would appreciate understanding exactly where the \$180,000 goes. Mrs. Locke also asked if this funding request is for one year while looking for additional funding or is it something that will be requested yearly. Mr. Walker responded they hope it would be an annually budgeted amount.

Ms. Trammel asked about the information received and if it is truancy at large in Caddo Parish. Mr. Walker responded that is correct. Ms. Trammel stated her belief that it would be very helpful if the Board was given information specific to the Misdemeanor Center and what they are

doing, how many students, actual cost, etc. Ms. Trammel asked Mr. Lee how much in the black was the District when the final budget was approved? Mr. Lee stated approximately \$80,000. Ms. Trammel stated if the Board approves this \$60,000, does she understand correctly that there would be approximately \$20,000 left, and Mr. Lee said that is correct. Ms. Trammel said if it is possible for the District to find a way to do this even if it is not the full \$60,000, and Mr. Walker responded that the allocation of \$60,000 from each entity (total \$180,000) allows for a full staff, full time, male and female. Ms. Trammel noted her visit at the Center and the concern she has when parents say they can't come get their children. Mr. Walker explained that many times when the police call the parent they find a single mother working two jobs; and if they force the mother to leave their job and as a result the mother loses her job, it has not helped the family. Ms. Trammel asked if there is ever another emergency number to call, and Coach Kimble responded that when the police release a child, they call the parent; and if the parent is not home, but is at work, he will ask who else can pick up the child. When a designated person arrives to pick up the child, that person must provide a driver's license with a picture to identify them. Ms. Trammel stated if the parent is not held liable, does the responsibility then fall on the Center, the police or the school?, and Mr. Walker stated that is correct. Ms. Trammel asked Mr. Anderson, director of child welfare and attendance, to explain to the Board the impact if the Center is closed. Mr. Anderson responded that he would need actual numbers in order to accurately respond to her question. While he knows the District would be faced with some different circumstances; he does not know to what degree without looking more closely at the data.

Miss Green said she believes the presenters have answered her questions; however, she asked if she understands correctly that each entity is being asked to provide \$60,000, and Mr. Walker said that is correct. Miss Green asked about the next meeting of the Intergovernmental Committee, and Mr. Walker stated he believes the next meeting is the responsibility of the Caddo Parish Commission. Miss Green stated that recently one of the Commissioners was bragging on how much money the Commission has so she doesn't believe \$180,000 would be a lot for them to cover even though she knows everyone needs to do their part. She shared her appreciation for what this organization is doing to help the students. Mr. Walker added that Larry Anderson and his staff do so much before they even receive a referred child, and they regularly meet with the Caddo staff on how working together things can be better. Regarding the budget and the money the Commission has, Mr. Walker stated that while the Commission may have some one-time money, his millage was set in 1957 and each year he begins the year \$3 million in the red, and must get additional funds from Public Works. This millage for juvenile justice has not been renewed by the public since 1957. Miss Green asked that the Board be notified when the next Intergovernmental meeting is scheduled. Mr. Walker added that this request is for 2016; and at this time, they are covering month to month with emergency funds to keep the Center open.

Mr. Riall asked Mr. Walker what happens if the program is suspended, and Mr. Walker said he believes there will be more disruptions at the school, more students on the street potentially committing crimes, and more students in detention that need to be in a lower detention level.

Mrs. Brown stated that she is hurt because she worked many of her years with children who needed what parents were not doing what they should do. She commented on an article in the newspaper where she was quoted as saying "we will take care of the children now or we will take care of them later, and later will be forever," and she reminded the Board of the truth in that statement. She stated that Rutherford House is a board-run organization; and as has been said, the Truancy Center is a separate entity. Also, when the Governor began cutting programs, he didn't just cut this program, but many things; and when she worked with the teachers at Rutherford House and the Detention Center, Judge Matlock and Ted Cox worked with her to get the teachers and they are paid for with MFP funds. She asked Mr. Lee to confirm that these teachers are paid by us and if she understands that we are not taking money from the Caddo Parish School Board per se. Mrs. Brown noted that these are real life issues; and she believes if we do not continue to do some of the things we do for children with problems, it will only get

worse. She commended Mr. Walker, Mr. Cox, Coach Kimble and Judge Matlock for the job they are doing for children, and encouraged the Board to at some time in the future to once again implement the Boot Camp in Caddo. Mrs. Brown also asked Mr. Lee if the District has any unrestricted reserve? Mr. Lee said the District does have approximately \$15-\$20 million in unrestricted reserves. Mrs. Brown stated that the Board has an unwavering commitment to insure that a healthy General Fund reserve is restored to the intensity it was in 2007; and as a Board member she is committed to insuring that the Board is fiscally accountable and a good steward of tax payer dollars. She also believes that the Caddo Parish Commission and the Shreveport City Council share the same goal; and it is her understanding that it is important that we maintain a healthy reserve balance, but she believes \$60,000 as an investment in the District's most at-risk students is only a drop in the bucket. She asked that the Board examine, in the immediate future, the RFPs of unrestricted funding that accentuates the District's overall scope and mission and that the Board has this discussion.

Mrs. Bell clarified that the Parish Commission met, and as of yesterday did not approve the \$60,000 when voting on their budget. She also asked if there are six teachers on site that Caddo is paying, can one or two not be used when they are not teaching a class. Mrs. Bell also concurred with Ms. Trammel and she too would like to see the curriculum and what is being done each day. Also, she would like to know specifically what is allotted to Mr. Kimble's program. Mr. Walker said this program is another tool in the tool belt for law enforcement and juvenile justice and not just about the 400 students, but the deterrent to all the others involved. The truancy information is provided to show the Board the scope of the problem and what they are trying to do in offering a consequence or sanction for those 3200 students.

Mr. Ramsey asked Mr. Walker if he understands correctly that this funding request is for approximately 400 students a year and Mr. Walker said that is correct. Mr. Ramsey stated that many things have changed in Caddo since the Board first approved support of this program, i.e. implementation of Ombudsman, Transformation Zone, etc. to address the needs of the students, including this group of students. He added the dollars the District has spent and continues to spend are returning much value, so with the success of additional programs such as Pathways and a Charter Alternative School who will be involved with students in these situations will be very valuable. He asked the Board president to look at staff being more involved in this matter.

Mr. Green stated he believes this program has much value beyond the Board's vision and he supports what they are currently doing. He sees that the most common problem is not knowing where the money will come from, and he encouraged staff and the Board to look at the possibility of keeping the program in operation at least one additional year since there are no more funds available as of August 31, 2015. He said he attended the City Council meeting where he heard the same comments, but they did pass the \$60,000 amount which is dependent on the other two agencies also supporting it with \$60,000 each. Mr. Green said he knows this program helps the school site by removing the disruptive students and he encouraged staff to look at what can be done to make certain this program remains in operation.

Mrs. Watkins asked how many of the students brought to the program actually see the judge? Mr. Walker responded that if a student is brought to the Center on a new misdemeanor, the DA has to prosecute and it must go before the judge, which means there will be a certain percentage the DA does not file. Many are not pursued, but there are those that are and brought before the judge. Relative to truancy and the 1600 petitions filed, these are the ones headed before the judge regarding being truant. Mrs. Watkins asked about students that return multiple times, and Mr. Walker said if a student is truant, that student will go before the judge if it is not resolved.

Judge Matlock stated that when he took the bench 21 years ago, there were zero petitions filed for truancy in the previous year (1994-1995). He explained that in 1994 with zero truancy petitions, he had 175 children in prison; and last year he had 1600 truancy petitions and 20

children in prison. He said it does make a difference and it involves Volunteers for Youth Justice, Rutherford House, the School Board, Roy Murry, the Superintendent, Reggie Abrams, every principal, assistant principal, most teachers, Special Ed Department, police officers, probation officers, Sheriff, Greenwood and Vivian Police Departments. He believes losing one of the components places a lot of different systems at risk.

Mr. Ramsey asked Dr. Robinson if the staff has taken a position or made a recommendation relating to this request. Dr. Robinson responded that staff has had similar discussions regarding this matter and would never want it believed that staff or administration does not support our most challenged students; however, staff is concerned that a balanced budget was presented to the Board; and if the Board approves the request, staff will need to relook at the budget and make some adjustments. She also added that staff has not taken a position at this time.

President Riall expressed appreciation to Mr. Walker, Mr. Cox, Coach Kimble and Judge Matlock for their presentation and the work they do for the students. Mr. Walker expressed appreciation for the Board's time and consideration of this request. Mr. Cox invited those who were unable to attend the scheduled visit to the Truancy Court to do so on Thursday.

ESTABLISH THE AGENDA FOR THE SEPTEMBER 15, 2015 CPSB MEETING

Dr. Mary Nash-Robinson highlighted the items for the Board's consideration at the September 15, 2015 CPSB meeting and the following discussion ensued.

Bids (Capital Projects). Miss Green asked staff to explain what will be done in the Booker T. Washington High School project, and Steve White explained this is a stage lighting project similar to projects at Captain Shreve, Southwood, Green Oaks, and Booker T. Washington is the next school in line to have this done. Mr. Rachal asked if this project was part of the original Capital Projects plan, and Mr. White responded it was and because the plan came out late last year, the engineers had trouble completing the design for bidding in the summer. However, this project is one that can be completed during the school year with very limited interruption. Mr. Rachal stated he understands the Board approved the budget for this project and this is only to bid the project, and Mr. White confirmed that is correct.

Approval of Disclosure of Protected Health Information Policy. Mr. Rachal asked if the attorney has reviewed this, and Mr. Abrams confirmed he had and it comes following the Board's approval last month of the student data policy. In the regulations, HIPPA compliance was addressed under JO-R and this policy will address and update the policy on how we transmit health information and maintain privacy. Mr. Abrams also explained that he believes HIPPA allows for disclosure of this information between billing for this information and it would be superior to the State Statutes since it requires the ability to bill between Medicare and Medicaid providers, etc. and make certain we are providing health care to individuals.

Adopt Millages for 2015. Mr. Rachal asked if this reduces the millage by one mil, and Mr. Lee explained that the Board addressed this in May, and the Legislative Auditors have provided new documentation that the District must do, so it is necessary to again adopt the millages; and it will officially reduce the debt service millage by one mil. Mr. Rachal asked if this is the one mil for the air conditioning at Byrd, and Mr. Lee confirmed that is correct, as well as the other projects.

Approval of Collaborative Funding for the Truancy and Misdemeanor Center Located at Rutherford House. President Riall announced he is referring this item to the Insurance and Finance Committee, and he encouraged all Board members to attend this committee meeting when Chair Dottie Bell schedules it.

Recommendation to Advertise Sale of Kings Hwy House. Miss Green asked if this is the same item discussed previously. Mr. Woolfolk explained it is the same house, the property and house were bought and staff is looking at selling the house versus tearing it down since there has been some expressed interest in purchasing the house and moving it to another location. Mrs. Locke asked how the value of the house is determined, and Mr. Woolfolk explained the appraisal breaks out the land and the home's values, and the home's value is listed as \$27,000. He further explained that staff is currently requesting an addendum from the appraiser of the actual value of the house with the understanding that \$27,000 is what someone is willing to pay. Mr. Woolfolk confirmed that Caddo paid \$117,000 for the land and the house, and Mrs. Locke asked about the cost to tear down the house, and Mr. Woolfolk said approximately \$8,000. Mr. Rachal asked if there are details on the house, and Mr. Woolfolk responded it is approximately 2,000 square feet, and Mr. Rachal asked that the information be scanned and sent to the Board.

Notice of Public Meeting. Mr. Lee explained that the first formal announcement of the renewals in the spring must be made in a public meeting.

Superintendent's Report. Mr. Rachal asked if the items typically listed under Superintendent's Report will be eliminated while Dr. Goree is out, and Dr. Robinson reported she is aware the Superintendent will send something in writing and will communicate with her if she needs to verbally report anything to the Board.

President Riall recommended the following items as the Consent Agenda (6.01, 8.02-8.05, 8.07-8.09). He announced that 8.06 (Approval of Collaborative Funding for the Truancy and Misdemeanor Center Located at the Rutherford House) is referred to the Insurance and Finance Committee for further discussion. *Ms. Trammel moved, seconded by Mrs. Bell, to approve the proposed agenda and consent agenda for the September 15, 2015 CPSB meeting. Vote on the motion carried unanimously.*

POLL AUDIENCE

Jackie Lansdale, president of the Red River United, addressed the Board on the organizational meeting with administration and Board members and asked that the Board consider incorporating a place on the agenda for bringing these reports back to the Board. Also, she announced they will bring to the Board next month an update on the meeting in Washington D. C. this past summer and hopefully use this as a springboard to cultivate talking sessions at the school sites with parents, students, teachers and faculty members for input in what they wish their school to look like, the future of the district and how all can work together. Mrs. Lansdale also addressed what she believes the Board's response would be to a request for a pay raise, and she believes it would be the District has a tight budget and the need to look to the public since the bond was rejected. As the Board fills positions and allocates funds for programs, she encouraged them to look closely at these decisions and determine if they are essentials in improving student achievement. She reminded the Board that anytime a money item appears on the agenda, she will remind the Board the need to focus on the school house. Relative to truancy, she agrees it is important; however, she believes pre-K education is ten times more important and would be the most efficient and effective way to spend taxpayer dollars and also hopefully decrease truancy.

ANNOUNCEMENTS

Mrs. Bell announced the Insurance & Finance Committee will meet at 2 p.m. on September 15th.

Dr. Robinson reported that Superintendent Goree is doing well following his surgery.

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

September 1, 2015

The **Caddo Parish School Board (CPSB) Audit Committee** met on Tuesday, September 1, 2015 at approximately 3:00 p.m. in Room 1 of the CPSB offices, 1961 Midway, Shreveport, Louisiana with Chair Denee' Locke presiding and the following board members present constituting a quorum: Barry Rachal, Larry Ramsey, Bonita Douzart and Raymond Green. Also present were Board members Dottie Bell, Steve Riall, Shalanda Swift-Watkins, Mary Trammel, as well as staff members Jeff Howard, Jim Lee, Keith Burton, Lisa Lloyd, Dr. Mary Nash-Robinson, Steve White, and Reggie Abrams, legal counsel. Mr. Green led the prayer and Pledge of Allegiance.

Chair Denee' Locke stated the purpose of the meeting is to hear reports on Opportunity Caddo and the Capital Projects audit. She asked about the process for hearing audit follow ups, and staff explained that when requested, staff completes the follow up and presents it to the Superintendent for reporting back to the Board. Mr. Abrams explained how follow ups should be listed on the agenda so the committee can address/vote if necessary.

Opportunity Caddo Program. Lisa Lloyd, director of purchasing, shared with the committee an update on the Opportunity Caddo Program, the definition of a small and disadvantaged business, and the policy which is located on the web site. She stated that Opportunity Caddo's goal is to support the mission of the District and shared information on the program, some of the issues and challenges, solutions to addressing challenges, and the policy in place. She highlighted the law, how small and disadvantaged businesses are identified by the law, how staff identifies and reaches out to potential vendors, how staff tracks its success in identifying and working with small and disadvantaged businesses, and their directories of construction and non-construction vendors. She reported the directory has a little over 100 certified vendors (49 Capital Construction companies and 54 Non-construction companies), and the District uses approximately 60 of those vendors on a regular basis while it continues its efforts to identify additional vendors that qualify in order to expand the data base. Mrs. Lloyd shared with the committee numbers for the 2014-15 fiscal year and that the total amount of money spent through the Purchasing Department was \$52.7 million with over 1000 vendors, excluding direct pays and non-PO purchases, credit cards, etc. Non-construction dollars spent totaled \$30,638,694 (63%), with \$300,000 (1%) being with Opportunity Caddo vendors. She explained that while some businesses qualified for participating in the program, they chose not to participate. Construction/capital projects dollars spent totaled \$17 million (37%) with 20% (\$3,685,660) being spent with Opportunity Caddo vendors. She further stated that since CPSB is such a large employer with many needs, it is important that vendors have the ability to provide the quantity needed and in a timely manner. Mrs. Lloyd noted that some of the challenges include developing capacity of current vendors, education of state rules and regulations, promoting good business practices, maintaining non-biased purchasing practices, focusing work energy on viable business options, identifying eligible businesses within the system and document participation, and adding value to the process to encourage greater participation. Solutions that staff has or is looking at to address the challenges are community partnerships (Minority Supply Institute), Caddo Commission, North La. Chapter of NIGP, Shreveport Chamber of Commerce Government Procurement Center, Shreveport's Fair Share (Small Business Summit), continuing education opportunities, and building and training opportunities (creative hands-on walk-throughs, mock bids, etc.).

Staff responded to questions from the committee relative to reasons for the low percentage of small and disadvantaged businesses, insurance for capital projects vendors, requirements for sub-contractors, liability insurance, bid requirements (insurance and bonding), named insured, goal of 25% minority participation, etc.

Mrs. Bell expressed her concern over the 1% of non-construction dollars spent with Opportunity Caddo vendors and asked if it is necessary to look at reinstating the Fair Share position or bringing in someone to help increase this percentage since the goal set was 25%. She also asked if the contractors awarded bids for the large projects are subcontracting with Opportunity Caddo vendors. Mr. Abrams explained that many forms were created with the Opportunity Caddo Program and even without a leader it is a requirement in the bid process that contractors seek using subcontractors in the Program. Mrs. Bell said she would like to see the names of the minority businesses used, and stressed the importance of soliciting vendors and educating them on the bid process. Mr. Lee stated staff will do whatever the Board asks, but referenced Mrs. Lloyd's comments relative to large vendors that qualify but choose not to participate, as well as the fact that many of the non-construction bids are for materials and supplies (M&S), and at this time the District is under contract with a company that is not a minority or disadvantaged business, but they received the bid. Mr. Rachal noted that the Board did not get rid of the Opportunity Caddo Program; it is still in place. He further stated that the general contractors hire subs and there is a requirement that contractors solicit vendors listed in the Opportunity Caddo Program; and if the contractor is not using a subcontractor on this list, there should be documentation in the file as to why that company is not being used. Mr. Abrams further explained the reason there is not a requirement in the non-construction bids is maybe the amount of the package bid as opposed to breaking it down into smaller individual bids. It was also noted that construction should be commended for being at a 20% use of Opportunity Caddo vendors.

Mr. Riall noted that doing business with the Caddo Parish School System is an involved process and there are many who do not want to get involved in the process.

Capital Projects and Construction Audit. Jeff Howard stated a copy of the Capital Projects and Construction Department audit was forwarded to Board members and Steve White is present to answer any questions. Chair Locke asked for an overview of the audit, and Mr. White reported on the process by which three-year capital projects plans are brought to the Board for approval, and once approved, the process by which those projects are advertised three times in the Official Journal as well as the minority newspaper(s), how bids are received, opened and brought to the Board for approval. He explained if a project comes in over budget, the Board has the ability to reject the bid; however, if the bid is within the approved budget and the Board rejects it, it cannot be rebid for one year. Mr. White also shared with the Committee how special projects that come up during the year are addressed, i.e. a particular space in a building, electrical, etc. and the dollar amount of a project that requires board approval (those above \$150,000). Mr. Howard stated that it is recommended that Policy FEF be updated to reflect the \$150,000 rather than \$100,000, because the \$150,000 is State Law unless the Board wants to set a different amount. Mrs. Locke asked why would we not have proof of insurance on anything, and Mr. White responded there is proof of insurance, but it is not filed in the individual project files. Mr. White further explained that because there are times when an emergency project must be addressed late on Friday afternoon and completed by opening of school on Monday is why all proofs of insurance are filed separately and not job specific. Mrs. Locke asked Mr. Woolfolk or Mr. White if they wished to make any comments before opening for questions.

Mr. Woolfolk stated he believes the audit shows there are issues that come up all the time that staff must address, and the main concern is the lack of documentation backing these up. Mrs. Locke asked about the review of invoices prior to submission to accounts payable, and that SunGard should be used. Mr. White shared that when SunGard was first implemented; and because of the number of things being worked out in SunGard, it was recommended to wait before putting capital projects online with SunGard since the staff was overwhelmed at that time in working out all the problems encountered with SunGard. Mr. White also explained the construction billing window with projects.

Mr. Rachal noted his concerns relative to incidents with no documentation, no proof of insurance on file, what constitutes an emergency, projects over \$150,000 not coming back to the Board, etc. He further stated his understanding from reading this that the Board is being totally left out of the loop, and Mr. Howard noted that under \$150,000 there is no requirement for Board approval. Allison May explained these projects included renovation projects at Central Office and when one was done, there was a domino effect as areas were moved around. Mr. Howard said the point is these projects should be looked at as a whole and not broken down into small individual projects. Board members asked who generated these projects, and Mr. Howard explained that is the documentation not available. Staff responded to questions on how projects not in the budget are paid; and Mr. Howard explained there is a Miscellaneous account in Capital Projects to pay for these projects. Mr. Rachal stated he sees the need for continuity, and Mr. Howard further stated that the need for communication between all interested parties is what they are emphasizing.

Mr. Ramsey stated he understands the lack of documentation and also noted the Bethune project as well as the additional monies spent on Lakeshore whereby documentation would be needed for clarity, and he believes there is need to look further at how things are done. Mr. Abrams stated that when talking about breaking down projects, when you look at Opportunity Caddo, it is important to never write projects too big to where the vendors in Opportunity Caddo do not have the ability to bid for the project. Mr. Howard added that Auditing's purpose is to make sure that it is being done as efficiently as possible.

Mrs. Bell referenced the history of converting Lakeshore's school and she questions why the increase in the cost to do so. Mr. White noted additional corrective foundation steps that had to be done in the renovation project that were not anticipated. Mr. Ramsey said he believes that there should have been some type of documentation in the file.

Mr. Howard announced that he met with the Superintendent and he is aware of the findings and the recommendations.

Mrs. Bell asked about the recommendation to only advertise in the Official Journal, because she believes projects should be advertised in the Shreveport Sun and The Caddo Citizen.

Mr. Rachal stated he believes the committee needs to meet and discuss in more detail the \$150,000 amount, what declares an emergency, etc.

Mr. Green moved, seconded by Mrs. Douzart, that the Audit Committee schedules another meeting to continue discussion of the audit and the recommendations.

Chair Locke announced that she will schedule another meeting to further discuss this audit and have the Superintendent present.

Vote on the motion to schedule another meeting for further discussion carried.

Adjournment. The meeting adjourned at approximately 4:10 p.m.

September 8, 2015

The CPSB Transportation Committee met at 2:00 p.m. on Tuesday, September 8, 2015, in Room 1, 1961 Midway, Shreveport, Louisiana. Those in attendance were Chair Mary Trammel, Dottie Bell, Shalanda Swift-Watkins, Jasmine Green. Also present were Board member Steve Riall, Legal Counsel Reggie Abrams and staff members James Woolfolk, Dr. Mary Nash-Robinson, Keith Burton and Otis Jones.

Chair Mary Trammel called the meeting to order and led in the prayer and Pledge of Allegiance.

School Opening Overview. Mr. Jones shared with the committee an overview of the volume of calls received the day before and on opening day (962) in the Transportation Department; and he reported that since the opening day, the number of calls decreased each day.

Regarding homeless transportation, Mr. Jones reported that approximately 205 of the 228 requests received have been processed, and he noted that sometimes these are addressed on a daily basis as families are added. Staff is brainstorming ways to access information ahead of time for magnet students and has talked to Mr. Burton about the possibility of setting a date for magnet students in order to be ready before the first day of school. Mr. Woolfolk added they work closely with Pittre Walker; because this is possibly the toughest transportation issues to address since many families that are considered homeless may move across town but they have the ability to continue attending their neighborhood school as opposed to transferring schools. He further explained that they also work closely with the principals, Pittre Walker and the Attendance Department to address situations where students are being dropped. Dr. Robinson also reminded everyone that these numbers affect leveling of classes.

Special Needs Transportation Matters. Mr. Jones introduced Lashanda Howard who addresses special needs transportation, and reported this year over 200 SPED requests have been received to date, and 195 have been completed. Mr. Jones explained that in processing requests, if we cannot do a bus, we must offer them mileage, taxi, bus pass or some type of transportation. Relative to the remaining requests to be addressed, he said they are somewhat problematic and staff is researching these to make sure they are in compliance with the students' IEPs.

Discussion was held on transportation being provided at the closest pick-up point and many times that stop is 4 to 5 miles from a student's home, and Mr. Jones explained they receive this same complaint from magnet parents. Mrs. Bell asked what can be done to address these situations and avoid the students from being dropped when they do not have transportation, and Mr. Jones responded that the neighborhood school is an option for these students. Federal guidelines were also discussed and Ms. Trammel asked if, in following Federal guidelines to get children to school (whether it is for magnet or homeless), we sit down with the parents to explain this to them. Ms. Walker confirmed they do meet with the parents and do whatever the District can to work with them.

Staff also shared information on JCampus and JPAMS, problems staff encounters with these two programs, as well as some of the individualized needs for bus transportation, i.e. curb to curb pick up, medical transportation needs, responsible parties for providing information, etc.

Busing Issues. Mr. Jones also highlighted information on absenteeism and late buses, noting that absenteeism is the main reason for late buses. He reported on the Department's process for continuing to recruit sub bus drivers and on the fact that since January, 40 drivers have left the Department for various reasons; and at this time, the Department has 45 subs. Also, he reported that the Friday before the three-day holiday, there were nine open routes meaning there were not subs for these routes. He further reported that the Department now has a recruiter/trainer, and they are hopeful this will help address the shortage of drivers. They will also begin running

back-to-back classes for training subs. Mr. Woolfolk also noted that approximately 50% of those who go through the training will actually become drivers. Mrs. Bell shared with staff a local company laying off approximately 1,000 people and asked how can the District advertise that we are looking for drivers. Use of buses for athletic events was also brought up and Mr. Jones explained that while the players may have to leave earlier in the day, they have asked that the spirit groups not leave until later in the afternoon. Staff announced they will also request principals to post the need for drivers on their individual school marquees.

Bus exchanges were also discussed and Mr. Jones explained that three exchanges were being combined to one for efficiency and there have been some concerns expressed by parents. Mr. Woolfolk added that while he understands the sensitivity in the location of the exchanges and staff will address these, exchanges are a part of bus routes and he doesn't believe it is necessary to have a debate over changes in routes in order to be more efficient.

The committee also discussed with staff the recent policy alerts relative to legislation dealing with unsafe stops (stops on the shoulder of the road), and Mr. Jones reported that he attended the committee meeting in Baton Rouge where he talked to the author of this legislation and the Legislator is offering a way out of this. Mr. Abrams explained that at this time it has not been done and the Board would have to approve a declaration that the Transportation Department will not put buses on shoulders and someone (outside agency) would need to evaluate and declare that the shoulders are unsafe. Mr. Jones also announced that they recently received information on legislation that will go into effect on December 21, 2015 relative to new rules affecting physicals, and he is working with Dr. Self about possible caveats. Mr. Woolfolk stated that the current bus drivers have an out because they have insurance, but it is the new bus drivers needing a job that it will affect.

Following discussion, Mrs. Bell moved, seconded by Shalanda Swift-Watkins, that the Transportation Committee accept the recommendation of the Transportation Department regarding the unsafe conditions for loading and unloading students on the shoulder of the road and that a resolution be drafted for the Board's consideration in October. Vote on the motion carried.

Adjourn. There being no additional business, the meeting adjourned at approximately 3:25 p.m.

September 15, 2015

The **Caddo Parish School Board (CPSB)** met in regular session on Tuesday, September 15, 2015 at approximately 4:30 p.m. in its offices at 1961 Midway, Shreveport, Louisiana with First Vice President Mary Trammel presiding and the following board members present constituting a quorum: Jasmine Green, Margaret Brown, Susannah Poljak, Bonita Douzart, Raymond Green, Denee' Locke, Barry Rachal, Larry Ramsey, Shalanda Swift-Watkins and Dottie Bell. Also present were Dr. Mary Nash-Robinson, chief of staff, and Reggie Abrams, legal counsel. Mr. Riall was absent. Mr. Rachal led the prayer and Pledge of Allegiance.

CONSIDERATION OF MINUTES OF THE AUGUST 19, 2015 AND SEPTEMBER 1, 2015 CPSB MEETINGS

Mrs. Bell moved, seconded by Mr. Ramsey, to approve the minutes of the August 19, 2015 and September 1, 2015 CPSB meetings as submitted. Vote on the motion carried.

POINT OF PERSONAL PRIVILEGE

Board member Bonita Douzart acknowledged former Board member Curtis Hooks initiated the naming of Fair Park High School's Gymnasium in memory of Clem Henderson and in honor of Ronald Preston. She said that barring unforeseen circumstances, she as the current representative for District 5, attempts to be consistent and do what is right.

PRESENTATIONS AND RECOGNITIONS

Bill Strother, director of communications and marketing, on behalf of the board, recognized the following staff members and students for recent achievements. First Vice President Trammel and Chief of Staff Dr. Mary Nash-Robinson presented each with a certificate in recognition of their accomplishment. Administrators, family and friends present were also recognized.

Creswell Singers. Students from Creswell Elementary, a Larry Bell school, shared with the audience two musical numbers, "Twelve Powerful Words" and "Choo Choo Ch'Boogie". Amy Schepp is the music specialist at Creswell.

Booker T. Washington High School on National Register. On behalf of Dr. Goree, Dr. Mary Nash-Robinson presented to Robert Jackson, president of the Booker T. Washington Alumni Association, certificate number 1500414 listing Booker T. Washington High School on the National List of Historic Places as of July 14, 2015. Members of the BTW Alumni Association in attendance, as well as others involved in the process, were recognized for their team effort in submitting the nomination for BTW to receive this prestigious, historical award.

Newly Appointed Administrators. Jimmie Scott Britt was introduced as a new pupil appraisal facilitator in the Department of Exceptional Children.

Southwest Shreveport Rotary Club. John Albritton, president of the Southwest Shreveport Rotary Club, presented a \$2,000 grant to the Transformation Zone for establishing clothes closets at three elementary schools. Mr. Ramsey stated that the Rotary Club of Southwest Shreveport provides many dollars to schools in Southwest Shreveport making requests, and he recognized Mr. Albritton as the newly elected Board member, District 11. Randy Doss with the SW Rotary Club was also recognized.

VISITORS

Jackie Lansdale, president of Red River United, addressed the Board on the following two issues: (1) seated lunch time for students, and (2) start and finish time of the school day. Mrs.

Lansdale stated their long-time concern over the amount of time in which students are given to consume their lunch. With teachers having duty-free lunch for 30 minutes, she believes this would allow a minimum of 20 minutes seat time for students. She shared how they as a group have addressed this matter by requesting boards to come into compliance and by asking the Legislature to insure students have 20 minutes of seat time for lunch. Mrs. Lansdale said at this time they have learned some schools are providing 30 minutes, but some schools are not. The Board was requested to prioritize lunch time for its students to receive adequate time to consume their lunch. Regarding the start and finish time of the school day, she reminded the Board that prior to moving to the AB Block Schedule, most high schools had 6-period days; and when the Board moved away from the AB Schedule and in order for teachers to have daily planning periods, one more class was added making for a seven-period day and the issues experienced last year with the inclement weather and meeting the required instructional minutes were noted. She said adding the seventh period and meeting the instructional minutes for each has required elongating the school day; and administration has been made aware and has begun researching reconfiguring the day in order to meet the required number of instructional minutes.

Thomas Cochran addressed the Board on the need to consider allowing a child to change classes when they are not getting what they need academically; and he encouraged the Board to look at adopting a policy allowing this to happen. While it is too late for his son, he reiterated why he believes it is important to have something in place.

ESTABLISH THE AGENDA AND PROPOSED CONSENT AGENDA

Dr. Robinson highlighted items for the Board's consideration and the following discussion ensued. Dr. Robinson announced that staff is requesting Item 13.02 be pulled because a tentative settlement is in place. First Vice President Trammel announced the following as the consent agenda: Items 6.01-6.03, 7.01-7.02, 8.01-8.08 and 13.01. Item 13.02 was pulled. *Mr. Ramsey moved, seconded by Mrs. Bell, to approve the proposed agenda and consent agenda for the September 15, 2015 CPSB meeting as submitted. Vote on the motion carried.*

CONFIRM THE CONSENT AGENDA

Mr. Ramsey moved, seconded by Mr. Rachal, to confirm the consent agenda (Items 6.01-6.03, 7.01-7.02, 8.01-8.08 and 13.01). Vote on the motion carried. A summary of the Board's action on consent agenda items is as follows.

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 Personnel Transaction Reports. The board approved the personnel transactions reports (resignations) for the period of August 1-31, 2015 as recommended by the superintendent and submitted in the mailout.

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

Item No. 7

7.01 Purchasing Bids. The board approved the following bid as recommended by the superintendent and submitted in the mailout on the bid tabulation sheet: (1) multiple vendors for the purchase of music instruments and equipment. *A copy of the bid tabulation is filed in the official records of the 09/15/15 CPSB meeting.*

7.02 Construction and Capital Projects. The board approved the following bid as recommended by staff and submitted in the mailout on the bid tabulation sheet: (1) Camus Electric, with a Base Bid, Alternate 1, Alternate 2, and Alternate 3 for the sum total of \$258,500 for Project 2016-402, “B T Washington Auditorium Renovation”. *A copy of the bid tabulation is filed in the official records of the 09/15/15 CPSB meeting.*

Item No. 8

8.01 Property/Bus Rental Requests. The board approved the request for use of buses for the SUSLA Upward Bound South Program as recommended by staff and submitted in the mailout.

8.02 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.

8.03 Approval of Disclosure of Protected Health Information Policy. The board approved the proposed policy for disclosure of protected health information as presented by legal counsel.

8.04 Adopt Millages for 2015. The board adopted the following resolution setting 2015 millage rates to be levied on taxable property in Caddo Parish at 74.66 mills.

RESOLUTION

BE IT RESOLVED, that the following millage(s) are hereby levied on the 2015 tax roll on all property subject to taxation by Caddo Parish School Board:

	<u>MILLAGE</u>
Constitutional Tax	7.85 mills
Operation & Maintenance Tax	17.11 mills
Operation & Maintenance Support Tax	11.26 mills
Technology Tax	1.25 mills
Salaries & Benefits Tax	20.18 mills
Building & Equipment Tax	6.86 mills
Renovation Tax	5.15 mills
Bond & Interest Tax	5.00 mills

BE IT FURTHER RESOLVED that the proper administrative officials of the Parish of Caddo, State of Louisiana, be and they are hereby empowered, authorized, and directed to spread said taxes, as hereinabove set forth, upon the assessment roll of said Parish for the year 2015, and to make the collection of the taxes imposed for and on behalf of the taxing authority, according to law, and that the taxes herein levied shall become a permanent lien and privilege on all property subject to taxation as herein set forth, and collection thereof shall be enforceable in the manner provided by law.

The foregoing resolution was read in full, the roll was called on the adoption thereof, and the resolution was adopted by the following votes:

YEAS:	11	– J. Green, Brown, Poljak, Douzart, R. Green, Trammel, Locke, Rachal, Ramsey, Watkins, Bell
NAYS:	0	
ABSTAINED:	0	
ABSENT:	1	– Riall

8.05 2015-16 Pupil Progression Plan. The board approved the 2015-16 Pupil Progression Plan as submitted by staff in the mailout.

8.06 Approval to Begin Process for Naming the Booker T. Washington High School Auditorium for Dr. Ernest Lampkins.

The board authorized staff to begin the 90-day process for naming the Booker T. Washington High School Auditorium for Dr. Ernest Lampkins.

8.07 Approval of Mental Health Interagency Agreements and Contracts. The board approved the mental health interagency agreements and contracts for providing services to Caddo students as recommended by staff and submitted in the mailout.

8.08 Recommendation to Advertise Sale of Kings Hwy. House. The board approved staff's recommendation to advertise the sale of the house located on the Kings Highway Property purchased by the CPSB last month (August 2015).

Item No. 13

13.01 Student Readmission Appeal Hearings. The board approved staff's recommendation for student JD and student AM as submitted in the mailout and whose parents are in agreement.

SUPERINTENDENT'S REPORT

Dr. Mary Nash-Robinson reported that she has spoken with the Superintendent and he will be back in the office on Thursday with limited activity.

ANNOUNCEMENTS AND REQUESTS

Notice of Public Meeting. Mr. Lee stated that *notice is hereby given that at its meeting to be held on Tuesday, October 20, 2015, at 4:30 p.m. at the Parish School Board office, 1961 Midway Avenue, Shreveport, Louisiana, the Parish School Board of the Parish of Caddo, State of Louisiana, plans to consider adopting a resolution ordering and calling an election to be held within the parishwide school district to authorize the renewal of ad valorem taxes.*

Mrs. Bell announced that Huntington High School will present the Battle of the Bands at the FairGrounds on Saturday and she encouraged everyone to support them. She also asked Board members to see her after the meeting.

Mr. Abrams announced that the Texarkana Regional Chorale and Shreveport Chorale, of which he is a member, will perform Mozart's Mass in C at St. Pius Catholic Church on Sunday at 6:00 p.m. This will be open to the public and invited those interested to attend.

Dr. Robinson announced she has four tickets to the NAACP Annual Freedom Fund Banquet on Friday night at the Convention Center. Anyone interested in attending can see or call her.

Adjournment. *Mr. Ramsey moved, seconded by Mr. Rachal, to adjourn. The vote on the motion carried and the meeting adjourned at approximately 5:15 p.m.*

T. Lamar Goree, PhD, Secretary

Mary Trammel, First Vice President

September 8, 2015

The CPSB Transportation Committee met at 2:00 p.m. on Tuesday, September 8, 2015, in Room 1, 1961 Midway, Shreveport, Louisiana. Those in attendance were Chair Mary Trammel, Dottie Bell, Shalanda Swift-Watkins, Jasmine Green. Also present were Board member Steve Riall, Legal Counsel Reggie Abrams and staff members James Woolfolk, Dr. Mary Nash-Robinson, Keith Burton and Otis Jones.

Chair Mary Trammel called the meeting to order and led in the prayer and Pledge of Allegiance.

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Following discussion, Mrs. Bell moved, seconded by Shalanda Swift-Watkins, that the Transportation Committee accept the recommendation of the Transportation Department regarding the unsafe conditions for loading and unloading students on the shoulder of the road and that a resolution be drafted for the Board's consideration in October. Vote on the motion carried.

Adjourn. There being no additional business, the meeting adjourned at approximately 3:25 p.m.

September 15, 2015

The CPSB Insurance and Finance Committee met at 2:00 p.m. on Tuesday, September 15, 2015, in the Room 1, 1961 Midway, Shreveport, Louisiana. Those in attendance were Chair Dottie Bell, Mary Trammel, and Larry Ramsey. Committee members absent were Jasmine Green and Margaret Brown. Other Board members present were Susannah Poljak, Raymond Green, Bonita Douzart, and Denee' Locke. Also present were Reggie Abrams, Dr. Mary Nash-Robinson, Jim Lee and Randy Watson.

Chair Dottie Bell called the meeting to order and Mary Trammel led in the prayer and Pledge of Allegiance.

Group Insurance Renewals. Randy Watson, director of insurance, reported that the CPSB Health, Dental, Life, Disability and Cancer plans are up for renewal effective April 1, 2016 and the need for an item to be on the Board's October agenda with a recommendation from the Insurance and Finance Committee. He presented an overview of statistics of the CPSB insurance plans by age, gender, subscriber (active employee or retiree), last year's medical claims, last year out-patient, pharmacy (where the biggest gap is seen), top inpatient and top outpatient health care facilities. He noted that active employees and/or retirees account for 58% of the membership but represent 68% of the claims, and by next month there will be an equal number of retirees and active employees. When looking at premiums, Mr. Watson explained how the premiums would be 3 times higher without the Blue Cross Network discounts.

Mr. Watson reported on the high volume of prescriptions filled in the last 6 months; and it is anticipated that over 340,000 prescriptions will be filled during this plan year with Caddo's numbers being much higher than the norm. With the member only paying an average of 15%, he said this means the plan is paying for the majority of the cost of prescriptions. One of the areas causing a lot of problems today is while specialty drugs account for only 1.5% of volume, they account for 24% of total drug costs; and pharmacy trends indicate Caddo's trend is 27% over Blue Cross's trend of 10%. Mr. Watson also cautioned the Committee that when looking at changes to the health plan, the Committee must carefully consider these so as not to lose the District's grandfather status which would cost the District over \$4.2 million in additional expenses in the first year alone.

In looking at cost savings strategies, Mr. Watson stated there are two basic ways to minimize employer health care costs: (1) implement smart strategies where we reduce overall costs, minimizing premium increases for both employer and employees, and (2) cost shift to the members with (a) higher out of pocket expenses or (b) increase in the percentage of premiums members pay. Grandfather pharmacy strategies presented included narrow national retail pharmacy, mandatory specialty pharmacy, variable co-pay changes, split pill program, formulary changes and zero co-pay generics. He highlighted the pros and cons of each strategy, shared examples so the committee could see how the change would affect this benefit and employees, and noted estimated savings the District would see without affecting the member.

Additional options for consideration included Ambulance Services when no transport is made, Telemedicine Services, Newborn Dependent Children alternative coverage language, retiree wrap around products, as well as a shift in premiums (1% up to 5%) to the employee, increase in deductibles, Cadillac Tax in 2018, ACA taxes and fees. Many options that would affect the District's grandfather status were also presented, and Mr. Watson indicated his recommendation would be to monitor these until 2018.

Mr. Watson also highlighted *Prevent* (Diabetes Prevention Program) implemented last year, and the success seen after the first 16 weeks of employee participation.

In summary, Mr. Watson explained that savings could range from 5.3% to 11.3% depending on the strategies/options the Committee supports or does not support.

Mr. Watson also gave a brief overview of the District's Dental plan, what State law says, in-network/out-of-network providers, United Concordia Company, possible network disruption with the plan, and his personal contact with area dentists, the State Louisiana Dental Association, and staying with Blue Cross versus going with Delta or United Concordia Company. He further stated that if the Committee chooses to recommend Blue Cross and United Concordia, there will be no change in the premiums or benefits to the employee. He also stated the same is true for the life, disability and cancer policies.

Mr. Watson also stated that if the Committee chooses to go with the options that will not affect the District's grandfather status, the increase will be 7.3%; and if Delta is selected for the Dental, premiums will increase.

Following discussion, *Mary Trammel moved, seconded by Mr. Ramsey, that the Insurance Committee recommend to the full Board, at the October meeting, approval of the following recommendations.*

Plan	Carrier	Benefit Changes	Premiums
Health	Blue Cross	See Below	7.3%
Dental	Blue Cross/UC	No Change	No Change
Life	Standard	No Change	No Change
Disability	Standard	No Change	No Change
Disability	Standard	No Change	No Change
Cancer	American Public	No Change	No Change

Health Insurance

The committee considered a spectrum of scenarios projecting revenue and expenses and determined that a minimum increase of 7.3% is needed effective April 1, 2016.

Any changes to our plan and/or premiums would cost CPSB approximately \$4.2 million in additional required benefits if we forfeit our grandfather status under the Affordable Care Act. Therefore, the committee recommends the following that will preserve our grandfather status.

Required Benefit Changes

Non-grandfathered ASO Plan (PPO 271)

- Preeclampsia Prevention
- Cardiovascular Disease Counseling
- Childhood Obesity
- Updated Prescription Drug Step Therapy Language

Grandfathered ASO Plan (PPO and POS)

- Update Prescription Drug Step Therapy Language

Approved Optional Benefit Changes

- Mandatory Specialty Pharmacy
- Variable Co-Pay Changes for Specialty Drugs
- Drug Co-Pay Changes
- Split Co-pay on Specialty Drugs
- Limit to 30 Day Supply on Specialty Drugs
- Modification of Language and Limitations on Medical Food
- Modification of Language and Limitations on Medical Devices
- Zero-Generic Co-Pay on Select Chronic Diseases
- Exclusion of Brand Name Metformin
- Ambulance Service Coverage for Non-Transport
- Continuation of Diabetes Prevention Program
- Re-Insurance with \$500,000 Deductible and a 12/24 Basis

Denied Optional Benefit Changes

- Narrow National Retail Pharmacy Network
- Combo Product Exclusion
- Pharmacy Home Delivery Solutions
- Tiered Specialty Co-Pay Options
- Closed Formulary
- Telemedicine
- Newborn Eligibility Changes
- Community Blue Network
- Increase Out-of-Pocket Expenses (Co-pays, Deductibles, Co-Insurance)
- Retiree Supplemental Plan Analysis
- Increasing the Percentage of Employee/Retiree Premiums

Dental Insurance

Blue Cross has contracted with United Concordia (UC) to provide administrative services and network for their dental plan. Delta Insurance was also evaluated. While Delta has a larger network, their reimbursement is higher and will result in higher premiums. The committee recommends staying with Blue Cross this year. There will be no change in premiums or benefits.

Life Insurance

No change in benefits or premiums.

Disability Insurance

No change in benefits or premiums

Cancer Insurance

No change in benefits or premiums

Vote on the motion carried unanimously.

POLL AUDIENCE

Chair Bell asked for any questions or comments from the audience, and there were none.

Adjournment. There being no additional business, the committee adjourned at approximately 4:10 p.m.

October 6, 2015

The **Caddo Parish School Board (CPSB)** met in special session on Tuesday, October 6, 2015 at approximately 3:30 p.m. in its offices at 1961 Midway, Shreveport, Louisiana with President Steve Riall presiding and the following board members present constituting a quorum: Jasmine Green, Margaret Brown, Bonita Douzart, Mary Trammel, Raymond Green, Denee' Locke, Barry Rachal, Larry Ramsey, John Albritton and Dottie Bell. Board member Susannah Poljak was absent. Also present were Dr. Lamar Goree, superintendent, and Reggie Abrams, legal counsel. Mr. Ramsey led the prayer and Pledge of Allegiance.

ADMINISTER OATH OF OFFICE

Legal Counsel Reginald Abrams administered the oath of office to newly elected Board member John Albritton, representative for District 11. Board members welcomed Mr. Albritton to the board.

OUT OF STATE TRAVEL

Mr. Ramsey moved, seconded by Ms. Trammel, to approve requests for out of state travel (General Fund). Vote on the motion carried.

EXECUTIVE SESSION – LEGAL UPDATE RE: CADDO PARISH SCHOOL BOARD AND CONTINENTAL CASUALTY CO. VS. ABATEMENT SERVICES, INC. AND HUDSON SPECIALTY INSURANCE CO., SUIT NO. 585,706B (FIRST JUDICIAL DISTRICT COURT, CADDO PARISH, LOUISIANA)

Ms. Trammel moved, seconded by Mr. Ramsey, to approve resolution and authorize Superintendent and/or the Board President to execute the settlement agreement submitted in the mailout. Vote on the motion carried.

ADJOURNMENT

Mrs. Bell moved, seconded by Ms. Trammel, to adjourn. Vote on the motion to adjourn carried unanimously and the meeting adjourned at approximately 3:45 p.m.

T. Lamar Goree, Ph.D., Secretary

Steve Riall, President

October 6, 2015

The **Caddo Parish School Board (CPSB) Executive Committee** met in regular session on Tuesday, October 6, 2015 at approximately 3:45 p.m. in its offices at 1961 Midway, Shreveport, Louisiana with President Steve Riall presiding and Mary Trammel and Dottie Bell present constituting a quorum. Also present were Board members Jasmine Green, Margaret Brown, Susannah Poljak, Bonita Douzart, Raymond Green, Denee' Locke, Barry Rachal, Larry Ramsey, and John Albritton. Also present were Dr. Lamar Goree, superintendent, and Reggie Abrams, legal counsel. The prayer and the pledge were omitted.

ESTABLISH AGENDA FOR THE OCTOBER 20, 2015 CPSB MEETING

Superintendent Goree highlighted items for the Board's consideration at its October 20, 2015 CPSB meeting and the following discussion ensued. Item 7.01, Purchasing Bid, was pulled.

Revised Stipend Schedules for District's Athletic Coaches 2015. Mr. Rachal asked about the annual cost to the School Board for these changes, and Mr. Lee stated approximately \$150,000, and it is already incorporated in this year's budget. Mr. Rachal asked if this was announced during the budget presentation, and Mr. Lee responded it was discussed at one of the budget work sessions. Mr. Rachal asked when did we last do this, and Mr. Lee said approximately 10 years ago. Mrs. Bell asked for clarification on the steps, and Mr. Lee explained that the steps are the number of years' service. Dr. Goree further stated that initially there were only 12 steps and this caused problems when coaches had more than 12 years of experience, so the proposed schedule matches the teacher pay schedule through 30 years of service.

Board Committee Procedures. Mr. Ramsey asked Mr. Abrams if this item clarifies procedures that have always been in place for conducting regular Board meetings, because the intent in the motion creating the committee structure was that committees would be conducted in a similar fashion. Mr. Abrams confirmed that is correct and the board committees are to operate under the Open Meetings Law so there is consistency throughout all committees, and this outlines what is done in Board meetings and the Committee Chair follows the same rules. He highlighted stipulations of giving 24-hour notice and the need for a unanimous vote of the committee for it to work. Mr. Ramsey also shared issues that have arisen under "Presentations"; and because staff members are present during reports, any report given at a committee meeting shall not be directed to a specific employee where that employee might be identified. He also explained that a committee can receive a report and its' job is done, unless the committee decides to present it to the Board in order to make something happen; and motions should not direct the superintendent on how he should perform his duties as he is hired to do a job. The remainder of the procedures address meeting format to help whoever is presiding over a particular committee meeting; and the same process for hearing comments from visitors at the Board meeting should be followed when hearing concerns from the audience at the committee meetings.

Miss Green asked Mr. Abrams if she understands correctly that committee meetings will be set up the same as Board meetings; and if so, could the meetings be held in the boardroom and conducted the same as Board meetings. Mr. Abrams said if it is available, it should be the preferred area for committee meetings. Miss Green stated her belief that this policy is being recommended because of a lack of orderliness in meetings, and asked if this is a new policy. Mr. Abrams explained there has never been a policy that states how committees would operate, so this is a new policy following the state law in how all Board meetings will be conducted. Miss Green asked the Superintendent if it is possible to stream committee meetings on line, and Dr. Goree stated that while staff has the capability, he referred back to the Board because it is the Board's issue. Miss Green stated that if we are going to have a policy relative to committees and how they should be handled, she believes we should set them up the same way as Board meetings and stream the meetings live for the public.

Ms. Trammel asked if all committee meetings will be conducted the same as the Board meetings, will the number of times staff is taken from their regular jobs to set up, stream and record these meetings be o.k.? Dr. Goree said it will be additional work for staff, but he doesn't believe it is something staff can't do.

Mrs. Brown stated her belief that this is an effort to clean up and follow *Robert's Rules of Order* and she appreciates this being brought forward.

Mrs. Bell stated as the chair of a committee, she believes if she needs to call a meeting during the day and it is convenient for the committee members, the meeting should be held wherever space is available. She also said there are only 5-6 members on each committee; and she stressed the importance of committee members attending meetings because a committee cannot make any decisions unless there is a quorum present.

Mr. Green stated he believes we are over-simplifying a very unique, common practice; and if we follow the President's leadership relative to existing policies, and if we follow *Robert's Rules of Order*, there would be no need for the current discussion.

Mrs. Locke clarified that the procedures presented have nothing to do with where the meeting is held, but was only an option discussed. She said as a committee chair, she did not understand the procedures for conducting the committee meetings, and asked that these be put in writing.

Mr. Riall stated that committees were established when Mr. Ramsey was Board President; and Mr. Ramsey added the intent was that the chair would run the meeting following Board meeting procedures in place. This type of meeting is special in that these committees are where the Board President can refer items and is part of how the structure is set up. He said he believes it is a good idea to have a reminder to the chair for those who may not have conducted a meeting in the past. Mr. Riall asked Mr. Abrams about members and non-committee members speaking during committee meetings; and Mr. Abrams clarified that the procedures allow for all members to speak similar to a work session; but if any action is taken, only committee members can vote.

Mrs. Douzart applauded the implementation of committees prior to her coming on the Board because she believes it enhances whatever the Board is working toward.

POINT OF PERSONAL PRIVILEGE

At this point in the meeting, President Riall recognized and expressed appreciation on behalf of the Board to Mrs. Shalanda Swift-Watkins for her service as the interim representative for District 11 from May 29, 2015 through September 18, 2015 and for her dedication to the students in Caddo Parish.

2016 Group Insurance Renewals. Barry Rachal asked Mr. Watson if he understands correctly that because of the Affordable Care Act, we will continue to see our premiums increase. Mr. Watson explained there are limits to making changes to the plan, and when the ACA was implemented in 2010 employers were given incentives to not cut benefits and if changes were made, the District would lose its grandfather status at a cost of approximately \$4.2 million in added benefits. He added insurance will go up anyway as health care inflation is four to six times higher than normal inflation, but the District is going to continue doing what it ordinarily does. The propositions offered last year and this year include better medical management and smart strategies, and he cited an example that this year the District was billed \$300 million for health care expenses, but only paid \$100 million because of network discounts, pharmacy changes and Quality Blue disease management. Mr. Watson also highlighted what the District has done in the past by raising co-pays and deductibles; and he noted some of the possible

changes and decisions the Board will need to make in the future relative to insurance even though at this time he doesn't believe it is necessary for the Board to make those critical decisions and changes. Mr. Rachal also stated it was the Federal Government who told everyone in the beginning to keep current plans because they were better, but they also said even though the current plan is better, there would be penalties in the future. Mr. Watson explained they are attempting to keep everyone between the minimum and maximum, and he believes we will not be penalized until 2018. He also reported that the District paid \$700,000 in taxes and fees this year and this money is being used to subsidize premiums for the lower income population. Mr. Rachal noted that when others were experiencing 15-20% increases, Caddo was only getting a 2% increase, and he thanked Mr. Watson for his hard work.

Approval of Capital Projects for 2016-17. Mr. Rachal asked for a recap of the past budget and where the dollars went and details of the sites where capital project dollars were spent. Dr. Goree pointed out the change whereby capital projects are now being brought to the Board annually for approval, which allows principals the autonomy to change what needs to be done on their campuses.

Mrs. Bell asked if the Board votes on this every three years, and Dr. Goree explained that in the past staff brought to the Board a three-year plan on how the capital projects budget will be spent. Annually, there has been some revision to the list, so staff is now looking at a plan for each school year, and the plan presented is for the 2016-17 school year. Mrs. Bell stated she asks this because projects might be on the list and continue to be bumped. Dr. Goree said some schools may not be in the 16-17 cycle, but it will be because staff has worked with the principal and a determination made that a particular project can wait until the next cycle, and staff will be sensitive to the schools not on this cycle and make sure that we are equitable with the capital funds. Ms. Trammel shared her appreciation for the list being presented because she notes several things on the list that truly needs to be done. Dr. Goree said staff is working to address those critical projects included in the bond initiative and will continue to look at how issues can be addressed in moving forward.

Proposed Revisions to CPSB Policies GCBD/GDBD, GDBD-D and GDBD-D1. Dr. Goree stated that the policies being brought to the Board for revision look at how we manage employee absenteeism across the board (12-month, bus drivers, less than 12 months). He said 98% of the employees will never be impacted by these revisions as we are fortunate to work in a District where most of the employees do come to work to provide the best opportunities for children every day. However, absenteeism rates on holidays, Fridays and Mondays, indicate the need for a policy to insure that benefits are used appropriately. Dr. Goree also stated his commitment to work with the associations as procedures are developed for implementation of these policies.

Mr. Ramsey noted that many of the issues in these policies were vetted in the Transportation Committee, chaired by Ms. Trammel, where there was a lot of good discussion.

PRESENTATION OF PROPOSED AGENDA AND CONSENT AGENDA

President Riall announced that the Consent Agenda Items are 6.02, 8.01-8.03, and 8.05-8.12, and Item 7.01, Purchasing Bids, is pulled. *Ms. Trammel moved, seconded by Mrs. Bell, to approve the proposed agenda and consent agenda for the October 20, 2015 CPSB meeting as presented. Vote on the motion carried unanimously.*

POLL AUDIENCE

Jackie Lansdale, president of Red River United, thanked the Superintendent for his kind remarks about employees. She also reminded Mr. Ramsey and others that bus drivers attended the Transportation Committee meeting in 2013 with a proposal to address absenteeism on holidays

and Fridays. She also expressed appreciation to the Superintendent for allowing the organizations to come in and work through the process to address these issues.

ANNOUNCEMENTS

Ms. Trammel asked the Board members to look at their United Way packets and encouraged the Board to have 100% participation and giving.

Superintendent Goree expressed his appreciation to the Board and the public for everyone's thoughts, prayers, calls, cards, and food during his healing process from surgery.

Dottie Bell reminded everyone that the Teacher of the Year Banquet is Thursday evening at East Ridge. She also encouraged Board members to attend the Miles for Smiles kick-off event. Also, she expressed how great the Transformation Zone event was on this date with Transformation Zone students and stakeholders.

Mr. Rachal announced that he will be attending Donuts with Dads at University Elementary on Wednesday. Also, on October 25th a "Support the Blue" event will be held at the Downtown Festival Plaza from 2-5 p.m., and he encouraged all to attend and support this event.

Mrs. Brown stated that in the last month there have been various comments about different groups (Police Matter, Pastors Matter, etc.) around the country, and she asked the Board to remember that "At-Risk Children Matter". She also encouraged everyone to attend the Intergovernmental Committee meeting on October 16th at 11:30 a.m. at the Sky Box.

Mr. Green announced he will be representing the Board at the District PTA meetings.

Ms. Trammel invited all who are interested in attending National Night Out and do not have one to attend to come to the 200 block of E. 75th in Cedar Grove.

Adjournment. *Ms. Trammel moved, seconded by Mrs. Bell, to adjourn. Vote on the motion to adjourn carried and the meeting adjourned at approximately 4:41 p.m.*

October 20, 2015

The **Caddo Parish School Board (CPSB) Audit Committee** met on Tuesday, October 20, 2015 at approximately 2:00 p.m. in the boardroom of the CPSB offices, 1961 Midway, Shreveport, Louisiana with Chair Denee' Locke presiding and the following board members present constituting a quorum: Larry Ramsey, Bonita Douzart and Raymond Green. Mr. Rachal was absent. Also present were Board members Dottie Bell, Steve Riall, John Albritton, Mary Trammel, Margaret Brown as well as staff members Jeff Howard, Jim Lee, Allison May, Keith Burton, Dr. Mary Nash-Robinson, Steve White, and Reggie Abrams, legal counsel. Mrs. Douzart led the prayer and Pledge of Allegiance.

Chair Denee' Locke stated the purpose of the meeting is to continue the review of and ask questions on the Capital Projects audit. Mrs. Locke announced that Superintendent Goree will make a statement followed by each committee member being afforded an opportunity to ask questions. If time allows, other Board members will have an opportunity to ask questions.

Capital Projects and Construction Audit. Dr. Goree expressed appreciation to Jeff Howard and Allison May for the work they do in conducting these audits and stated that the goal of the audit process is to make Caddo a better organization. Mr. Abrams noted references to Policy FEF in numerous sections of the audit, and clarified this policy was actually replaced by Policy DJED in August 2014 and FEF should be removed from the manual. Mr. Abrams reported the \$100,000 in policy FEF was increased to \$150,000 when the Board approved Section E policies in 2014. He explained the policy states the contract will be awarded to the lowest possible bidder, how to address emergencies, how to advertise, how to bid and how the bids are opened with all project bidding in accordance with the public bid law. He further explained that Forethought is currently reviewing policies that deal with construction and the issues raised (Policies FGC, FGB, FGA, FGC, etc.), and it is his recommendation that these be presented to the Board for action in the near future. Dr. Goree noted he believes the District needs to do a better job of deleting policies that new policies are replacing. Mr. Ramsey encouraged everyone to be more open on the front end of these matters that arise. Dr. Goree also stated that he believes it valuable to the District to use these audits to enhance the district

Superintendent Goree stated his belief that the Capital Projects/Construction audit is a tool to bring value to the school district as well as a means by which the process could be improved. He added he also took from the audit the need for a conscious effort whenever projects can be grouped together, and also noted the need for staff to adequately document emergency issues that come up in projects, i.e. conversion of Lakeshore to a middle school and the need to have the school ready to receive students at the start of school. He also addressed concerns noted in the audit and some changes staff will make to address these while continuing to follow the law. Noting that communication appears to be the biggest issue, Dr. Goree stated his commitment to communicate more clearly with the Board and the community issues that are being addressed in many of the District's aging schools, as well as issues that arise and must be addressed.

Mr. Ramsey shared that as the maker of the motion to begin these internal audits, he appreciates the auditors' job; and noted that sometimes issues are brought forward that need to be addressed. He also stated he doesn't see where any laws were not followed as alleged, but he does see a need for better communication and documentation.

Board members echoed comments about the purpose for the internal audits and staff responded to questions from the Committee and other Board members relative to policy codes, criteria for projects over \$150,000, how small/minority/women-owned businesses can take advantage of bidding as sub-contractors under general contractors, holding committee meetings as audit reports are received, holding committee meetings at minimum quarterly, making the Board and public more aware, including reporters in the committee meetings, etc.

Mr. Ramsey moved, seconded by Mrs. Douzart, that (1) staff finalize the review of the policies prepared and recommended by Forethought and bring the proposed policy revisions back to the Caddo Parish School Board for review and implementation; (2) in the interim any construction project that comes in above budget but within the acceptable contingent budget be reported to the Caddo Parish School Board through the Superintendent's report; and (3) that any construction project that comes in above budget and not within the contingent budget be brought back for Caddo Parish School Board approval. Vote on the motion carried.

Mrs. Locke expressed her appreciation to everyone on the committee. Mr. Riall also expressed appreciation to Steve White for the work he does and for the many times taking care of what needs to be done.

Poll Audience. Jackie Lansdale addressed the committee on CPSB Policy BDDC.

Adjournment. There being no additional business, *Mr. Ramsey moved, seconded by Mrs. Douzart, to adjourn*, and the meeting adjourned at approximately 2:50 p.m.

October 20, 2015

The **Caddo Parish School Board (CPSB)** met in regular session on Tuesday, October 20, 2015 at approximately 4:30 p.m. in its offices at 1961 Midway, Shreveport, Louisiana with President Steve Riall presiding and the following board members present constituting a quorum: Jasmine Green, Margaret Brown, Susannah Poljak, Bonita Douzart, Mary Trammel, Raymond Green, Denee' Locke, Barry Rachal, Larry Ramsey, John Albritton and Dottie Bell. Also present were Dr. Lamar Goree, superintendent, and Reggie Abrams, legal counsel. Mr. Ramsey led the prayer and Pledge of Allegiance.

CONSIDERATION OF MINUTES OF THE SEPTEMBER 15, 2015 AND OCTOBER 6, 2015 CPSB MEETINGS

Mrs. Bell moved, seconded by Ms. Trammel, to approve the minutes of the September 15, 2015 and October 6, 2015 CPSB meetings as submitted. Vote on the motion carried unanimously.

PRESENTATIONS AND RECOGNITIONS

Bill Strother, director of communications and marketing, on behalf of the board, recognized the following staff members and students for recent achievements. President Riall and Superintendent Goree presented each with a certificate in recognition of their accomplishment. Administrators, family and friends present were also recognized.

Music Presented by Caddo Magnet High. Students from Caddo Magnet High presented a short contemporary ballet as well as a top hit dance to a well-known Michael Jackson song.

National Merit Semifinalist. The following students were recognized as National Merit Semifinalists from Caddo Parish: Caddo Magnet High -- Michael Jung, Amir Kaskas, Meghana Rao, Daniel Speakes and Cameron Wallace; Captain Shreve High -- Samantha Hilburn; and CE Byrd -- Sarah Livingston.

JROTC Presentations. Cadet Traci Purdue was recognized for superior achievement and as the new JROTC Corps Commander. Legion of Valor awards were presented to Cadet Koryssa Brochman, North Caddo High, and Cadet Romeka Nichols, Woodlawn Leadership Academy. The following students were recognized for outstanding achievement and shared experiences in participating in the JROTC STEM Camp at Mississippi State University this past summer – Demestria Huglon, Valerie Anderson, Shamicheal Harris from Woodlawn; Deunya Small and Diamond McRaney from Byrd; and Alex Prymek and Angela Vaughn from Caddo Magnet.

2015 Virginia K. Shehee Most Influential Woman of the Year Award. Alan English, publisher of the *Shreveport Times*, recognized Sandra Ratliff-Lee, security coordinator at Midway Professional Development Elementary, as the first recipient of the “Virginia K. Shehee Most Influential Woman Award”.

National PTA Schools of Excellence. Eden Gardens Fundamental Elementary and South Highlands Elementary Magnet were recognized as “National PTA Schools of Excellence” for their devotion to the educational success of children and the promotion of parental involvement in schools.

Scholastic James Patterson Grant and Dollar General Grant Recipient. Kathryn Loomis, Caddo Heights Math Science Librarian, was recognized as the recipient of one of James Patterson’s \$1.75 million pledges to school libraries. The scholastic reading club matched each grant dollar with Bonus Points to be received by the Librarian as well as the Dollar General Grant.

The Louisiana Reading Association’s Educational Administrator of the Year. Dr. Karen Peace was recognized as the Louisiana Reading Association’s Educational Administrator of the Year.

Newly Appointed Administrators. Al Graham, director of classified personnel, introduced and congratulated D’Andrea Dorsey, supervisor of transportation, and Daisy Powell, system design manager in Information Technology.

Charles Lowder, director of certified personnel, introduced and congratulated Ginger Gustavson, new principal at Captain Shreve High School.

PUBLIC HEARING FOR NAMING THE A C STEERE LIBRARY IN MEMORY OF DAN C WATERS

President Riall announced the public hearing open for naming the A C Steere Library in memory of Dan C. Waters. The following spoke in support of naming the library in memory of Dan C. Waters: Diane Mapp, Gail Griffin, Amy Failla, Cheryl Beckerdite and Rob Broussard.

VISITORS

Jackie Lansdale, president of Red River United, addressed the proposed policy revisions relative to attendance/absences on tonight’s agenda and asked the board to recognize that the District has some good bus drivers and the vast majority do a yeoman’s job. She stated she believes the proposed language is contrary to State Law and encouraged the Board to consider these revisions carefully. Miss Green asked that the Superintendent look into the pay issues for the bus drivers.

Jon Glover addressed Item 6.03 “Personnel Transactions Reports – Resignations” and asked if the five of 11 teachers who resigned are in critical areas (elementary); and if so, were these certified positions replaced with certified teachers as called for in the Pupil Progression Plan. She also questioned if staff determined why the two middle school and 4 high school teachers left. She stressed the importance that every child in Caddo Parish be afforded the same quality education.

ESTABLISH THE AGENDA AND PROPOSED CONSENT AGENDA

Superintendent Goree highlighted the items for the Board’s consideration and the following discussion ensued. President Riall announced that the following items are the Consent Agenda: 6.02-6.03, 8.01-8.02, 8.05-8.07, 8.09-8.12, and 13.01 (3 of 4 students) – 13.03.

Before confirming the consent agenda, President Riall recognized the following speakers on Item 8.11 “Proposed Revisions to CPSB Sick Leave/Absenteeism Policies”: Connie Harrison, bus driver, addressed the extra work she has done, i.e. training new drivers, extra a.m. and p.m. bus runs, without being paid, and she believes she has been treated unfairly; Lavette Carter shared she is a 9 year driver and is not getting paid for extra work done; Ruby Cooper shared that she was off due to a catastrophic illness last year and is concerned about the proposed revisions to the sick leave/absenteeism policies; Brenda Brossie shared she believes it very unprofessional that Transportation would ask why she could not set her doctor appointments when she was off; Pastor John Brossie addressed getting shorted and mistreated when it comes to pay for extra work; and John Darrett asked the Board to consider postponing this item until the Superintendent has an opportunity to meet one on one with bus drivers to discuss these issues.

Ms. Trammel moved, seconded by Mr. Rachal, to approve the proposed agenda and consent agenda as presented. Vote on the motion carried unanimously.

CONFIRM THE CONSENT AGENDA

Ms. Trammel moved, seconded by Mr. Rachal, to confirm the Consent Agenda (6.02-6.03, 8.01-8.02, 8.05-8.07, 8.09-8.12 and 13.01 (3 of 4 students)-13.03. Vote on the motion carried unanimously. The following is a summary of the Board's action on the consent agenda items.

Item No. 6

6.02 Renewal of Administrative Contracts. The board approved the renewal of administrative contracts as recommended by the superintendent and submitted in the mailout.

6.03 Personnel Transaction Reports. The board approved the personnel transactions reports (resignations) for the period of September 1-30, 2015 as recommended by the superintendent and submitted in the mailout.

Item No. 8

8.01 Property/Bus Rental Requests. The board approved the request for long-term use of Donnie Bickham's gymnasium and long-term use of Youree Drive's cafeteria and auditorium as recommended by staff and submitted in the mailout.

8.02 Out of State Travel. The board approved requests for out of state travel (General Fund) as recommended by staff and submitted in the mailout.

8.05 2016 Group Insurance Renewals. The board approved the 2016 group insurance renewals as recommended by the Insurance and Finance Committee and submitted in the mailout.

8.06 Interagency Agreements. The board approved the interagency agreements for providing services to Caddo Parish students through the Department of Exceptional Children as submitted in the mailout.

8.07 Resolution Ordering and Calling a Special Election to Authorize the Renewal of Special Taxes. The board approved the following resolution ordering and calling a special election to be held in 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 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 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, APRIL 9, 2016**, 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 - SALARIES)

Shall Parishwide School District of Caddo Parish, Louisiana (the "District"), be authorized to levy a special tax of a twenty and eighteen hundredths (20.18) mills on all property subject to taxation within the District (an estimated \$34,314,000 reasonably expected at this time to be

collected from the levy of the tax for an entire year), for a period of ten (10) years, beginning with the year 2017 and ending with the year 2026, for the purpose of paying salaries and benefits for teachers and other personnel employed by the Caddo Parish School Board?

PROPOSITION NO. 2
(MILLAGE RENEWAL - SCHOOL IMPROVEMENTS)

Shall Parishwide School District of Caddo Parish, Louisiana (the "District"), be authorized to levy a special tax of five and fifteen hundredths (5.15) mills on all property subject to taxation within the District (an estimated \$8,757,000 reasonably expected at this time to be collected from the levy of the tax for an entire year), for a period of ten (10) years, beginning with the year 2017 and ending with the year 2026, for the purpose of paying the costs of renovation, repair and improvement of existing public school buildings and facilities in the District?

PROPOSITION NO. 3
(MILLAGE RENEWAL - TECHNOLOGY)

Shall Parishwide School District of Caddo Parish, Louisiana (the "District"), be authorized to levy a special tax of one and twenty-five hundredths (1.25) mills on all property subject to taxation within the District (an estimated \$2,125,500 reasonably expected at this time to be collected from the levy of the tax for an entire year), for a period of ten (10) years, beginning with the year 2017 and ending with the year 2026, for the purpose of paying the costs of constructing, acquiring, renovating, improving, maintaining and/or operating computers, software and peripheral equipment, facilities and technological programs at public schools in Caddo Parish?

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 Parish School Board Office, 1961 Midway Avenue, Shreveport, Louisiana, on **TUESDAY, MAY 17, 2016**, 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, May 17, 2016, 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.

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.

SECTION 9. Additional Notice Requirement. This Governing Authority made the announcement with respect to this resolution required by La. R.S. 42:19.1, at its public meeting on Tuesday, September 15, 2015 and published said announcement in the Official Journal on Wednesday, September 16, 2015.

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>	_____	_____	_____
Margaret A. Brown	<u> X </u>	_____	_____	_____
Susannah W. Poljak	<u> X </u>	_____	_____	_____
Bonita Douzart	<u> X </u>	_____	_____	_____
Mary Trammel	<u> X </u>	_____	_____	_____
Raymond E. Green	<u> X </u>	_____	_____	_____
Denee Locke	<u> X </u>	_____	_____	_____
Barry F. Rachal	<u> X </u>	_____	_____	_____
Larry Ramsey	<u> X </u>	_____	_____	_____
John Albritton	<u> X </u>	_____	_____	_____
Dottie Bell	<u> X </u>	_____	_____	_____

And the resolution was declared adopted on this, the 20th day of October, 2015.

/s/ T. Lamar Goree
Secretary

/s/ Steve Riall
President

8.09 Approval of Mental Health Interagency Agreement. The board approved an additional mental health interagency agreement for providing services to Caddo Parish students as recommended by staff and submitted in the mailout.

8.10 Approval of Capital Projects for 2016-17 School Year. The board approved the proposed capital projects for the 2016-17 school year as submitted by staff in the mailout. *A copy of the list of projects is filed in the official papers of the October 20, 2015 CPSB meeting.*

8.11 Proposed Revisions to CPSB Sick Leave/Absenteeism Policies. The board approved the proposed revisions to the CPSB Sick Leave and Absenteeism policies as recommended by staff and submitted in the mailout.

8.12 Request for Authorization to Solicit Bids for Knight Street Building 6. The board authorized staff to solicit bids for the sale of the Knight Street Building 6 property located at 3004 Knight Street in Shreveport in accordance with the policy at 100% market rate.

Item No. 13

13.01 Student Readmission Appeal Hearings. The board approved student appeals for KA, JT, and RY in accordance with staff's recommendation and whose parents were in agreement

13.02 Legal Update – Charles Wilson – Workers Comp Claim #4375262. The board approved workers comp claim #4375262 for Charles Wilson in accordance with the recommended settlement submitted.

13.03 Legal Update – Kimberly Brun v. CPSB, Case No. 14-CV-2397, USDC (WD LA). The board approved the settlement in the Kimberly Brun v. CPSB, Case No. 14-CV-2397, USDC (WD LA) as submitted in the mailout.

REVISED STIPEND SCHEDULES FOR DISTRICT'S ATHLETIC COACHES 2015

Mr. Rachal moved, seconded by Ms. Trammel, to approve the revisions to the stipend schedules for the District's athletic coaches as recommended by staff and submitted in the mailout. Mrs.

Brown inquired about the guidelines used by Rahmberg for stipend schedules, and Dr. Robinson explained that the District asked him to look regionally at districts the same size as Caddo. Dr. Goree added that teachers' salaries are lower in this region, and he contacted Mr. Rahmberg to discuss this with him in preparing the recommended revisions.

Mr. Ramsey moved, seconded by Mrs. Bell, to call for the question. Vote on the motion to end debate carried. Vote on the main motion carried with Mrs. Brown abstaining.

BOARD COMMITTEE PROCEDURES

Mrs. Locke moved, seconded by Mrs. Bell, to approve the proposed policy on board committee procedures as submitted in the mailout. Miss Green stated that since these are public meetings, she is asking that they be recorded the same way as board meetings. She further stated that because the board is elected by the public, she believes the public should be able to view these meetings as well. Mr. Rachal expressed appreciation to Mrs. Locke for bringing these procedures to the Board. He stated the committee meetings have operated very well with open discussion and bringing good recommendations to the Board; and he believes conducting committee meetings in the same orderly fashion as Board meetings will make committees more efficient. Mrs. Brown also stated her agreement with Mr. Rachal's comments and thanked Mrs. Locke for bringing this forward. Mrs. Locke asked if committee meetings are recorded verbally, and President Riall explained that Mrs. Lohnes takes notes and publishes minutes. She said there was no discussion when she brought this issue up relative to recording and she deferred this to staff. Mrs. Locke also stated that she will gladly visit the recording from today's meeting; however, the comment was a question as to whether or not it was the responsibility of BoardDocs. Mr. Riall stated that Mr. Abrams clarified the Law requires that any meeting of the Board, committee or other, is recorded and published for the public.

Mr. Ramsey moved, seconded by Ms. Trammel, to call for the question. Vote on the motion to end debate carried. Vote on the main motion carried with Miss Green opposed.

PERMISSION TO ACCEPT BID RESPONSE FOR 655 KINGS HIGHWAY HOUSE

Mr. Rachal moved, seconded by Mr. Ramsey, because there were no responses to the bid, to direct staff to rebid the sale of the house located on 655 Kings Highway. Vote on the motion carried unanimously.

SUPERINTENDENT'S REPORT

Dr. Goree announced there is no report other than the information provided.

ANNOUNCEMENTS AND REQUESTS

Ms. Trammel noted the number of bus drivers present today and in hearing their concerns regarding pay, assured them that the Superintendent and staff are looking into this to resolve these issues, as well as to assure them they will be treated as they should be treated. Dr. Goree announced he will hold a one-on-one meeting with bus drivers on Tuesday morning.

Mrs. Bell announced an Insurance and Finance Committee meeting will be held Tuesday, November 3 at 3:00 p.m. She also announced Huntington High School's band has received invitations to perform in France or Hawaii as a result of their trip to Washington D.C.

Mr. Ramsey expressed appreciation for Ms. Trammel's comments. He also thanked The Times Inaugural Band Contest for the opportunity Southwood's band had to travel to Atlanta and compete in a National competition. Southwood won this competition and has now been invited

to competitions in Miami, New York City and Japan. Mr. Ramsey said his point is Caddo has some very talented students, and he encouraged those who have the opportunity to attend and support students in these competitions to do so.

Miss Green echoed Ms. Trammel's comments and commended the superintendent for scheduling time to meet with and hear from the bus drivers. She also reminded the board that the Soul Bowl will be held between Green Oaks and BTW at Independence Stadium.

Margaret Brown asked the Superintendent to look into how overtime for bus drivers is being paid and to address concerns expressed in this area.

Mr. Green and Mrs. Douzart also expressed their appreciation to the Superintendent for scheduling a time to meet with the bus drivers to address issues of concern.

EXECUTIVE SESSION

Student Readmission Appeal. *Mr. Ramsey moved, seconded by Ms. Trammel, 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 6:25 p.m.*

The Board reconvened in open session at approximately 7:09 p.m. *Mr. Ramsey moved, seconded by Mr. Rachal, to uphold expulsion recommendation of staff for student MG. Vote on the motion carried with Board member J Green opposed. Mary Trammel was absent for the vote.*

Adjournment. *Mr. Green moved, seconded by Miss Green, to adjourn. Vote on the motion to adjourn carried and the meeting adjourned at approximately 7:10 p.m.*

Dr. T. Lamar Goree, Secretary

Steve Riall, President

November 3, 2015

The **Caddo Parish School Board (CPSB)** met in special session on Tuesday, November 3, 2015 at approximately 4:30 p.m. in its offices at 1961 Midway, Shreveport, Louisiana with President Steve Riall presiding and the following board members present constituting a quorum: Jasmine Green, Margaret Brown, Susanna Poljak, Bonita Douzart, Mary Trammel, Raymond Green, Denee' Locke, Barry Rachal, Larry Ramsey, John Albritton and Dottie Bell. Also present were Dr. Lamar Goree, superintendent, and Reggie Abrams, legal counsel. Mr. Albritton led the prayer and Pledge of Allegiance.

VISITORS

There were no visitors.

PERSONNEL RECOMMENDATION

Ms. Trammel moved, seconded by Mrs. Bell, to approve the personnel recommendation as recommended by the Superintendent and submitted in the electronic mailout. Superintendent Goree explained that this is to fill the position of curriculum instruction specialist for elementary math (K-5). He further stated that this vacant position comes as a result of internal staff movement and is being filled by an employee from the organization. Vote on the motion carried.

ADJOURNMENT

Ms. Trammel moved, seconded by Mrs. Bell, to adjourn. Vote on the motion to adjourn carried unanimously and the meeting adjourned at approximately 4:35 p.m.

T. Lamar Goree, Ph.D., Secretary

Steve Riall, President

November 3, 2015

The **Caddo Parish School Board (CPSB) Executive Committee** met in regular session on Tuesday, November 3, 2015 at approximately 4:35 p.m. in its offices at 1961 Midway, Shreveport, Louisiana with President Steve Riall presiding and Mary Trammel and Dottie Bell present constituting a quorum. Also present were Board members Jasmine Green, Margaret Brown, Susannah Poljak, Bonita Douzart, Raymond Green, Denee' Locke, Barry Rachal, Larry Ramsey, and John Albritton. Also present were Dr. Lamar Goree, superintendent, and Reggie Abrams, legal counsel. The prayer and the pledge were omitted.

PRESENTATIONS

Bill Strother, director of communications and marketing, introduced the leaders of the local employee organizations: Jackie Lansdale, president of Red River United, Kim Burton, president of APEL, and Dr. Elizabeth Sullivan, president of Caddo Association of Educators. Mrs. Lansdale and Mrs. Burton shared a recap of their attendance (along with Board members Mary Trammel and Jasmine Green) at a Conference in Washington, D. C. where they learned some things they are hopeful to apply in the District. She noted that leaders of the local organizations meet once a month with the Superintendent along with the Board's liaison to discuss various issues; and recognizing the uniqueness of this relationship, it is their desire to build off this relationship. Mrs. Burton highlighted workshops attended that provided information on how to enhance relationships between the organizations and the local District, the benefits of team discussions, shared visions between the Districts and the roles of the organizations. A summary of the information provided in a packet was also highlighted, as well as learning strategies for effective meetings, teambuilding and confronting issues together. Mrs. Burton also reported they returned with 100 books and are excited about more that will come in the future.

Mrs. Lansdale reported that the next steps, in conjunction with administration and Board members on the team, will be to plan forums across the District that will include members of the organizations, teachers, parents, and students. She explained the intent is to hear and learn more, move beyond "my region-your region", look for areas of commonality and consensus to have a shared vision, move past the distrust and appearance of an echo chamber as well as outside negative influences. Upon consulting with members and the community, future plans must be organic and not presumptive to the region or to the District as a whole. She said they hope to gain a true shared understanding of what equity means in all areas of the District by going beyond what the true needs are and not just the wants, and they have begun to formulate a list of issues, i.e. certification of teachers, class size, lunch schedules, recess, programs and technology. Mrs. Lansdale added they also wish to ask parents, children, teachers and staff what they want the classroom to look like. Broader issues would include calendars, schedules, buildings, and funding; and they are open to Board members' ideas as they begin this endeavor in January.

Miss Green expressed her appreciation for the opportunity to travel to Washington, D.C. and noted how much she learned especially from the teacher's perspective, i.e. the number of resources available to teachers, teambuilding, and similarity among districts across the country. Ms. Trammel also thanked the organizations for including her and others in this opportunity and she looks forward to observing how the district benefits from what was learned in Washington.

Mr. Riall expressed appreciation for the presentation and for the work the employee organizations do on behalf of the students in Caddo Parish.

ESTABLISH AGENDA FOR THE OCTOBER 20, 2015 CPSB MEETING

Superintendent Goree highlighted items for the Board's consideration at its November 17, 2015 CPSB meeting and the following discussion ensued.

Proposed Revisions to Notice of Meetings Policy(ies). Mr. Abrams stated the item should be “Approval of Policies BCBB (Notification of Meetings) and BCBD (Agenda Preparation and Dissemination). He highlighted the new policies and clarified that the revisions will address the issue of giving meeting notice to employee organizations and how that will be carried out, as well as clearing up references to “paper copies”, mailouts (now electronic), faxes, etc. and how these issues will be addressed in the future.

Mr. Rachal asked about the reference to “unanimous vote of the Board” when adding an item to the agenda, and Mr. Abrams said it once was 2/3, but it is now unanimous to request that an item be added for action on the day of a meeting. It is still 2/3 on the timeliness of information provided for consideration.

Mrs. Bell asked for clarification on meeting notices being given one week in advance, and Mr. Abrams explained that notice shall be given one week in advance of a meeting whenever possible, but no less than 24 hours. She also asked why she sees meeting notices in the newspaper for the City Council, but she never sees the School Board’s meeting listed. Dr. Goree responded there is a cost to the District if we publish it in the paper; and it is the paper’s decision on which meetings are highlighted.

Authorization for Staff to Accept Bids on Knight Street Property and Kings Highway Property. Superintendent Goree announced that staff is asking for the full appraised values on these two properties at this time. Mr. Woolfolk further stated that it is the full appraised value for Knight Street, but it is 85% for the Kings Highway property since we have bid it once with no bids received. Mr. Rachal clarified that the first time we offer property for bid we cannot accept anything less than 100% of the appraised value, the second time it is put out for bid at 85% of the appraised value and the third time, 80% of the appraised value. Dr. Goree also stated that the Strategic Plan outlines that staff will recommend to the Board not going below 50% of the appraised value on properties and it will be the Board’s decision to honor that.

Legal Update. Mr. Abrams announced this matter is scheduled to go to trial in November in New Orleans.

Update on LHSAA Matter. Mrs. Bell asked if staff will provide an update on the LHSAA matter, and Dr. Goree responded he will provide the Board with an update.

CONSENT AGENDA

Mr. Riall announced that the following items are the consent agenda (8.01-8.07 and 13.01). *Ms. Trammel moved, seconded by Mrs. Bell, to approve the proposed agenda and consent agenda for the November 17, 2015 CPSB meeting as presented. Vote on the motion carried.*

POLL AUDIENCE

Jackie Lansdale thanked the Board for moving forward with 8.04 and noted that she wants to receive these notices. She also thanked the Superintendent for how he handled the situation with the bus drivers and addressing their two issues. While she too is concerned with those who do not comply with the attendance rules, the vast majority of the bus drivers are good employees and appreciate what is afforded them in Caddo.

BOARD MEMBER ANNOUNCEMENTS

Mrs. Bell announced that Huntington High School band will perform on Saturday with Grambling State University in the Red River Classic, all were encouraged to attend and support Huntington.

Ms. Trammel thanked staff for the outstanding job in making sure everyone was taken care of last week.

Mr. Riall announced that Friday night is the final regularly scheduled Caddo Parish football games and also at 2:00 on Sunday at the Louisiana State Fair, he announced the military parade will be held.

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

November 17, 2015

The **Caddo Parish School Board (CPSB)** met in regular session on Tuesday, November 17, 2015 at approximately 4:30 p.m. in its offices at 1961 Midway, Shreveport, Louisiana with President Steve Riall presiding and the following board members present constituting a quorum: Jasmine Green, Margaret Brown, Susannah Poljak, Bonita Douzart, Mary Trammel, Raymond Green, Denee' Locke, Barry Rachal, Larry Ramsey, John Albritton and Dottie Bell. Also present were Dr. Lamar Goree, superintendent, and Reggie Abrams, legal counsel. Mr. Albritton led the prayer and Pledge of Allegiance.

CONSIDERATION OF MINUTES OF THE OCTOBER 20, 2015 AND NOVEMBER 3, 2015 CPSB MEETINGS

Mr. Rachal moved, seconded by Ms. Trammel, to approve the minutes of the October 20, 2015 and November 3, 2015 CPSB meetings as submitted. Vote on the motion carried unanimously.

PRESENTATIONS AND RECOGNITIONS

Bill Strother, director of communications and marketing, on behalf of the board, recognized the following staff members and students for recent achievements. President Riall and Superintendent Goree presented each with a certificate in recognition of their accomplishment. Administrators, family and friends present were also recognized.

Turner Elementary 6th Grade Academy. Students in the Turner Elementary 6th Grade Academy Choir shared musical numbers from their choral theme "Packing Your Way to Success through Music". Arnese Brass is the Choral Director.

2015 National Healthy Schools Bronze Award and 2015 Let's Move! Active Schools National Award. Erica Gilliam, Healthy Schools Program Manager for Louisiana, recognized Lakeshore Middle School for receiving the Alliance's Healthy Schools Program's 2015 National Healthy Schools Bronze Award and the 2015 Let's Move! Active Schools National Award for making changes that promote healthier eating and physical activities for students and staff in an effort to combat childhood obesity. Winning schools were also recognized at the annual leadership summit in Washington, D.C.

High Schools Increase School Performance Scores. The following high schools were recognized for increasing their School Performance Scores: C. E. Byrd increased by almost 10 points and earned an 'A' ranking, Caddo Magnet increased 7.6% and maintained its 'A' ranking, Captain Shreve increased 15.4 points and moved to a 'B' ranking, Fair Park increased 7.7 points, North Caddo increased .4 points, Northwood increased 12 points, Southwood increased 13.4 points and Woodlawn increased 4.7 points.

Milken Educator Award. John Lary II, C.E. Byrd Social Studies teacher, was recognized as the recipient of a Milken Educator Award and an unrestricted cash prize of \$25,000.

2015 Counselor of the Year. Misti Duke was recognized as the 2015 Middle School Counselor of the Year. Ms. Duke is the 6th and 7th grade counselor at Youree Drive Middle School.

2015 Educator of the Year. Dr. Carolyn Gore was recognized by The Louisiana Reading Association as the Educator of the Year.

2014-2015 Outstanding School Support Employee Winners. The following employees were recognized as 2014-15 Outstanding School Support Employee winners: Elizabeth Harville, Office Clerk, Shreve Island Elementary; Alvin Williams, Groundskeeper, Broadmoor Middle

Laboratory School; and Jennifer Rainge, secretary, Woodlawn Leadership Academy. Additional support employees recognized were Rebecca Emerson, secretary, Academic Affairs Division; Jerry Lowery, Computer Networking Technician, Operations Division; Willie Lawson, assistant custodian, Human Resources Division; Russell Meduna, Security Patrol, Superintendent's Division; and Donna Duke, bookkeeper, Finance Division.

Administrative Appointments. Charles Lowder, director of certified personnel, introduced the following new administrative appointments: (1) Sommer Anderson-Picou, curriculum instructional specialist Math K-5; and (2) Jenifer Guerrero, principal, Youree Drive Middle School.

3.02 Public Hearing for Naming the Booker T. Washington High School Auditorium for Dr. Ernest Lampkins. Dr. Goree announced that after conversation with Board member Margaret Brown who brought this item forward, this item is being pulled at this time.

3.03 Visitors.

Jackie Lansdale, president of Red River United, reported on resolutions that will be considered at their convention for the upcoming Legislative Session next spring: importance of recess for students, observations and parameters, length of the school day, tyrannical behavior of management at the school house and its negative effect on teacher retention, review of CIS and of tenure, due process rights for non-tenured teachers, correction of classified leave to align with the language of certified personnel, and the Family Medical Leave Act for maternity leave. She said the Board is being asked to research and demonstrate the progressive nature of the Caddo Parish School Board.

Gail Griffin asked the Board to favorably support renaming the A. C. Steere Library in memory of Dan C. Waters, former A.C. Steere principal. She also presented a picture of the A.C. Steere Elementary School to each Board member.

Tahira Abdul-Rahmen, representative of the Booker T. Washington High School Alumni Association, expressed appreciation to the superintendent and Board for their support of Booker T. Washington High School and participation in the activities surrounding the placement of Booker T. Washington High School on the list of National Historic Places.

ESTABLISH THE AGENDA AND PROPOSED CONSENT AGENDA

Superintendent Goree highlighted items for the board's consideration, and the following discussion ensued.

Approval to Name the A. C. Steere Library in Memory of Dan C. Waters. Denee' Locke expressed appreciation to Gail Griffin for bringing the item to name the A. C. Steere Library in memory of Dan C. Waters and recognized Kim Derrick, principal, and Mrs. Dan C. Waters who were present at today's meeting.

President Riall announced that Items 6.02, 7.01, 8.01-8.04, 8.06-8.07 and 13.01 are the consent agenda. *Ms. Trammel moved, seconded by Mrs. Bell, to establish the agenda and consent agenda for the November 17, 2015 CPSB meeting. Vote on the motion carried unanimously.*

CONFIRM THE CONSENT AGENDA

Ms. Trammel moved, seconded by Mrs. Bell, to confirm 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

6.02 Personnel Transactions Reports-Resignations. The Board approved the personnel transactions reports (resignations) for October 1-31, 2015 as submitted in the electronic mailout.

Item No. 7

7.01 Bids. Purchasing. The Board approved the following bids as recommended by staff and submitted in the electronic mailout on the bid tabulation sheets: (1) multiple vendors for the purchase of canned and frozen food, fish, poultry, eggs and meat; and (2) multiple vendors for the purchase of food service paper and supplies. *A copy of the bid tabulation sheets is filed in the official papers of the November 17, 2015 CPSB meeting.*

The Board also authorized staff to enter into a Cooperative Purchasing Agreement (Piggyback) on the Rapides Parish School Board Catalog Bid #15-28 for Educational Materials and Supplies.

Item No. 8

8.01 Property/Bus Rental Requests. The Board approved a resolution for the MJ Moore School Lease to Looking Unto Jesus Outreach Ministries and the request for school buses for Educational Talent Search at SUSLA as recommended by staff and submitted in the electronic mailout.

8.02 Out of State Travel. The Board approved requests for out of state travel (General Fund) as recommended by staff and submitted in the electronic mailout.

8.03 Approval to Name the A. C. Steere Library in Memory of Dan C. Waters. The Board approved naming the A. C. Steere Library in memory of Dan C. Waters.

8.04 Approval of Revisions to CPSB Policies BCBB (Notification of Meetings) and BCBD (Agenda Preparation and Dissemination). The Board approved the revisions to CPSB Policies BCBB (Notification of Meetings) and BCBD (Agenda Preparation and Dissemination) as submitted in the electronic mailout.

8.06 Authorize Staff to Begin the 90-day Process for Renaming the Magnet Hall at Captain Shreve High School the Dr. Sandra McCalla Magnet Hall. The Board authorized staff to begin the 90-day process for renaming the magnet hall at Captain Shreve High School the Dr. Sandra McCalla Magnet Hall.

8.07 Authorize Staff to Solicit Bids for the Sale of the Hamilton Terrace Property. The Board authorized staff to solicit bids for the sale of the Hamilton Terrace property as submitted in the electronic mailout.

Item No. 13

13.02 Student Readmission Appeal Hearings. The Board approved student appeals for MM and TM as recommended by staff and whose parents are in agreement.

AUTHORIZATION FOR STAFF TO ACCEPT BIDS ON KNIGHT STREET PROPERTY AND KINGS HIGHWAY PROPERTY

Mr. Rachal moved, seconded by Mrs. Bell, to authorize staff to re-issue for sale 655 Kings Hwy. at 80% of the appraised value and re-issue for sale the Knight Street property at 85% of the appraised value. Mr. Rachal asked if any other means for selling these properties has been

considered. Mr. Abrams stated that the Kings Hwy. property is actually the property staff wanted to demolish; however, staff is following the process to see if it can be sold and moved at fair market value, even though it is delaying staff moving forward in leveling the lot and preparing for the parking lot. Relative to the Knight Street property, Mr. Abrams explained that the legal process requires minimum bids the Board can accept in selling property; and if it does not sell, then the Board could look at alternate ways of selling the property. Mr. Rachal asked if the Board has to rebid down to the 50% of the property's value? Mr. Woolfolk said it is 80%, and after 80%, the Board can set its own price. Relative to handling the sale in a different manner at that point, Mr. Abrams explained it would have to be a bid process, but the Board could advertise it differently or involve someone else to better facilitate a sale.

Dr. Goree shared that staff is working with Counsel regarding concerns relative to getting top dollar for the District's properties. Mr. Woolfolk stated staff has also discussed ways we could market properties after meeting the legal obligation of 80%, and at the appropriate time will bring something back to the Board. Mr. Abrams added it would have to be an auction process even if a broker is involved. Mr. Rachal asked if any thought had been given to the District becoming a landlord for this property and leasing it. Dr. Goree said leasing the property has not been discussed at this point; however, through the Strategic Plan, if the property does not sell after going through the process, leasing could be one of the options for Caddo's buildings. Mr. Rachal said he would like for staff to begin getting information in this regard.

Mrs. Bell asked for clarification and if staff is talking about selling the house located on the 655 Kings Highway property, and Mr. Woolfolk confirmed that is correct; and if the house does not sell, we will tear down the house. Dr. Goree also added that we must be able to access the property and complete the projects for Byrd High School. Mr. Rachal suggested auctioning the house if there are no bids, and if there are no time constraints, and Dr. Goree responded that staff will provide additional information to the Board on these possibilities.

Vote on the motion carried unanimously.

SUPERINTENDENT'S REPORT

Superintendent Goree announced that everything under Superintendent's Report is for the Board's information, and he asked everyone to keep Roy Murry and his family in their thoughts and prayers in the loss of his mother.

ANNOUNCEMENTS AND REQUESTS

Miss Green expressed appreciation to Dr. Goree, Mr. Tisdale, and staff for putting together an outstanding 2015 Soul Bowl. Miss Green also asked if, in recruiting and training bus drivers, we are requiring that they work in the District for a certain timeframe before leaving.

Mrs. Brown commended the Booker T. Washington Alumni Association for the wonderful job in recognizing BTW's placement on the National Registry of Historic Places. She also asked staff for a list of expenditures for mental health services in response to an article in the Sunday, October 16, 2015 *Shreveport Times* reporting that the CPSB spends \$2 million for these services.

Ms. Trammel noted that the Christus Schumpert Clinic at Atkins provided flu shots at no charge for the students as well as some of the parents.

Mr. Green expressed his appreciation to Mr. White and Mr. Tisdale for taking care of a unique situation at Oak Park Elementary School.

Mrs. Bell thanked Billy Snow for the Amazing Shake experience with students.

EXECUTIVE SESSION

Ms. Trammel moved, seconded by Mrs. Bell, to go into executive session for 10 minutes for a legal update on Whatley v. Eagle, Inc. et al; No. 2010-11560 Civil District Court, Parish of Orleans. Vote on the motion carried and the Board went into executive session at approximately 5:44 p.m. The board reconvened in open session at approximately 5:57 p.m.

Adjournment. *Mr. Rachal moved, seconded by Miss Green, to adjourn. Vote on the motion carried and the meeting adjourned at approximately 5:58 p.m.*

T. Lamar Goree, Ph.D., Secretary

Steve Riall, President

November 17, 2015

The **Caddo Parish School Board (CPSB) Long Range Planning Committee** met in regular session on Tuesday, November 17, 2015 at approximately 3:00 p.m. in Room 1 at 1961 Midway, Shreveport, Louisiana with Chair Larry Ramsey presiding and the following committee members present constituting a quorum: Bonita Douzart, Barry Rachal, Susannah Poljak and John Albritton. Also present were Steve Riall, Denee' Locke, Mary Trammel, Dottie Bell, Raymond Green, Margaret Brown, Dr. Lamar Goree and Reggie Abrams, legal counsel. Staff members present were Jim Lee, Keith Burton, James Woolfolk, Dr. Mary Nash-Robinson, Tommy Smith and Mary Wood. Mr. Ramsey led the prayer and Pledge of Allegiance.

PRESENTATION BY CENERGISTIC

Mr. Ramsey announced that the purpose of today's meeting is to hear a presentation from Cenergistic. Mr. Woolfolk introduced Lance Wyatt with Cenergistic, an energy conservation program. Mr. Ramsey announced the meeting will be for one hour and he would like to allow ample time for Board members to ask questions.

Mr. Wyatt shared with the committee Cenergistics' history and their work with K-12 districts to help them save money through energy conservation and return a portion of the savings to the classroom. He shared annual percentages in savings in the districts they have worked with (1400 clients), with over 92% of their business being in K-12 schools. He explained there is no capital required to work with them, they will not come in and recommend changing current equipment, but will help districts get the most out of the equipment in place, and guarantee the district will not spend more than it saves. He further highlighted the big area of conservation, and that organizational behavior change and getting everyone in the organization on board to help save money without jeopardizing comfort in the classroom will be the biggest return on the investment. While newer equipment does enhance savings by an additional 14%, they will come in and help districts without changing out the equipment in place. He further added that changing the conservation consumption practices will save the district 25-30%, and while this is the most difficult thing to do, the focus must be on sustainability. He said they will identify the district's challenges and utilize their 29 years of experience to customize a solution.

Cenergistics will partner with four energy specialists in the District who will serve as the base of the program, and Cenergistics will train them to identify problems and hopefully become more pro-active and eliminate some of the work orders. Professional development will also be included as well as engineering resources, and keeping comfort in the facilities as a focus to help get the most out of the older equipment and buildings. Mr. Wyatt also shared a financial summary and the five-year agreement where there are no fees during the first six months; and, after the first six months, they will only share in 50% of the savings. If Cenergistics does not save the District money, the District will not write them any checks; but if the District does see a savings, it is split 50/50 with Cenergistics. From Cenergistics' 50% share, they will pay the salary, benefits and training for the four energy specialists. Long term benefits include enhanced comfort, cultural conservational change, and optimized infrastructure. Those who have been in the program a minimum of 10 years have seen a savings of \$13 million plus for that time period; and the projected net savings of the first 18-month period is over \$880,000, and a net 5-year savings of over \$4.5 million.

Following the presentation, Mr. Wyatt responded to Board members' questions relative to specifics on individual district savings, no required upfront capital dollars, different areas of savings, equipment, focus on conservation versus efficiency, previous report on the age of Caddo buildings and HVAC units, the misconception that the older facilities can still see savings, investments and savings, internal changes made by Districts for which they can gain credit, what the District can do without hiring four additional people, negotiating of better prices with utilities, organizational behavior, recommendations to experience the projected savings,

timeframe for implementing savings measures and getting others in the organization on board, qualifications for the energy specialists, incentives for student participation and working with staff to develop a baseline.

Dr. Goree shared his experience of seeing Cenergistics in operation and noted that it has improved much since that time. Superintendent Goree added that in looking at budgetary situations, people and energy costs make up the majority of those costs and this is a step towards looking for the right vehicle to make sure the District is being as energy efficient as possible. Also, from the people perspective, the people are owned by the company (the energy specialists will work for the company and not the school district).

Mr. Abrams inquired about a possible capitalization on the savings and as energy costs decrease, are we looking at total BTUs or the amount of energy consumption; and Mr. Wyatt responded it is all consumption driven. While they are glad to see decrease in energy prices, when the District sees a decline in unit costs, the District will write a smaller check to Cenergistic.

Mr. Rachal noted that this is a conversation he began approximately 12 years ago; and while he is glad to get to this point, this is only an option among what he believes are more options and he would like to receive more information. Mr. Ramsey explained that this meeting is to only hear a presentation from this company and there is no action today. He agreed this is an issue that has come up before and announced that once additional information is available, he would like to schedule another meeting, receiving the information at least a week prior to that meeting. Dr. Goree also recognized his awareness that there are other vendors that provide this service and his openness to presentations by other vendors interested in this area. Mr. Woolfolk shared a copy of the District's Strategic Plan and how the District can benefit from this service, and he explained staff is working with the energy service provider to put computerization in the larger schools and not the smaller schools to determine the efficiency.

Chair Ramsey announced that he will wait to hear from the Superintendent relative to additional presentations and when staff is ready to make a recommendation to the committee, he will schedule additional meetings as needed. Dr. Goree announced staff will provide Board members all information staff has received.

Adjourn. *Mrs. Douzart moved, seconded by Mr. Rachal, to adjourn. Vote on the motion carried and the meeting adjourned at approximately 3:55 p.m.*

December 1, 2015

The **Caddo Parish School Board (CPSB) Executive Committee** met in regular session on Tuesday, December 1, 2015 at approximately 4:35 p.m. in its offices at 1961 Midway, Shreveport, Louisiana with President Steve Riall presiding and Mary Trammel and Dottie Bell present constituting a quorum. Also present were Board members Jasmine Green, Margaret Brown, Susannah Poljak, Bonita Douzart, Raymond Green, Denee' Locke, Barry Rachal, Larry Ramsey, and John Albritton. Dr. Lamar Goree, superintendent, and Reggie Abrams, legal counsel were also present. Board member Dottie Bell led the prayer and Pledge of Allegiance.

PRESENTATIONS

Bill Strother, director of communications and marketing, introduced the Carolyn Spaht Gonzalez and Wendell Delaney who shared a report on the Community Input received from various groups in the community to gather a true assessment of how the community views Caddo Schools as well as where they would like to see the District go through the Board-approved Strategic Plan.

Superintendent Goree shared that over the last couple of years he has heard several opinions/observations on the school district; and as the Strategic Plan was completed in July, the process was opened up to the City, the community, and to all stakeholders for the opportunity to go through the plan and provide feedback on strengthening that plan. Even though it was obvious at that time there was a very diverse opinion about how we were performing and should perform in the future, he thought it a great idea to engage citizens that are a part of the community in helping gather the needed information. He also shared background information and experience as to why Mrs. Gonzalez and Mr. Delaney were chosen to carry out this part of the process.

Wendell Delaney, retired Shreveport Police Officer who played a key role in several community based initiatives, expressed appreciation for representatives from neighborhood associations as well as community leaders for assisting in this process and for taking the time to be in attendance today. Mr. Delaney said that he and Mrs. Gonzalez met with 11 different groups in the community, i.e. pastors, neighborhood associations, politicians, community and business leaders, students, universities, et.al.

Mrs. Gonzalez announced a more detailed written report to the District is attached online for public review and she will only highlight a summary of the report findings. She began her presentation by recognizing those in attendance who participated in one of the community groups and expressed appreciation for the time committed to this project in addition to being in attendance for this presentation. She stated that her work experience in Miami Dade County Schools, as well as in the non-profit, profit and public sectors, enabled her to look at this project from more than one angle. She noted that this process has been one of the purest she has ever engaged in and clarified that it began by the Superintendent meeting with them and telling them he really wanted to hear what was going on in the community; he wanted to hear the truth and he didn't believe if he was in the room that would happen. She commended the Board for this. She also said she found that the community was eager, excited, and enthusiastic about giving the input; and that of the 150 plus that showed up to provide input, it was very evident they were excited about providing input, they wanted to see change and to be a part of change.

Mrs. Gonzalez explained that she and Coach Delaney are vessels for communicating the information from the community to the School Board. They scheduled and hosted the meetings, analyzed the input, summarized common themes, and are now coming to the Board with the findings. Some of the bright spots included (1) the District is moving in the right direction, (2) a renewed faith in the School Board, the administration and the Superintendent, and (3) an appreciation that they (Mrs. Gonzalez and Mr. Delaney) came to them for input without anyone

from the School District being in the room. She also shared the following issues were heard the most in the meetings:

- parental involvement and education (how parents can help their children succeed);
- teacher support and effectiveness (mentorships, targeted professional development, appreciation, process for ineffective teachers);
- equity across schools (staffing and resources);
- lack of neighborhood schools and community ownership/input (lack of understanding of attendance boundaries, are magnet schools the best, lack of investment in the current neighborhood schools);
- fiscal responsibility/state of district (even though not something on the watch of the current administration, something that needs to be addressed quickly, is the money being used in right places, more transparency);
- public image/trust (something that began several years ago);
- transportation (late buses, routes, communication gap);
- lack of transparency and unity (want to know more, availability of Strategic Plan other than electronically, awareness on the front end of major changes, i.e. closing schools; inclusion in the thinking process, continual communication, unity between schools and Central Office as well as among the schools, also public entities in the parish);
- discipline of students (students disrupting other students, all discipline addressed the same from school to school);
- technology at schools (availability at all schools and using it more creatively for curriculum and academic success);
- customer service/partnerships (external public feeling lack of customer service at Central Office and at schools; as well as internal staff feeling lack of customer service; feeling of District being difficult to partnership with [over the years]);
- excessive testing/programs (communicating changes and providing needed professional development, eliminating programs as new programs are added);
- too little career prep and low ECE focus (get in front of this National trend and put more focus and effort on these two areas);
- old buildings (the way they look and their functionality); and
- politics (too many politics draw too many decisions).

Mrs. Gonzalez further reported that the recommendations received were grouped in the areas of (1) parent and community, (2) curriculum and instruction; (3) finance and resources); and (4) school buildings and boundaries and she summarized each as follows, noting that some of these are already included in the Strategic Plan; and in the next step, it will be important to determine which ones should be added to the Strategic Plan.

Parent and Community

- Implement a formal, district-wide parent education program;
- Superintendent to meet with community consistently to hear issues, communicate changes and get input;
- Change culture to one of customer service;
- District leadership (School Board, Central Office and Superintendent) visit schools and attend events frequently;
- Communicate good news/successes often;
- Unify with other government agencies and create mutually-beneficial agreements based on community and student needs;
- Be transparent.

Curriculum and Instruction

- Focus on teachers, i.e. greater support, retention, pay, focused Professional Development, process of dealing with ineffectiveness;
- Build up neighborhood schools academically, and
- Increase focus on Early Childhood Education, career prep and use of technology in classrooms.

School Buildings and Boundaries

- Update/beautify schools and equipment
- Review attendance boundaries and magnet programs, and
- Open school buildings for community use, i.e. community events.

Finance and Resources

- Hire outside agency to perform an audit to help identify issues and reallocate resources and be transparent with findings
- Revisit school resource/program allocation (formal and informal), and tailor resources/programs to schools' needs.

At this point, Mrs. Gonzalez explained that the next steps in the process are for the Caddo Parish School Board and include:

- Review of all community input in detail,
- Determine which are represented in the Strategic Plan and which will be added or revised,
- Determine timing and budget implications for added strategies,
- Communicate decisions to the community and get feedback, and
- Create a plan for implementing all adopted strategies.

Mrs. Gonzalez thanked the Board for allowing them to be a part of the change that is happening in Caddo Parish.

Mrs. Bell expressed her appreciation for the in depth report and that she is glad to know what the community has said. She asked for further clarification on what will be done with the information provided. Dr. Goree explained the process was to help strengthen the Strategic Plan, and he continually communicated throughout the process that this is a working document; and as we look at opportunities to annually update the plan, this information will be critical in some of the changes that will be made in our efforts to improve our students and our community. He added this information will be used to further update the strategic plan; and it is very important for the Board members to read through the comments as a means to help in decisions made around the horseshoe. Also, he reiterated Mrs. Gonzalez's comment about the "honeymoon state", and it was easy for people to say the nice things, but there are a lot of other things that needed to be said, which is what he believes was brought forth.

Miss Green asked about the renewed faith and hope in the Board, the Superintendent and his administration as mentioned in the "bright spots". Mrs. Gonzalez explained that a few conversations were relative to the fact the community believed over the past years there has been a lack of faith in the school system; however, they also feel at this time a sense of renewed faith or a new feeling of hope and high expectation, that things are going to be different and different for the better. Miss Green asked if it is because of a new superintendent, a new Board. Mrs. Gonzalez responded that a new makeup of the Board, a real trust for the new Superintendent, staff following through more are a few of the things mentioned.

Mrs. Brown noted the outstanding report from the “new sheriff in town”, and she believes the ideas have created the much needed energy. She encouraged all present to consider voting on Saturday.

Mr. Ramsey complimented the presentation and asked for confirmation that many of the notes shared will be taken and used in the Step Forward Process. With education being only one component of the community, it is important to share this with those in the community. He further explained that the customers are the parents and students at the school site, and it is important to pay attention and be aware of what is happening. He also added he requested the Superintendent to include regular reports to the Long-Range Planning and Development Committee.

Dr. Goree further stated that in education, it is often easy to say that our customers are the children, since the District’s work is to produce the best educational opportunities for children; and the staff does recognize the importance of having all stakeholders at the table.

Mr. Rachal noted the interesting points from the students and asked if the order is High Priority down to Less Priority, and Mrs. Gonzalez stated they are listed in the priority as they stated them. He also asked if the report is set up where the level of concern is listed in the priority, and Mrs. Gonzalez responded she did that for the issues/suggestions in the triangle, but she can also create it for the others. Mr. Rachal said that is something he is interested in seeing. He also noted the four areas in which concerns were grouped, and he believes we should look at these four areas to determine how they will fit into appropriate Board committees. He also asked the Board about the established standing committees; and if it would be appropriate to have individuals from the public sector as a part of these committees to help with the transparency. Mrs. Gonzalez responded that she has seen this done; and for Caddo, she believes the Board and the Superintendent will decide on what items will be implemented and over what period of time; and at that point, include individuals from the public sector on appropriate committees to work throughout the process for transparency and followup. Mr. Rachal noted the number of items with an asterisk indicating inclusion on the District’s Strategic Plan and the work in progress to address these items.

Mrs. Poljak asked about the request for news, specifically good news, to be communicated more with the public; and if they had any specific suggestions for doing so. As a Board member, she is aware that the good stories may make it on the local television stations; but, it doesn’t get absorbed. However, the bad news is all over the printed media, social media; and she asked if any suggestions were made as how to make that happen since she knows we share the positive news with these media outlets, but it is not getting heard. Mrs. Gonzalez stated that the only suggestion was to make sure the news communicated is not just via the Internet since a large portion of the public do not use the Internet. She also shared what was done in Miami-Dade County where the Superintendent wrote an editorial each week on what was happening in the district. Also, the more the district was in the face of the media, the more it seemed attractive. Also, people want to hear the stories about the children.

Dr. Goree thanked Mr. Delaney and Mrs. Gonzalez for their work and recognized the community representatives in attendance today. He also assured everyone that this will be utilized to make this the best opportunity possible for children.

Mr. Riall added that he believes the community now sees the Board/District moving in the right direction; and because the Board only has the students’ and District’s best interest at heart, he appreciates this indication of confidence in the Board.

Caddo Teacher Academy. Keith Burton, chief academic officer, announced that a grant was received last year to meet the need of more certified teachers in the classrooms. He explained

that we applied to become a teacher certification agency, something you typically find in colleges and universities. After looking and increasing our recruitment areas throughout the region, the colleges and universities were not providing the number of applicants and certified teachers to fill the voids in the District; thus this program was written to provide within the District opportunities for quality applicants to apply, to be mentored, to receive intensive training, to receive coaching, and if successful at the end of the program, to become a certified teacher. At this time, this year's program is half way complete and he introduced Kathy Gallant, director of professional development, to present an update on the 2015 Caddo Teacher Academy.

Mrs. Gallant expressed her delight about being at the meeting and sharing this good news, and she shared a video detailing the program. Teachers participating in the first Caddo Teacher Academy class were recognized, as well as the new teacher coaches.

Ms. Trammel expressed appreciation for being visionary and seeking the grant to provide this opportunity for Caddo's teachers. Mr. Riall expressed appreciation to the teachers for what they do for the students in Caddo Parish.

ESTABLISH THE AGENDA AND CONSENT AGENDA FOR THE DECEMBER 15, 2015 CPSB MEETING

Superintendent Goree highlighted items for the Board's consideration at its meeting on December 15, 2015 and the following discussion ensued.

Additions. Mr. Riall added the Superintendent's Evaluation under Executive Session. Evaluation forms were provided to Board members and Mr. Riall asked that these be completed and returned to Mrs. Lohnes within a week.

Bids. In looking at the Technology bids, Mr. Rachal asked for clarification on how the e-rate funds work. Sharon Golett shared that there are some new rules and services with e-rate funding and the District would like to take advantage of the services being offered, i.e. Dark Fiber. She explained that there is an 80% discount under the new formula and 20% is paid by the District. Mr. Rachal noted for the public that we are able to pay 20 cents on the dollar (millions of dollars) for the Technology in our Strategic Plan. Dr. Goree announced that the first update on the Strategic Plan will be in January; and because there is a need for technology in the areas of STEM Education and Digital Learning, this plays a vital role in not only saving funds, but also in improving our operations, speaking directly to some of the specific goals and making them a reality. Mr. Rachal asked if this will give the students the capability of going to laptops? Ms. Golett responded that is correct and one of the benefits is we will have two networks, i.e. one for Enterprise Services and one for student mobility which will help keep the data traffic separated and provide added bandwidth by one hundred fold. He stated that this e-rate opens up doors for many opportunities and noted that the cost of one of the projects would be approximately \$6 million, but with e-rate funding our annual cost is only \$300,000 a year for three years. Ms. Golett confirmed that our total cost is \$1 million and it will be spread out over four years. Mr. Rachal added this fits into the District's Strategic Plan and opens up many opportunities; and Ms. Golett added it is historic.

2016-17 CPSB School Calendar. Mr. Burton explained the process for bringing the proposed calendar to the Board for consideration. He noted the difference in previous calendars in that this calendar has 167 student contact instructional days, which is less than previous years. He added this calendar is being brought to the Board because research says an extended school year (year round) calendar is not the answer, but the greater benefit is seen by an increase in daily instructional time. The calendar presented also includes a modified bell schedule that adds 30 additional instructional minutes per day; and because there will be an increase in a total number of instructional minutes per year, this calendar will have well over that amount, Bulletin 741

requires approximately 63,720 minutes annually, which will allow for inclement weather days, maintenance issues, etc. Mr. Burton explained that the committee and staff also looked at employee absenteeism patterns, and strategically placed holidays throughout the calendar to address high employee absenteeism days. He highlighted dates in the proposed calendar, i.e. students report on August 15th, two PD days on August 11th and 12th for teachers, and the first reporting period ending on October 13th. He noted that a fall break is included in the proposed calendar in conjunction with Election Day on November 8th, and the first semester will be completed prior to the extended Christmas Holiday (December 21–January 6). Mr. Burton also explained that schools requested no breaks around testing, and this calendar addresses that. Also, Spring Break is March 27-31, and there also will be an Easter Holiday on Good Friday and the following Monday. Students and teachers will complete the school year on May 19th. If approved, Mr. Burton explained staff will begin working with the schools to develop their daily instructional schedules built around frameworks for literacy (that have been created) and begin sharing this with them as well as provide the needed professional development.

Mr. Rachal stated that approximately 9 years ago the District experienced a major struggle in attempting to do this and he is glad to see we have reached this point. He also asked Mr. Burton who was brought to the table in the discussions and setting of this proposed calendar. Mr. Burton responded that included in the process were Academic Affairs and Human Resources staff who began by looking at neighboring districts' calendars and attempting to align our calendars. He further stated that principals were brought in for input, as well as teacher organizations, and everyone came to an agreement. Mr. Rachal asked if this provides a better opportunity to return to a true block system in the high schools, and Mr. Burton explained that this calendar does not impact that; but it opens the door for discussion for providing more opportunities for course recovery and advanced opportunities for coursework in the future. Mr. Rachal noted that looking at the calendar and the minutes in each day, he believes the block schedule will work better with this calendar than with past calendars. Dr. Goree added it is a longer day, so it would better fit a block schedule; however, while staff is looking at this, there are budgetary concerns with block scheduling.

Dr. Goree also reiterated Mr. Burton's comment that even though the school day is longer, there are fewer school days; and compared to the National trend, Caddo has a short calendar; but in looking at literacy and numeracy, this is moving in the right direction.

Mr. Riall asked about students in all schools affected by the literacy aspect. Mr. Burton stated that frameworks will be implemented for teachers to follow (outline for daily lessons), and this allows for an additional 30 minutes in reading. He further said this is something they are finding teachers need in all schools and previous calendars did not allow the opportunity for additional time in needed areas. In some of the struggling schools, Mr. Burton explained we will provide 180 minutes in reading which they believe will have a major impact on students and their scores.

Mr. Ramsey asked if transportation was considered when revising the bell schedule and is it possible there will be additional tweaking in this area to insure students get to school on time. Mr. Burton responded there are actually two different issues, one is a system with three different bell schedules, and the only change is the 25 minutes between elementary and the middle grades, and they have worked with Transportation and have been assured there is ample time between to run the bus routes. A second issue is the shortage of bus drivers; and with the gains in the department, he believes students will be picked up and delivered on time.

Approval of Mental Health Interagency Agreements and Contracts. Mrs. Brown thanked the superintendent for the information on the amount of dollars for mental health services and suggested that in the future we look at the possibility of a mental health center (similar to the medical centers) in the schools and how it may help the children.

Revision to Policy DJD Expense Reimbursement. Mrs. Bell questioned the \$1.00 amount for baggage on out-of-town trips, and staff clarified the amount to be reimbursed is \$1.00 per bag.

Piggy Back on DeSoto Parish Bid. Mrs. Brown asked for clarification on this item, and Dr. Goree explained that rather than Caddo going out for bid on buses, we can piggyback on DeSoto Parish's process and take advantage of their negotiations for acquiring buses. Mr. Lee added that we did this last year, and staff is basically asking the Board to renew it again this year.

ADDITIONS

Mrs. Bell asked that a presentation be made in January on Dual Enrollment in all high schools, what universities are involved and number of students involved at each school.

Mrs. Brown asked for information on the preK program, and Mr. Riall requested that she place this on a request form.

Mr. Riall announced that the consent agenda will be Items 7.01, 8.01-8.06, 8.08 and 13.01. The item addressing the Superintendent's evaluation will be moved to Executive Session.

Ms. Trammel moved, seconded by Mrs. Bell, to approve the proposed agenda and consent agenda for December 15, 2015 CPSB meeting as submitted. Vote on the motion carried.

POLL AUDIENCE

Ruby Small addressed the Board on matters of concern relative to her son, a Caddo Parish Public Schools' student. She shared her frustration that no one has called her regarding her request for bus transportation for her severely autistic son and asked that someone look into her situation and get back with her.

Billy Wayne asked that the Board obtain a list from the City of the Neighborhood Associations and to mail Home Owners Association a hard copy of agendas.

ANNOUNCEMENTS

Mrs. Brown asked staff to look into the "new lake" behind J. S. Clark that is creeping closer to homes around the school.

Mrs. Bell announced that the annual "Party with a Purpose", where gift cards and donations are collected for the homeless students in Caddo Parish, will be held on Thursday, December 3rd.

Mrs. Brown commended Mrs. Bell and Mrs. Palms for the efforts in this project.

Adjourn. *Ms. Trammel moved, seconded by Mrs. Bell, to adjourn. Vote on the motion to adjourn carried and the meeting adjourned at approximately 6:23 p.m.*

December 1, 2015

The CPSB Transportation Committee met at 2:00 p.m. on Tuesday, December 1, 2015, in the boardroom, 1961 Midway, Shreveport, Louisiana. Those in attendance were Chair Mary Trammel, Dottie Bell, John Albritton and Jasmine Green. Also present were Board members Steve Riall, Bonita Douzart, Raymond Green, Denee Locke, Larry Ramsey, Superintendent Lamar Goree, Legal Counsel Reggie Abrams and staff members James Woolfolk, Dr. Mary Nash-Robinson, Keith Burton, Jim Lee, Mary Wood, Bill Strother, and Billy Snow.

Chair Mary Trammel called the meeting to order and Miss Green led the prayer and Pledge of Allegiance.

Establish the Agenda as Submitted. *On motion by Mrs. Bell, second by Miss Green, the agenda was established as submitted.*

Confirm the Agenda. *On motion by Mrs. Bell, second by Miss Green, the agenda was confirmed as submitted.*

Items for Consideration.

(1) **Letters from Dr. Goree and Director Jones/Payroll Concerns.** Chief Operations Officer James Woolfolk introduced Transportation Department employees Booker White, Supervisor; Raylette Jewett, Recruitment and Training Coordinator; Deandra Dorsey, Supervisor; and Mary Harris, Supervisor. He reported that a letter from Superintendent Goree was sent to bus drivers at their home addresses and it addressed issues relative to compensation (payment for extra trips); and it highlighted the new process for getting extra work, being paid for extra work in the drivers' monthly pay, as well as stressing the importance that drivers receive the field trip ticket showing authorization and that the trip has been put into the system to insure payment. He further reported that Otis Jones also sent a letter to the bus drivers addressing concerns brought forth from the Superintendent as a result of meetings with bus drivers relative to the office climate, and the suggestion that a Bus Driver Advisory Council (made up of 10 bus drivers) be set up to meet monthly and discuss issues of how better to run the department.

The difficult payroll concerns and internal as well as external customer service were also addressed and the change to treat the internal customers as customers. She also asked if there was a meeting scheduled after the mailing to explain this to them; and Dr. Goree responded the letter provided them with a contact number. The ability to fill out a form if anyone has an issue was also implemented and at this time, he is not aware of any outstanding issues. Mr. Woolfolk added that everything should be paid as of November 30th. Mrs. Bell stated she believes anytime such a letter is sent out, a meeting should also be scheduled to make sure everyone understands because she doesn't believe employees read the entire information emailed to them. She also added that customer service is a key issue needing addressed.

Dr. Goree stated that the method for addressing field trip tickets was one that came up a lot and staff believes we have a conclusion and the importance of communicating is being stressed.

Dr. Goree commended the staff for the outstanding job they have done in not only accepting the criticism but also reacting to the criticism. Mrs. Dorsey highlighted how payroll concerns have been addressed and that Mrs. Gilliard goes through the field trip system daily to determine outstanding trips, contacting the schools who have not put the completed trips in the system, as well as visiting the schools with new bookkeepers to train them on the field trip process. She said when there are issues brought to the Transportation Department, the

staff is attempting to address those issues rather than sending them back to the school. She further noted that everyone in the Transportation Department is working together to help complete outstanding PM and Field Trip runs in the system so drivers can be paid and paid on-time. Relative to customer service and training, she reported that there have been ways we can help parents and the drivers when they come in and give them one-on-one time. Etiquette training and communicating with tact will be provided for the drivers and employees in the Department in the coming months. Mrs. Dorsey also reported that 18 drivers have submitted their name for serving on the Advisory Council and the selection will be done through Classified Personnel. Renovation efforts in the lobby include painting, replacing furniture, flooring, and replacing the reception window with a sliding window.

Mr. Green asked that consideration be given to changing the wording in the letter from complaints to “voicing concerns”. Miss Green asked why there is a need for a window, and staff confirmed it is for safety reasons. In response to the process followed if the bookkeeper at the school does not follow through, staff responded that the key is drivers getting a ticket when trips are scheduled, the ticket being generated when it is entered into the system, and insures paying the driver and the Transportation Department can track it once it is in the system. Mrs. Bell asked about clarification on the steps a bus driver must follow so when she gets calls she can better respond to the concern. Mr. Abrams reminded Board members that when they receive calls, they should always refer them to the Superintendent. Mrs. Douzart stated her number one concern is safety and all drivers should be encouraged in that regard (children exiting buses and crossing multi lanes of traffic), and Mr. Abrams noted legislation and a proposed policy on the CPSB’s agenda today.

- (2) **Recruiting/Training Report.** Raylette Jewitt reported on recruiting and training of bus drivers noting that approximately 55 applications were received as a result of participation in two career fairs; 124 applications were received from using school marquees; four training classes have been held since May. In summary, Ms. Jewitt reported there were 64 cleared through Human Resources, 36 finished training and 14 have become certified. She announced another training class will be held mid-December and at this time there are 20 applicants for that class. She highlighted bus driver requirements, number of routes the Department covers, sick days allowed for each driver, 267 regular full-time drivers, 56 substitute drivers, and a shortage of 15 drivers currently.

Miss Green asked about the cost for training and Mr. Woolfolk responded if someone went anywhere else to receive a CDL, it would cost them approximately \$4,000. Miss Green asked about those who come to Caddo for the training, receive their CDL licenses and then go somewhere else. Ms. Jewitt confirmed that is correct that some have attended Caddo’s training for a CDL and when they received their certification will go drive for Sportran, etc. Miss Green asked if it is possible to create some type of contract so if Caddo provides the training and they receive the certification, we can require that they work for the district a minimum amount of time, i.e. 6 months; or if they leave, they must pay for the training and certification. Mr. Woolfolk responded that he has spoken with Legal Counsel and staff will be sitting down to discuss this further with him.

- (3) **Bus Wash.** Mr. Woolfolk reported that staff surveyed other districts relative to the type of bus washes they use, and is currently reviewing feedback and the pros and cons of each (chemical vs. brushes) to determine the type bus wash we want.
- (4) **On Time Delivery Report.** Booker White reported that the average on time delivery since school started is 93.3% and they have seen the percentage improve since August. He also reported that absences have improved which is also tied in with the bus training and with the 5-year plan to get to 98%.

Superintendent Goree added that from his conversations with bus drivers, the biggest problem is the age of the fleet and this concern has been expressed by the mechanics who work on the buses daily; and this is something that must be addressed at some point. Mr. Woolfolk also added that with the Department being approximately 15 short on buses, mechanics are placed on buses every day driving.

Dr. Goree also complimented Mrs. Lansdale who worked with the administration on this issue and played a big part in directing him to the correct ones to start this bridge.

Ms. Trammel reiterated the purpose of today's meeting was to bring everyone up to date on addressing issues in this department. She stated she is pleased with what she has heard, and encouraged the Department members to consciously use the term "we" and not "I".

Adjourn. *Mrs. Bell moved, seconded by Miss Green, to adjourn, and the meeting adjourned at approximately 3:00 p.m.*

December 15, 2015

The **Caddo Parish School Board (CPSB)** met in regular session on Tuesday, December 15, 2015 at approximately 4:30 p.m. in its offices at 1961 Midway, Shreveport, Louisiana with President Steve Riall presiding and the following board members present constituting a quorum: Jasmine Green, Margaret Brown, Susannah Poljak, Bonita Douzart, Mary Trammel, Raymond Green, Denee' Locke, Barry Rachal, Larry Ramsey, John Albritton and Dottie Bell. Also present were Dr. Lamar Goree, superintendent, and Reggie Abrams, legal counsel. Mrs. Bell led the prayer and Pledge of Allegiance.

CONSIDERATION OF MINUTES OF THE NOVEMBER 17, 2015 AND DECEMBER 1, 2015 CPSB MEETINGS

Mr. Rachal moved, seconded by Mrs. Bell, to approve the minutes of the November 17, 2015 and December 1, 2015 CPSB meetings as submitted. Vote on the motion carried unanimously.

PRESENTATIONS AND RECOGNITIONS

Bill Strother, director of communications and marketing, on behalf of the board, recognized the following staff members and students for recent achievements. President Riall and Superintendent Goree presented each with a certificate in recognition of their accomplishment. Administrators, family and friends present were also recognized.

Caddo Magnet High School Jazz Band. Members of the Caddo Parish Magnet High School Jazz Band were recognized and performed musical numbers for the Board and audience. Dr. Thomas Stone is the band director.

Superintendent Appointment. Congratulations were extended to Superintendent Lamar Goree on his appointment to Governor-elect Jon Bel Edwards' Transition Team for K-12 Education.

Presentation to Homeless Department. Board member Dottie Bell and Mrs. Lavada Palms presented approximately \$4,000 in cash and credit cards to the Homeless Education Department. She shared the history of their sorority annually holding the "Party with a Purpose" event since Katrina ten years ago and providing toys to the children displaced here. Since that time, she explained the program changed and now provides assistance to the homeless through the Homeless/Title I Program. She also recognized and thanked Mr. O and his wife, owners of Big O's Catfish and More, for providing the place for the party at no charge. Board members were encouraged to support this worthwhile program.

Caddo Middle Magnet Student Awarded "Outstanding Young Philanthropic Leader Award". GraceAnne Hodgson, 6th grade student at Caddo Middle Magnet, was recognized for receiving the "Outstanding Young Philanthropic Leader Award" for her project of raising over \$7,000 for the Feist Weiller Cancer Center.

2015 We Care Essay and Video Contest Winners. Tom Watts and Bob Griffin with Community Renewal International recognized students for their essays and videos in the annual We Care contest. This year's theme was "Why and How I Care for Others". The 2015 winners recognized included Elementary – 3rd place, Lauren Baylor, 5th grader at Claiborne Fundamental; 2nd place, Anna Marie Kemper, 5th grader at Fairfield Elementary Magnet; and 1st Place, Thomas Awagu, Walnut Hill Elementary/Middle. Middle School Essay Winners are 3rd Place, Lucas Haddock, 8th grader at Youree Drive Middle School; 2nd Place, Nicholas Smith, 8th grader at Donnie Bickham Middle; and 1st Place Brandyn Abrams, 8th grader at Youree Drive Middle School. High School Video winners are 3rd Place, Margarret Taylor 12th grader at North Caddo

High School; 2nd Place, Aaron Terry, 11th grader at North Caddo High School; and 1st Place Olivia Davis, 10th grader at Caddo Magnet High School.

Christmas in Roseland Winners. The following Caddo Parish Public School winners in the Christmas Cards to the Community Program were recognized: Elementary – 3rd Place, Mooringsport Elementary, Leslie Snow, Art Teacher; 2nd Place, Claiborne Fundamental, Janet Wolfe, Art teacher; and 1st place, Fairfield Elementary Magnet, Emily Berg, Art Teacher. Middle School winners are 2nd place, Youree Drive Middle School, Patricia Mason, Art Teacher; and 1st place, Caddo Middle Magnet, Erin Sitton, Art Teacher. The High School winner is 3rd place, Captain Shreve, Caleb Phillips & Betty Sue Clark, Art Teachers.

2015 Annual Greening of the Louisiana State Exhibit Museum Winners. The following Caddo Parish Public Schools were recognized for placing in the 28th “Annual Greening of the Trees” at the Louisiana State Exhibit Museum. Fourth place – North Highlands, Cathy Leonardo, Art Teacher; 3rd place, Eden Gardens, Kristi Wren, Art Teacher; 2nd place, Claiborne Fundamental, Janet Wolfe, Art Teacher; and 1st place, Riverside Elementary, Christine Griffith Art Teacher.

2015 State Fair of Louisiana Baton, Dance Line, and Cheer Competition Winners. The following schools were recognized as winners in the Louisiana State Fair Baton, Dance Line and Cheer Competition: Elementary Schools – Blanchard Elementary Cheerleaders, 1st Place Elementary Medium Pom, 1st Place Elementary Medium Cheer, 1st Elementary Medium, Show Production and Elementary Grand Prize Winner; and Oil City Elementary Tigerettes, 1st Place Elementary Large Pom. Middle School winners are Turner Cheerleaders, 1st Place Middle School Large Cheer Group with Dance; Walnut Hill Cheerleaders, 1st Place middle school, Medium Cheer Group with Dance and 1st Place Middle School Medium Cheer Novelty; Youree Drive Middle Spartan Line, 1st Place Middle Small Pom, 1st Place Middle Small Military; and 1st Place Middle Small High Kick; Youree Drive Middle Varsity Cheer, 1st place Middle Small Novelty Cheer; 1st Place, Youree Drive Middle School Spartan Dance, Middle Small Novelty; Donnie Bickham Patriot Belles, 1st Place Medium Hip Hop, 1st Place Medium High Kick, 1st Place Medium Jazz, 1st Place Medium Pom and 1st Place Medium Military; Donnie Bickham Patriot Belles, Middle School Grand Prize Winner; Donnie Bickham Cheerleaders, 1st Place Large Cheer; Herndon Highsteppers, 1st Place Middle School Large Pom, 1st Place Middle School Small Pom, 1st Place Middle School Large Military, 1st Place Middle School Large Novelty, and Middle School Secret Judges’ Award Winner.

High School winners are Fair Park Cherokee Belles, 1st Place High School Small Pom; Booker T. Washington, 1st Place High School Medium Cheer Pom; Caddo Magnet High School Dance, 1st Place High School Large Show Production-Combo and 1st Place, High School Large Folk Dance; Huntington Jewel Twirlers, 1st Place High School small baton; Huntington Jewel Twirlers & Shining Flags, 1st Place high school small flag line; Captain Shreve Gator Highline, 1st Place High School Medium Jazz; Captain Shreve High School’s Mata Drain, High School Solo Grand Prize Winner; Green Oaks Dancers, 1st Place High School Small Jazz and 1st Place High School Small Hip Hop; Green Oaks Performing Arts Academy, High School Twirler Grand Prize Winner; Byrd Highsteppers, 1st Place High School High Kick, 1st Place High School Medium Hip Hop, 1st Place High School Medium Pom and High School Grand Prize Winner; Northwood Varsity, 1st Place High School Medium Cheer; Northwood Falcon Line, 1st Place High School Large Pom, 1st Place High School Large Novelty, 1st Place High School Large High Kick and Secret Judges’ Award Winner.

Presidential Award for Excellence in Mathematics and Science Teaching. Kris Clements, Science Teacher at Caddo Magnet High, was recognized as one of four science teachers in Louisiana who is a finalist for the Presidential Award for Excellence in Mathematics and Science Teaching.

Jasmine Green recognized and welcomed former Board member Curtis Hooks in the audience.

VISITORS

Tyrone Burton, principal at Cherokee Park Elementary, addressed the Board in support of the 2016-17 SY calendar and extended time in the classroom. He said this will allow more time in Core subjects and English/Language Arts and encouraged the Board to approve this calendar.

Dr. Ruby Scroggins, principal at J. S. Clark Elementary, expressed her support for the 2016-17 school calendar, specifically the benefits of the concentrated amount of instructional minutes skill-building and mastery.

Gwen Toner shared her support of the proposed 2016-17 calendar and what research says about longer school days and the positive results seen. She encouraged the board to support the proposed calendar.

Rob Broussard, president of the Broadmoor Neighborhood Association, addressed barriers for groups/organizations to use the neighborhood schools for various community meetings/events. With one of the goals in the strategic plan to work more closely with the communities and get communities involved in the process, he asked the Board to look at providing a mechanism for organizations to work around requirements such as insurance by having the School Board absorb that cost. He reported that no progress in this area has been made since discussions a year ago and if this goal is met, he believes this should become a priority and that every effort is made to work with the Broadmoor Neighborhood Association. He asked that the School System reach out to them and communicate with them in their efforts to help solve some of the problems the School System is facing relative to performance. Mrs. Locke asked the superintendent to follow up on Mr. Broussard's request.

Jackie Lansdale, president of the Red River United, shared with the Board three issues for the Board's attention: (1) the upcoming calendar, (2) enforcement of attendance laws, and (3) transportation concerns. Regarding the school calendar, Mrs. Lansdale noted earlier discussion on concerns of how changing from the A-B block to a 7-period day and meeting all the required minutes will have a negative impact at the school sites, i.e. teachers working extra-long work days without compensation. She said the calendar before the Board addresses their concerns providing for a longer academic period that will meet the teacher's required work day and year. Regarding the enforcement of attendance laws, she asked the Board to address the fact that Caddo has deviated from the state requirements in terms of unexcused students. With BESE clearly defining parent note absences and how student absences should be addressed, Mrs. Lansdale asked that the Board look at the danger of not enforcing this law and the domino effect it will have on teachers and students' performance and encouraged the District to come into compliance before the beginning of the second semester. Also, regarding transportation, she believes that the efforts to bring in new drivers have been undermined by the Transportation Department's unwillingness to move them to permanent status. She added that the District is losing drivers because they cannot afford to work all day at sub's daily rate of pay and asked that this issue is addressed immediately. She also commented on her involvement with the transition committee for Health and Hospitals and that she has brought to them the Caddo emphasis on the well/healthy child and support of students getting at least 20 minutes for lunch.

Cheryl Martin thanked the School Board for giving them the opportunity to speak about their program (School of Greatness) and the opportunity they have had to mentor over 600 students in Caddo Parish. She said this is a mentoring program that builds leadership, teams with a consortium of teachers, partners within the State, Local and National levels in developing a global community by promoting best practice thinking local model for the community to insure

they are working together with the school and the community. With the consortium consisting of business owners, educators, military and community leaders, she highlighted the program and how speakers come in their efforts to expose students participating to as many professions as possible. She further explained that students work at the school and become a partner in the educational process, receive quality instruction, citizenship skills, etc., promoting small business growth and long-term self-sufficiency. She asked that they be granted permission to go into the schools to work with the students in Caddo.

Jon Glover addressed practices in the School System that have not been effective for many children in Caddo Parish. She said the School System's main focus should be educating children and asked if anyone remembered the purpose of the 1965 Elementary and Secondary Education Act, the 2000 No Child Left Behind Act, or the That Every Student Succeed Act of 2015 which she believes is actually a bipartisan rewrite of No Child Left Behind. With this she said it is her belief that institution of this new act will move education accountability from the Federal Government to the States which could prove more detrimental than what was already in place. She further noted that in 2003 the RSD was created and came to Caddo when they took over Linwood and Linear Middle Schools. At that time, there was a criteria that must be met for them to take the school and for four years the students did not meet the minimum academic requirements that would exclude them from being taken over. Today, Ms. Glover reported that almost 10 schools in Caddo have consistently for four years met that criteria and asked the Board what it plans on doing about this. She stated she believes that every day our schools are in this position, the students are at risk and she asked about the possibility of instituting a good sound plan for addressing why so many of Caddo's students continue to be disadvantaged personally. While we have children that are succeeding, Ms. Glover said there are more that are not, and she encouraged the Board to get about doing the business of the School System so that these students have a chance.

Curtis Hooks, former District 5 Board member, expressed appreciation to those involved in renaming the Fair Park Gymnasium for Clem Henderson and Ron Preston and for the efforts to make this happen.

Barbara Jackson Norman, teacher at Westwood Elementary, addressed the Board in support of the proposed 2016-17 school calendar and the added time to each day for the Core subjects.

ESTABLISH THE AGENDA AND PROPOSED CONSENT AGENDA

Superintendent Lamar Goree highlighted items for the Board's consideration and the following discussion ensued. Dr. Goree announced that Items 6.01-6.03, 7.02, 8.01-8.02, 8.04, 8.06, 8.08 and 13.01 (all but student E.M.) are the Consent Agenda Items. *Ms. Trammel moved, seconded by Mrs. Bell, to establish the agenda and consent agenda for the December 15, 2015 CPSB meetings as presented. Vote on the motion carried unanimously.*

CONFIRM THE CONSENT AGENDA

Ms. Trammel moved, seconded by Mrs. Bell, to confirm the Consent Agenda (Items 6.01-6.03, 7.02, 8.01-8.02, 8.04, 8.06, 8.08 and 13.01 (with exception of EM)). 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 personnel recommendations as recommended by staff and submitted in the electronic mailout.

6.02 Personnel Transaction Reports-Resignations. The Board approved the personnel transactions reports for November 1-30, 2015 as submitted in the electronic mailout.

6.03 Renewal of Administrative Contracts. The Board approved the renewal of administrative contracts as recommended by the superintendent and submitted in the electronic mailout.

Item No. 7

7.02 Construction/Capital Projects. The Board approved the following bids as recommended by staff and submitted in the electronic mailout or placed at Board members stations on the bid tabulation sheets: (1) Martin Construction & Design, with a Base Bid for the sum total of \$202,069 for project 2016-216, "Claiborne Auditorium Seating & Re-Key"; and (2) J.D. Electric CO., Inc., with a Base Bid, Alternate 1, Alternate 2 and Alternate 3 for the sum total of \$134,000 for Project 2016-403, "Lakeshore Lighting Retrofit". *A copy of the bid tabulation sheets is filed in the official records of the December 15, 2015 meeting.*

Item No. 8

8.01 Property/Bus Rental Requests. The Board approved the request for long-term use of Hillsdale Elementary School by the City of Shreveport Police Department and the use of Turner's 6th Grade Academy Gymnasium as recommended by staff and submitted in the electronic mailout.

8.02 Out of State Travel. The Board approved the requests for out of state travel (General Fund) as recommended by staff and submitted in the electronic mailout.

8.04 Approval of Mental Health Interagency Agreements and Contracts. The Board approved the mental health interagency agreements and contracts as recommended by staff and submitted in the electronic mailout.

8.06 Revision to Policy DJD-Expense Reimbursement. The Board approved the revision to CPSB Policy DJD (Expense Reimbursement) as recommended by staff and submitted in the electronic mailout.

8.08 Request for CPSB to Piggyback on DeSoto Parish School Board Bid for Buses. The Board authorized the CPSB to piggyback on DeSoto Parish School Board's bid for buses as recommended by staff and submitted in the electronic mailout.

Item No. 13

13.01 Student Readmission Appeals. The Board approved staff's recommendation for student readmission appeal requests for students LB, TL, AG, and TJ whose parents are in agreement.

PURCHASING BIDS

Mr. Rachal moved, seconded by Mrs. Trammel, to approve the following bids as recommended by staff and submitted in the electronic mailout on the bid tabulation sheets: (1) Hunt Telecommunications for the purchases of Wide Area Network Services for Information Technology; (2) Hunt Telecommunications for the purchases of DATA Center Connectivity for Information Technology, (3) Enterprise Computing Services for the purchase of Modulating Equipment for Information Technology; and (4) AT&T Corporation for the purchases of switched Ethernet Services for Information Technology. Mr. Ramsey announced that he will abstain from voting on this item since his former employer bid on this item. Vote on the motion

carried unanimously. A copy of the bid tabulation sheets is filed in the official papers of the December 15, 2015 CPSB meeting.

2016-17 CPSB SCHOOL CALENDAR

Mrs. Locke moved, seconded by Mrs. Bell, to approve the 2016-2017 Caddo calendar and to amend staff's proposed 2016-2017 bell schedule as follows:

<i>Elementary Schools</i>	<i>7:50 a.m. – 3:15 p.m.</i>
<i>Middle Schools</i>	<i>7:20 a.m. – 2:50 p.m.</i>
<i>High Schools</i>	<i>8:20 a.m. – 3:45 p.m.</i>

Mrs. Bell stated that this amended schedule reduces the dismissal time from the proposed bell schedule by 5 minutes. She said there have been numerous concerns raised from the public concerning the time we are releasing the students, and she appreciates the staff addressing many of the concerns; but the Board must weigh the educational benefits and the impact the decisions have on families. While there are many misconceptions regarding next year's proposed bell schedule, reducing the impact for parents should be a priority for the Board. The amended schedule will provide teachers and principals with necessary additional time without a huge impact on families at the end of the day.

Mrs. Bell reminded the Board that each Board member was elected to the Board to take care of the children, and it is important that the Board votes on what is best for the students. While she agrees with the visitor, she agrees you cannot teach everything in 50 minutes and the volume of homework students have is why parents are calling Board members. She added the plan does not add classes, more homework or more problems for families and hopefully students will have less homework. Mrs. Bell stated that she believes there are times when adults get too caught up in this rather than doing what needs to be done, and encouraged the Board to support the motion on the floor.

Dr. Goree noted the miscommunication throughout the process and expressed appreciation to the principals, teachers, parents, et.al. for working hard for one common goal and that is what is best for children. He asked Mr. Burton to highlight some of the concerns that have been raised. Mr. Burton explained some of the misconceptions as follows. It is untrue that additional classes and work are being added for students; but staff is asking for the ability to give teachers and students more time with their existing subjects. Support will be provided to principals as they begin developing their 2016-17 schedules in the spring. He explained the second misconception is that the additional time is only impacting the end of the day, the dismissal time; and this is not true. He noted those high school schedules that will only need tweaking a very small amount, i.e. additional five minutes in order to meet the parameters set in place. Many middle schools will only need to adjust their schedules approximately 20 minutes because of where their beginning and ending bells are set. The third misconception that this will cause an increase in homework is also not true; and because teachers' greatest frustration has been the amount of time they must cover massive amounts of content, it is believed that more time in the classroom will help students better understand and result in less frustration in homework assignments. He also stated that more in-depth training will be provided with principals and teachers to insure that they are maximizing their time in the classroom. Lastly, Mr. Burton clarified the comments that extra time does not guarantee an increase in student achievement and that this is true; but the increase in student achievement will be seen as a result of targeted interaction between teachers and students. By restructuring the time for reading, the teachers will have a framework to begin planning their instruction and guarantee equality in instruction across the parish. Mr. Burton stated that restructure of the calendar has been done to provide more proficiency in reading, allowing those schools that are below proficiency almost double the amount of time for reading instruction.

Dr. Goree added that from an employee perspective on adding time to the day, teachers have questioned additional compensation, but what is happening is the time will be used smarter than in the past. Also, even though an additional 20-25 minutes is being added to the instructional day, there is a reduction in the number of school days and the teachers will be teaching the same number of minutes but they will have students in more quality settings giving them more time to grasp the material when presented.

Mr. Ramsey asked staff to address not only the impact on the students and teachers, but will it be the school sites that take the lead in determining how this schedule will look like on their individual campuses. Mr. Burton explained that Central Office cannot provide a school with a perfect schedule to meet the needs of the students at each school, but it will be important to sit down with the principals and other administrative leaders at the schools to develop a schedule that works best for each school. While there will be some non-negotiables, i.e. amount of time spent in reading; however, the goal is not to provide a cookie-cutter approach for all schools. Mr. Ramsey also asked if an attempt will be made to control or monitor homework assignments, and Mr. Burton responded he believes staff will look at the homework policy and make sure that it is aligned with the curriculum and the schedule especially in the lower elementary and middle school. Dr. Goree also added that staff looks forward to working with the stakeholders since the amount of homework students receive is a common complaint/concern expressed by parents across the district. Mr. Ramsey asked how soon this will be communicated to principals once approved by the Board. Mr. Burton stated staff will immediately begin communicating with the principals; and after the Holidays, staff will begin scheduling professional development opportunities as well as building schedules.

Mrs. Poljak expressed that she too has heard these concerns and she agrees that we must think about what is best for the children. She noted her concern over the statistic that prisons determine the number of prison beds by the number of fourth graders that cannot read, and it is disturbing that we give up on our children when they are 9 and 10 years old. She believes this additional time dedicated to reading will give teachers the opportunity to concentrate on those children that need the help. Dr. Goree stated that the District does a good job of leading data-driven instruction and truly let student performance dictate how and what we are teaching children. However, with all staff's efforts, some of the standardized test scores are still showing 45% of our elementary age children behind grade level; and we do not need to continue doing what we are doing when we are not seeing any results from it. The charge as leadership is to look at how teachers can best be supported to support children to change this statistic. Dr. Goree added they will also collaborate with principals to help determine how this additional time is used in their schools. Mr. Burton explained that even the highest performing schools need additional time with reading and that teachers have shared their frustration in meeting the new higher standards adopted by the State; and the additional time will be flexed after dialogue with school leaders to insure that the time is appropriate. Mrs. Poljak voiced another concern of the impact the additional time will have on the bus schedule, and Mr. Burton clarified that the additional time is balanced between beginning of the day and the end of the day, so on average the extended time at the end of the day is 10-15 minutes. Dr. Goree added that parents can look at what time students are currently getting home and add about 10 minutes to that time. He also believes, based on feedback from Transportation, all students will be delivered to their home, in general, before dark.

Mr. Rachal stated that the superintendent and staff work early and often with all that have an interest and are affected by this, and he believes they have put together a good plan. He said he is grateful that Caddo has a superintendent and Board that understand how this will impact Caddo's students in a positive way and he looks forward to seeing the results from this change in the future. Dr. Goree added change is difficult, but often is necessary; and while he understands changes in schedules will never receive 100% support, he asked that citizens, parents, teachers,

et.al., who have questions about the schedule to work together with a focus of doing what is best for children.

Mrs. Trammel stated that one often hears if you change nothing, nothing changes; and she expressed her appreciation for this change and for what she knows will happen in the next school year. She also commended staff for blending this calendar with everyday life and hopefully positively affect absenteeism, and for allotting the additional time students need in the classroom to be successful.

Mrs. Brown noted the responses posted online regarding the additional time to the daily schedule, and she supports this decision to provide the additional needed time in the classroom for students. She said she also believes there is a need to provide a cross-section of experiences for the children, i.e. after-school enrichments in the communities. Dr. Goree noted the concern that after-school programs would be eliminated and that this is absolutely not true but he believes there will be an extension and enrichment upon what is being done after school for students. Mrs. Brown stated there are Federal funds for these type of things to afford students these after-school learning experiences.

As a former teacher, Mrs. Bell said with all the mandates to complete a skill or lesson at a specific time, and then 27 of 28 students fail when tested on that skill or lesson, there is a problem. She is hopeful that this additional time for teachers to work with the students will have successful results, and she encouraged the Board to support the motion on the floor.

Dr. Douzart reiterated that as a former teacher and coach, she can attest to the benefits of extra time in reading. Mr. Green shared that he believes it to be true that you do best what you do most, and this additional time in reading is what is needed to see improvement.

Mrs. Poljak moved, seconded by Mrs. Bell, to call for the question. Vote on the motion to end debate carried.

Vote on the main motion carried unanimously.

APPROVAL OF POLICY RELATIVE TO LOADING AND UNLOADING STUDENTS FROM SCHOOL BUSES

Mrs. Trammel moved, seconded by Miss Green, to approve the proposed policy relative to the loading and unloading of students from school buses as recommended by staff and submitted in the electronic mailout. Mr. Abrams stated that this comes based on the recommendation from Mr. Jones as to the safety for loading and unloading on shoulders. The Transportation Committee discussed this and the Board is ultimately passing a resolution based on the recommendation of staff that the shoulders are not safe. Mr. Jones stated that the new law states you must load and unload on the shoulder unless we can indicate and articulate that the District believes it unsafe to do so, and he noted specifics included in the proposed policy on why pulling on the shoulder is unsafe. Vote on the motion carried unanimously.

LEVEL IV GRIEVANCE DISPOSITION FOR CATHERINE B PRICE

Mr. Ramsey moved, seconded by Mrs. Poljak, to approve staff recommendation at Grievance Level III. Mr. Ramsey said he believes the information provided is very complete. Vote on the motion carried unanimously.

RESOLUTION PROVIDING FOR THE ISSUANCE AND SALE OF GENERAL OBLIGATION BONDS AND PROVIDING FOR OTHER MATTERS IN CONNECTION THEREWITH

Mr. Rachal moved, seconded by Mr. Albritton, to approve the following resolution providing for the issuance and sale of general obligation bonds and providing for other matters in connection therewith.

RESOLUTION

A resolution providing for the issuance and sale of Eight Million Four Hundred Eighty Thousand Dollars (\$8,480,000) of General Obligation School Refunding Bonds, Series 2016, 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 \$14,290,000 of General Obligation School Bonds, Series 2008, dated March 1, 2008, of which \$12,140,000 is outstanding (the "Series 2008 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 2008 Bonds, consisting of \$8,660,000 of Series 2008 Bonds which mature March 1, 2023 to March 1, 2033, 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 Eight Million Four Hundred Eighty Thousand Dollars (\$8,480,000) principal amount of its General Obligation School Refunding Bonds, Series 2016 (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 2016, 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 Company, a Texas state 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 January 14, 2016, 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 March 1, 2016.

"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 Company, a Texas state 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 2008, dated March 1, 2008, consisting of those Series 2008 Bonds maturing March 1, 2023 to March 1, 2033, 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 & Associates, Inc., 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 "General Obligation School Refunding Bonds, Series 2016, 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 Eight Million Four Hundred Eighty Thousand Dollars (\$8,480,000) principal amount of Bonds of the Issuer to be designated "General Obligation School Refunding Bonds, Series 2016, 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 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 March 1, 2016, 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>
2023	\$605,000	4.00%	2029	\$795,000	4.00%
2024	635,000	3.00	2030	840,000	4.00
2025	660,000	3.00	2031	880,000	4.00
2026	695,000	4.00	2032	920,000	4.00
2027	725,000	4.00	2033	965,000	4.00
2028	760,000	4.00			

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 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 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. Redemption of Bonds. The Bonds maturing on March 1, 2027, and thereafter, will be callable for redemption by the Issuer in full or in part at any time on or after March 1, 2026, and if less than a full maturity, then by lot within such maturity, at the principal amount thereof, plus accrued interest from the most recent Interest Payment Date to which interest has been paid or duly provided

for. In the event a Bond to be redeemed is of a denomination larger than \$5,000, a portion of such Bond (\$5,000 or any multiple thereof) may be redeemed. Bonds are not required to be redeemed in inverse order of maturity. Official notice of such call of any of the Bonds for redemption shall be given by means of first class mail, postage prepaid, by notice deposited in the United States mails not less than thirty (30) days prior to the redemption date addressed to the Owner of each Bond to be redeemed at his address as shown on the Bond Register.

ARTICLE VI. APPLICATION OF BOND PROCEEDS.

SECTION 6.1. Application of Bond Proceeds. 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 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 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 "gross 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. 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 2016 will not exceed \$10,000,000.

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 Company, a Texas state 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 Company, a Texas state 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 November 20, 2014, 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 12.1. Call for Redemption. Subject only to the actual delivery of the Bonds, the Refunded Bonds are hereby irrevocably called for redemption on March 1, 2018, at the principal amount thereof

and accrued interest to the redemption date, in compliance with the resolution authorizing their issuance.

SECTION 12.2. 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			
Margaret A. Brown	X			
Susannah W. Poljak	X			
Bonita Douzart	X			
Mary Trammel	X			
Raymond E. Green	X			
Denee' Locke	X			
Barry F. Rachal	X			
Larry Ramsey	X			
John Albritton	X			
Dottie Bell	X			

And the resolution was declared adopted on this, the 15th day of December, 2015.

/s/T. Lamar Goree, Ph.D.

Secretary

/s/ Steve Riall

President

Mr. Rachal noted that because the Board is held accountable for how it handles the District's money, he wants the public to see that since 2002 the Board has approved refinancing the debt which resulted in a total savings to the taxpayers of over \$7 million. He said the refund being approved today will save the taxpayers approximately \$800,000, and he would like for the media to note these savings. He commended staff for the good job in guiding the Board in the management of the District's finances and encouraged the PR team to get this word out to appropriate media. *Vote on the motion carried unanimously.*

ELECTION OF 2016 CPSB OFFICERS

Mrs. Bell moved, seconded by Mr. Rachal, to nominate the following slate for 2016 CPSB Officers: President – Mary Trammel; First Vice President – Denee' Locke; Second Vice President – Raymond Green. Vote on the motion carried unanimously, and congratulations were extended to the 2016 CPSB Executive Committee members.

AUTHORIZE USE OF FACSIMILE SIGNATURE BY THE PRESIDENT

Mr. Ramsey moved, seconded by Mr. Rachal to authorize Mary Trammel to use a facsimile signature. Vote on the motion carried.

SUPERINTENDENT'S REPORT

Update on Brandon Goyne Foundation. Mr. Burton reported that all Caddo high schools have been notified about the opportunity to have EKG testing on all their athletes. By working with the Brandon Goyne Foundation, he stated we are able to provide this opportunity to all Caddo

student athletes as well as to the faculty and staff. As of today, Captain Shreve baseball players, Byrd football players, and Captain Shreve Girls' Soccer players tested. Every athlete in Woodlawn High School Academy sports will be tested on April 20th and Captain Shreve Boys' Soccer will be tested on February 2nd. He said this is being done at the extremely low cost of \$15 and if a family cannot pay the \$15, this information will be given to the Brandon Goyne Foundation who will find funding so all students can be tested. Dr. Dabouche will be reading these tests. Mr. Rachal stated that he requested this report because the program was put into place at Captain Shreve but implementation has been slow at the other schools. He thanked Dr. Goree and Mr. Burton for putting together this update for the Board, and moving forward with further implementation.

Charter USA Expansion for the Magnolia School. Dr. Goree noted conversations with several Board members on this item and explained some of the limitations of the Board in what Magnolia School chooses to do in the future once the Board has voted for them to expand their school. Mr. Rachal shared information on the expansion of Magnolia School as authorized by the Caddo Parish School Board and concerns he feels need to be addressed to avoid any issue with the courts and proper use of land. He stated that the CPSB awarded the charter to Charter USA who operates as Magnolia School as well as awarded them the ability to expand their charter to a K-12 school. He said if the School Board were to build a new school, it would have the responsibility to the public and community that it would not negatively impact the community and he believes the same is true for Magnolia since we awarded the charter to them. He also noted there are unresolved issues with the courts regarding Charter USA constructing the existing school and driveway on a public right of way, and as the one that authorized the charter he doesn't believe the School Board can sit idly by and let this continue. Mr. Ramsey called for a point of order because the Caddo Parish School Board is the noted entity for charter authorizations in this area; however, we do not run the business of these charters. If the School Board had turned down their charter application, they could have gone to BESE for approval, and BESE would not be involved in their school building. He said relative to the right-of-way dispute, this is not a Caddo Parish School Board issue. Mr. Ramsey recommended if the Board desired a presentation it can possibly be assigned to a committee. He reminded the Board that the Board has no authority to act in any way or manner of getting involved in the Magnolia Charter School's business. Mr. Abrams confirmed that the Caddo Parish School Board authorized the charter several years ago, and the CPSB has no authority over the location of the school nor does the Board have any authority when it was approved regarding the school's location. He reminded the Board that the charter was authorized for a K-12 school at its current location. The issue brought forth is an on-going issue, and the school over the summer reduced its number to 2,000; however, the Board has no control over zoning, traffic, etc., as this is a City of Shreveport issue. The same is true if the School Board built a school, it would have to go to the City of Shreveport to make that determination. He also stated that Magnolia does not own the facility it is in, but it is owned by another entity and the Board cannot do anything.

Mr. Riall stated, in ruling on the Point of Order, there is no motion on the table so the current discussion is completely out of order. In the future, he said to address an item, it must be an action item on the agenda and not an item under Superintendent's Report. Out of respect for Mr. Coleman, who was given the directive to speak at this particular time on the agenda and not the Visitors Section, Mr. Riall announced he will allow him to speak five minutes since he has waited, and the discussion will end. Linc Coleman shared his history in the Caddo Public School System and a long-time supporter of public education. He noted he is not speaking against Magnolia Charter, but the lack of information and planning provided. Mr. Coleman explained there is approximately 200 acres of land in the proximity of Stoner and Anderson Island (proposed Magnolia School site), and it is accessed by a two-lane road. He further stated the importance planning to include getting input from engineers, traffic engineering studies, etc. As Bossier Parish is building new schools they have on retainer a traffic engineer (who is the same one Mr. Coleman hired to do a traffic study after learning that the City did not have one). He

shared concerns of traffic congestion at the red lights in the area, that they land in this area and a \$75 million investment adjacent to this (Wright Island); three schools (Magnolia Charter, Caddo Magnet High and Stoner Hill Elementary); and the Magnolia school was originally approved for 2,345 students and he is unaware of any reductions in that frequency; but there is a right to increase these number 2,814 students. He said Scott Hughes is the executive director of the Magnolia Charter; and at this time he is concerned with irregularities and the taxpayer dollars (\$31 million) that are at risk, as well as the fact that Magnolia Charter is receiving approximately \$11,000 per student. Mr. Coleman also noted that the K-8 school was approved for 860 students and there are currently 875 students enrolled; and it is his understanding they are authorized to go up to 2,814 students, and this is a problem. Mr. Coleman said they are asking the School Board to ask the school to do the proper planning for this location.

Mrs. Brown, as a point of personal privilege, noted Mr. Coleman's comment that the lack of information led to a "runaway train", and asked if we are looking at the demise of public education, did we not plan as we should have, are we looking at building another charter school, have we dotted all the i's and crossed all the t's?

Mr. Ramsey called for another Point of Order, and Mr. Riall ruled that the conversation is out of order.

Mr. Green asked for a point of personal privilege to address Item No. 8.10, and President Riall stated that this item has passed.

Mr. Abrams explained for Mr. Coleman that the Caddo Parish School Board in May authorized the amendment to Magnolia's Charter which originally had 2,300 to 2,400 students and the percentage increase; however when they requested a second location, the Board negotiated and limited them to a total of 2,000 students between both school sites. Mr. Coleman noted the State Law provision that allows a 20% increase above the number approved; and Mr. Abrams explained they voluntarily agreed to this stipulation because they would have gone to BESE for approval of their second charter if Caddo did not approve it, so they agreed to 2,000 max students. He further stated that the charter is in essence a "contract" between Caddo and them.

ANNOUNCEMENTS AND REQUESTS

Mrs. Trammel expressed her appreciation for the vote of confidence in electing the new officers for 2016 and to Mr. Riall for serving during 2015.

Mrs. Bell requested that staff look at the Magnolia Charter and the contract Caddo is under with them and clarify the aspects brought out in the City Council meeting. She would like a presentation in January.

Mrs. Bell announced that the Foster Grandparents Program is holding a Celebrity Auction to raise money for their \$23,000 deficit. She encouraged the Board to support this program.

Mr. Green stated that he was under the impression that when submitting a slate of officers the floor is then opened for nominations, and challenged the chair in allowing this. Mr. Riall explained that Board members had an opportunity to nominate others, but there were none.

Mr. Abrams clarified there were no nominations but a motion was made to nominate the three executive committee members.

Mrs. Brown asked that staff study the charter given to the alternative education program for the next meeting and if guidelines are being followed.

Mr. Riall thanked everyone for their support during 2015 and for the opportunity to serve as President. He said he believed it was a good year for Caddo Parish and he wished everyone a Merry Christmas.

EXECUTIVE SESSION

Student Readmission Appeal. *Ms. Trammel moved, seconded by Mrs. Bell to go into executive session for 10 minutes for the purpose of the Superintendent's Evaluation. Vote on the motion carried and the Board went into executive session at approximately 7:48 p.m.*

The Board reconvened in open session at approximately 7:56 p.m.

Mr. Ramsey moved, seconded by Mrs. Poljak, to approve the Superintendent's evaluation and amend the suggested achievement goals as presented in the handout. Vote on the motion carried unanimously.

Adjournment. *Ms. Trammel moved, seconded by Mrs. Bell, to adjourn. Vote on the motion to adjourn carried and the meeting adjourned at approximately 7:58 p.m.*

T. Lamar Goree, Ph.D., Secretary

Steve Riall, President

December 15, 2015

The **Caddo Parish School Board (CPSB) Long Range Planning Committee** met in regular session on Tuesday, December 15, 2015 at approximately 2:30 p.m. in Room 1 at 1961 Midway, Shreveport, Louisiana with Chair Larry Ramsey presiding and the following committee members present constituting a quorum: Bonita Douzart, Barry Rachal, and John Albritton. Committee member Susannah Poljak was absent. Also present were Steve Riall, Denee' Locke, Dottie Bell, Raymond Green, Dr. Lamar Goree and Reggie Abrams, legal counsel. Staff members present were Jim Lee, Keith Burton, James Woolfolk, Dr. Mary Nash-Robinson, Tommy Smith and Mary Wood. Mr. Albritton led the prayer and Pledge of Allegiance.

Strategic Plan. Mr. Ramsey announced that the purpose of today's meeting is to hear an update on the Strategic Plan. Superintendent Goree introduced Carolyn Spaht Gonzalez who, as the District's consultant, is working as the external evaluator of the District's Strategic Plan which was approved by the board in August of this year. He stated that Mrs. Gonzalez is a product of the Caddo system and is very well educated and prepared to lead the Strategic Plan process; and she is present today to talk about the evaluation process. She also will present a mid-year review in January on how the District is doing toward meeting its goals.

Mrs. Gonzalez highlighted the evaluation process, where we are now and the next steps. She explained that once she became familiar with the Strategic Plan, and the goal to not only look at the metrics for the end of the school year, but also look at mid-year accomplishments that were not in the Strategic Plan. She highlighted the rubric created to track accomplishments in each goal area, and reported she is currently working with goal area leaders to update the timeline and provide a report to the Board in January of 2016. Action steps in the Strategic Plan included a start date and an ending date, and they created milestones as to what needed to be accomplished when for each step, which in essence became the operation plan for the year. Baselines for each action step were laid out, many of which would be completed before the 2020 end date. She also reported that documentation will be provided to the Board in a mid-term report to determine if mid-year targets were met.

Mrs. Gonzalez also reported that she is currently working with the goal area leaders to provide updates on each mid-year target; and along with them create from this information, via the goal areas, the report for the Board. Lastly, relative to scorecards, specifically the graduation data, it is color coded as to where the District is in addressing the goal areas and if we are moving in the correct decision.

Dr. Goree stated that when Mrs. Gonzalez presents to the Board in January, the Board will receive score cards for all the objectives in the plan and how the System is meeting the Goals. Dr. Goree urged everyone to remember that this was not a process where she could have met with the Chief and the Chief could say we would do this, because we must file important documentation that this is happening. Mr. Riall asked if the different objectives are all measurable? Ms. Spaht explained that many of the questions had TBD "To Be Determined". Dr. Goree added he met at length with Mrs. Gonzalez, and while nothing is being removed or done to compromise the integrity of the document, they may provide an explanation and at the time of the end-of-the-year update, a decision may be made to remove some things. He also reported that Ms. Gonzalez will meet with Attorney Abrams regarding percentages and things that will not compromise the integrity of the document sent to the community but were not calculated correctly.

Mr. Rachal asked Ms. Gonzalez if she believes there are some areas that she believes are not measurable. Ms. Gonzalez said not the ones that are in BOLD and they are all worded in such a way that once they receive the data, they are measurable. Ms. Gonzalez also referenced Goal

Area 5 being completely shaded since she is scheduled to meet with that goal area leader on Wednesday to complete this one.

Mrs. Bell asked what can be done to get more parents involved in the schools. Mrs. Gonzalez stated that this is a problem nationwide and she has talked to staff at length about this concern and not only how to get it done, but how to measure it. Dr. Goree noted that similar to the audit process, this is not a negative, but a reality. While there may be areas with systematic problems preventing this from happening, it is the District's job, since it knows the importance of this component of education, to help support making it happen or find alternatives to fill in the gaps. He also added that in looking at some of the issues, there are those things which we cannot control, but it does not mean we set low expectations in order to meet an expectation.

Mr. Ramsey stated that the mission is for Board members to realize what is going on, how this information will be presented to the Board and public, and the importance of becoming familiar with the report and how to read it and address questions. He believes these questions should ultimately and daily be presented to staff since they will have to fill in the blanks. He also referenced that this covers the basic data that will basically match up the school performance scores.

Dr. Goree complimented staff in this work as well as Mrs. Gonzalez and it is his hope that everyone leaves the meeting today understanding what is being presented.

Mr. Rachal asked if there is a staff member assigned to every line item, and Dr. Goree said many committees are associated with these, i.e. Superintendent's Chiefs and the Transformation officer. Mr. Rachal stated he doesn't understand who he should communicate with on each one of the items presented. Dr. Goree explained that information is in the Strategic Plan. He also reported that because of the enormous amount of work in this project, they are scheduling a mid-year and end of the year report to the Board; however Board members are more than welcome to ask any questions they may have. Also beginning in February, one division will be scheduled at each Board meeting to report on what is being done in their area. He also explained that Mrs. Gonzalez will make an end-of-the-year report in July; and at that time, there will be some recommendations to the Board for amendments to the plan; and he reminded the Board that this is a living document and will need to be revised from time to time as things change.

Mr. Rachal added that he likes the fact that the Strategic Plan aligns all short-term decisions with long-term goals, and if it does not, it should not be on the list. Mr. Ramsey said it will be a document that the committee does need to know as the District moves forward with the Strategic Plan. Mr. Ramsey expressed appreciation to Mrs. Gonzalez for her report to the committee today.

Dr. Goree also stressed that throughout this process, it will be important that everyone continues to stress this is the process by which the District will be better.

Energy Conservation Presentation. Mr. Ramsey announced that the company scheduled to make a presentation today requested to reschedule, but asked if any committee members had any questions as a result of the last meeting and Cenergistic's presentation. He announced that he will have sent to each Board member documentation relative to conversations on pros and cons, and what staff presented on energy conservation services and energy management savings; and this is the type current information he would like to receive. Another meeting will be scheduled for January 5th to hear this presentation.

Mr. Rachal stated it was his understanding that Cenergistic would make approximately \$1 million a year and they will hire four people who would change the way everyone felt. Dr. Goree clarified we will not hire the people, but Cenergistic will hire them, thus it would not be

an expense for the District, they are not part of the retirement, Cenergistic pays them. Mr. Ramsey explained that Cenergistic presented three components in the energy savings option, i.e. (1) change consumption practices, (2) install more effective equipment, and (3) negotiate better prices. He further stated that at one time the District had two on staff, but as budgets went away, persons were cut and noted that other companies were requesting managers but also expensive new equipment. He said it will be important to weigh what needs to be done and staff will need to tell him we can or we can't do it.

Adjourn. *Mr. Rachal moved, seconded by Mr. Albritton, to adjourn. Vote on the motion carried and the meeting adjourned at approximately 3:20 p.m.*

January 5, 2016

The **Caddo Parish School Board (CPSB) Executive Committee** met in regular session on Tuesday, January 5, 2016 at approximately 4:35 p.m. in its offices at 1961 Midway, Shreveport, Louisiana with President Mary Trammel presiding and Denee' Locke and Raymond Green present constituting a quorum. Also present were Board members Steve Riall, Jasmine Green, Susannah Poljak, Bonita Douzart, Barry Rachal, Larry Ramsey, John Albritton and Dottie Bell. Dr. Lamar Goree, superintendent, and Reggie Abrams, legal counsel were also present. Board member Steve Riall led the prayer and Pledge of Allegiance.

Steve Riall recognized the new executive committee members: President Mary Trammel, First Vice President Denee' Locke and Second Vice President Raymond Green, and passed the gavel to President Trammel. President Trammel recognized family and friends in the audience.

PRESENTATIONS

Dual Enrollment. Keith Burton, chief academic officer, shared the District's collaboration efforts with institutions of higher learning and how Caddo students are benefiting from this partnership. He reported that dual enrollment is simultaneous enrollment of a high school student enrolled not only in their high school, but also at a college level. Students are not only earning high school credit, but they are also earning college credits toward an associate or four year degree. He said it is available at technical, community, and four-year colleges and universities. Requirements for students interested in enrolling in dual enrollment courses include first meeting the enrollment requirements of that college or university in which they are interested, completing the course requirement to receive the appropriate credit; and the teacher teaching the course being accepted by that college and have credentials (Master's Degree or Terminal Degree within the content) for the coursework. Participating colleges and universities for this current school year are (in alphabetical order) Grambling State University, Louisiana State University in Shreveport, Louisiana Tech University, Northwest Louisiana Technical, Northwestern State University and Southern University in Shreveport. He reported staff is very pleased with the current enrollment of 551 high school students at Southern, 163 at LSUS, 278 at Louisiana Tech, 39 at Grambling, 21 at Northwest Louisiana Technical College, and 4 at Northwestern. In looking at the enrollment by high school, he noted the extreme success at C E Byrd and Huntington, and the plans to increase participation in the lower ranking schools in the future.

He shared a breakdown of the colleges and universities and the recent data released by the state on the ACT report that the composite score exceeded the State average; and the District is very pleased that students who scored 18 or higher increased from 56% to 61%. He also reported that Green Oaks students increased in the number of student scoring 18 or more by 13%, and an overall 23% increase. He further explained high school students can also earn college credit by Clep and dual enrollment tests as well as by participation in advanced placement classes. He said Caddo led the entire region in students earning college credit through AP exams; and staff is proud of the 13% increase in the passage rate of AP exams in addition to the increase in the number of students taking the AP exams. Mr. Burton also noted savings to Caddo families of \$362,000 in tuition costs, as well as the fact the co-hort graduation rate is the highest it has ever been at 67.7% and staff plans to continue this increase as part of the District's Strategic Plan.

Mrs. Bell expressed appreciation to staff for the presentation, and expressed her only concern is how parents are informed of what colleges provide what courses at what high schools. Mr. Burton asked that they contact his office to make certain they understand the process of dual enrollment as well as other options for students to earn college hours, and how schools work with the local colleges. Mrs. Bell asked if courses from all the colleges are available at all the

schools. Mr. Burton said they are not and for the principals and counselors to coordinate the courses, typically there will be two universities working with a high school campus.

Mr. Ramsey asked that this be posted on the web site and a copy sent to each Board member.

Mrs. Poljak asked about the 67.7% graduation rate and if it includes the results from the Transformation Zone from the past year. Mr. Burton said it does and this is the co-hort rate for students who start at the school in 9th grade and graduate with their co-horts, and that the data is always a year behind (this data is May 2014).

Magnet Testing. Melinda Kay, supervisor of counseling and magnet testing, provided an overview of the previous year's magnet testing results including information on cut-off scores and number of test takers. Mrs. Kay presented the Board's policy for placement in Caddo's elementary magnet schools: sibling, rank and diversity with qualifying siblings being placed first and 60% of the remaining seats based on the qualifying rank scores and 40% based on the qualifying applicants who meet any of the diversity categories. The Board policy for middle schools does not include the diversity category. She explained the application process and that parents select schools they want their child to attend; and once the child qualifies for placement, placement is driven by the parents' choice of school. The largest number of openings for middle schools occurs in the 6th grade with the openings in 7th and 8th grade being from students leaving, and the largest number of openings at the elementary school level occurs at the kindergarten level. Mrs. Kay further explained if a student qualifies for placement and there are no openings, the student is placed on a waiting list and is contacted as openings become available.

Mrs. Kay presented a chart of test score ranges in each placement category (sibling, rank, diversity) for kindergarten placement. She further shared an overview of each category and the difference between "qualifying" score and "cut-off" score. She also shared information on applicant openings (which are determined by the principal, director and chief academic officer) and the requirements of student-teacher ratio, building capacity and staffing formulas. She summarized placement for kindergarten highlighting racial makeup for the number of students along with the percentage, the number of siblings placed, and the number of students placed by category (sibling, diversity and rank), and non-placed students and where they ended up (neighborhood school, charter, private, out of district or undetermined). She also provided information available on the web site for parents.

Mrs. Kay stated this report is in the same format it has been for a number of years and provides comparative data.

Ms. Trammel asked for clarification on sibling category and if the sibling is to currently be enrolled in the school. Mrs. Kay explained they must be enrolled and attending in the year that their sibling will also be attending.

Miss Green asked about the magnet component at Oak Park and only three students attending for 20 available seats. Dr. Goree stated that the magnet system has been in place for over 30 years, but at Oak Park, the component is new and building the trust in families to select this as an option for their student is moving slower than anticipated. He said staff continues to evaluate this program to determine if it is meeting a need in the District. Miss Green asked about publicizing it, and Dr. Goree responded there was a publicity blitz done of the program this year and made available to parents, but they did not see a significant increase in persons selecting Oak Park as an option. Miss Green asked if this particular program offers something that is not being offered at other sites, and Dr. Goree said it's not, but it is an academic magnet program; and it is important to look at the needs in the district to see if there is anything it can be paired with to make it meet a need in the District.

Mrs. Poljak asked about the summary of 1-8 grade and if we track students placed on the wait list and when offered an opening they declined because they enrolled elsewhere, or those who did not want to be on a wait list where they enrolled? Mrs. Kay responded staff does track this data and one source of research is talking with parents; and there are some that never get off the waiting list because there were so many that tested and made the cut-off score/met requirements, but only a few seats were available. Mrs. Poljak asked if the students that never get off the waiting list and the kids that decline a spot are considered together and Mrs. Kay said they are.

Mr. Riall asked about the status of discussions to change/amend the actual magnet testing and Melinda Kay explained changes are periodically made for the test, but it is a standardized test that is nationally normed but the criteria for entrance has not changed. Also, it supports a child's academic achievement in the classroom as well as assessing abilities that support achievement. Mr. Riall asked if he remembers correctly that the test does not measure how smart a child is, but how successful they can be in the magnet system. Mrs. Kay confirmed that is correct and it is a predictor of a student's achievement in an accelerated program.

Mrs. Bell asked how the policy works if children are not off the waiting list because of the sibling rule. Mrs. Kay explained that Board policy says qualifying siblings are placed first. Mrs. Bell said she believes that may be why some students are on the waiting list forever because of siblings. Mrs. Kay said it is very competitive and the number of students who apply and are tested is very large. Dr. Goree also clarified that the siblings must make the qualifying score to be placed in the school. Mrs. Bell also expressed her concern that only three students are in the magnet component program at Oak Park, and asked if it is possible a Discovery teacher can teach the magnet program ½ day. Dr. Goree added not having an appropriate number of students always creates a challenge, and staff is having conversation about recommending the best for this program in the future.

Mrs. Douzart thanked staff for an outstanding job and that her daughter realized after traveling out of state to attend school how great the local schools are.

Miss Green asked if it is correct that children are being asked questions such as their address? Mrs. Kay responded that to maintain the integrity of the testing and test security, they do not discuss or disclose specific test questions or types of questions. Dr. Goree added that in testing children, especially in kindergarten where there is no use of paper and pencil, he has learned that some questions asked of the children are those that help to make the children more comfortable in the testing. Mrs. Kay also explained that testing administrators are very good at establishing a rapport with the children through conversation so the children feel comfortable when they begin asking testing questions. She also said when parents ask her what type questions would be asked, she tells them it is a test that measures school readiness skills which is anything parents work on to help them be ready to enter kindergarten. She also encourages parents to google "school readiness skills" for information in helping their child. Miss Green stated her understanding; however, when a child does not get into magnet, one of the first questions a parent asks is why they ask a child their address.

Mr. Abrams explained that years ago the test had not been changed for years; and after litigation, the testing security was put into place so every child was given a fair chance in taking the test. In the elementary grades there are diversity factors that take backgrounds, free and reduced lunch, and diversity into consideration; and while there may be children that do not score as high as other, they still have the opportunity to get into a magnet program.

Dr. Goree added that it is also important to note that it is only a qualification for the K-5 program and these indicators are not considered in the ranking and placement of students at the middle school level. Also, an address and zip code is not a part of the placement process of students and

staff works diligently to make this clear. Miss Green said it is hard for Board members to explain when these things are brought to them.

Update on Strategic Plan: Reimagine Caddo. The Plan for Excellence. Carolyn Spaht Gonzalez, third party reviewer contracted by Caddo Schools to assist the district in working through the District's Strategic Plan, updated the Board and the public as to how Caddo is progressing in its goals and targeted objectives outlined in the plan. Dr. Goree added that Mrs. Spaht-Gonzalez will present to the Board and the public a scorecard mid-year evaluation of the Strategic Plan. Also, he noted the agenda item for the Board's consideration of changes to the Strategic Plan and clarified that these changes in no way compromise the integrity of the document, but are only errors that need to be corrected.

Mrs. Spaht-Gonzalez presented an explanation of the process she followed and a summary of what she found, followed by a review of the rubric provided to Board members. She announced that backup documentation supporting information in the rubric is available in the Superintendent's Office for those who would like to review it.

In response to the Superintendent's request, she began to look at the five-year Strategic Plan that she had no involvement in creating to monitor if the District is achieving the objectives and action steps laid out in the Plan approved by the Board. She reported her focus was on this year only, but she has also looked at where the District wishes to be in 2020. She explained that she began by completing a detailed review of the plan followed by working with the Goal area leaders to look deeply at not just what was in the Strategic Plan now but where they wanted to be mid-year.

Today, Mrs. Spaht-Gonzalez stated she is here to give a mid-year update and she will bring a review of the implementation in the first year in July to show how staff and the District did in meeting the measurable objectives. She reminded the Board that it approved the Strategic Plan that included Goal areas, objectives and measurable metrics for each Goal, as well as annual metrics for each objective, and action steps and timelines to each, i.e. what needs to be done in order to achieve the objectives and goals. She added it is her belief there is a need for a mid-year metric in addition to the annual metric, as well as milestones attached to each step.

Mrs. Spaht-Gonzalez reported that in December she sat down with the team leaders to hear each group's update, where they wanted to be mid-year and the documentation to provide it; and if not there, why not. She created a scorecard (placed at each Board member's station) and put a mid-year status on each objective, ranked each (green and yellow good, red a signal for intense focus to meet the end of year goal), and documentation to support what is in the rubric/scorecard.

In summary, she reported that at this time (mid-year) the rubric reflects that approximately 50% of the 30 objectives met the mid-year target (marked in green), about 13% did not meet the target for mid-year (marked in yellow) but adequate progress was made and she believes the end of year target will be met; and approximately 4% are noted in red because they did not meet the mid-year target for various reasons, but actually went backwards, and will require an intense effort. She also noted that approximately 23% did not have any ranking because (1) there was no available data, (2) the data was available but was not collected, and (3) the objective was a new initiative still in the planning process.

Mrs. Spaht-Gonzalez explained in detail how she set up the rubric, the data included in that rubric/scorecard, and highlighted each goal, target, and status at mid-year.

Mrs. Bell expressed her concern for retention of classified and certified employees and the status of the objective; and Mrs. Spaht-Gonzalez responded it is coded "not calculated" rather than "N/A" because the data was available, but she did not receive the current retention numbers to

set the baseline on the targets. Dr. Goree added that he believes these calculations will be available in about a week.

Mr. Riall noted under Family and Community Engagement that each school is 100% at developing a parental involvement plan; and asked if there is anything in place to measure how well parents are responding to the plan, or how many more parents are involved since there is a plan? Dr. Goree explained the plan will be developed this year and at the end of the year when updating the Strategic Plan, a new action step for implementation will be added to the plan.

Mr. Rachal shared that he likes the fact that the plan was put into place, it is being measured and adjustments made accordingly. He pointed out the annual savings he sees in reducing overstaffing numbers and annual cost of books, and asked if staff is looking at shifting dollars in this area. Dr. Goree responded staff is looking at opportunities to move to more electronic devices which will be seen as the STEM initiative is rolled out. Mr. Rachal referenced the Parsons Study that indicated maximum capacity at 92% and we are at approximately 85%.

Mr. Green asked where the District is in the process of implementing 5.3. Mrs. Spaht-Gonzalez stated that because this is brand new, it is in the vision stage, and they have defined the scope; and once they determine the vision of the school, what it will look like and who it will affect, then model schools will be visited. Dr. Goree stated that he believes this year is very important in looking at new innovative initiatives so we can make sure the needs of the community are being met and used the Oak Park magnet component as an example which has not grown as we had hoped. He further stated it is important to make sure that we create the right model opportunities for students including where schools are placed. She also referenced 5.7 on the scorecard which addresses what Dr. Goree highlighted. Dr. Goree also expressed appreciation for the wonderful job Mrs. Spaht-Gonzalez has done in supporting and helping staff; and as Superintendent, he is most excited about the red areas because knowing that we need to and must improve, this will help us to do that.

ESTABLISH THE AGENDA FOR THE JANUARY 19, 2016 CPSB MEETING

Superintendent Goree highlighted items for the Board's consideration at the January 19, 2016 meeting and the following discussion ensued.

Additions

Mrs. Bell expressed her concern for extended sick leave days and accumulated sick days and Mrs. Trammel announced she will send this to the appropriate committee. Mrs. Bell stated she believes there is a need to look at these policies because she is concerned for the children when teachers are on leave for extended periods of time and not in the classroom.

Change in February CPSB Meeting Dates. President Trammel announced that due to conflicts, she is recommending that the February CPSB meeting dates be changed from February 2nd and 16th to February 9th and 23rd.

Special Revenue Budgets. Mr. Rachal asked if CEEF is part of the Special Revenue budgets and Mr. Lee explained that January is the month the interest is drawn from last year and added to the trust. When that is done, it will be brought to the Board.

Authorization to Demolish House at 655 Kings Highway. Mr. Rachal asked if there has been any interest expressed in this house. Lisa Lloyd reported there was a response at the first bid, but it did not meet the minimum reserve; and on the last bid, no bids were submitted. As a result, staff recommends moving forward with demolishing the house so we can move forward with the

project planned for that piece of property. Mr. Rachal asked about the addition or changing of this item to include authorization for the Superintendent and staff to demolish the building.

Permission to Accept Bid Responses for Knight Street Property. Mrs. Lloyd explained that the bid opened today at 2:30 and there were no respondents and before recommending rebidding it, staff wanted to maybe do some consulting and possibly receive some recommendations that will help maximize the price of the property. She said they do not believe advertising locally will bring the best benefit and exposure. Mr. Abrams asked if the process has been completed for getting it down to the lowest bid, and Mrs. Lloyd said it has not. Mr. Abrams advised that it will need to bid one more time to complete the process to be able to move forward.

Permission to Accept Bid Responses for Hamilton Terrace Property. Mrs. Lloyd reported a bid was received for this property and it did meet the minimum reserve at \$751,000.

Extension of Caddo/RSD Partnership Agreement. Mrs. Locke requested clarification on this item. Dr. Goree explained that 98% of what has been done has been through grant dollars and not the General Fund. He explained that in December the District had the opportunity to exit the agreement with RSD and RSD supported that happening because of the progress seen. He further stated that he believes the partnership has been good for the District in holding us accountable; and extending the agreement in light of the implementation of the PARCC assessment and much needed work to be done, another year will be good for students. He added there will be no additional cost but we will not be able to do some of the things we have done as a result of grant dollars going away. He said we are voluntarily doing this and believe positive results will be seen in extending it another year to sustain the growth seen.

Mr. Rachal asked about the cost for this partnership, and Dr. Goree responded easily \$1 million. He also stated that we are entering the last year of the contract with the UVA, and the District's charge will be to sustain the work that has been done and not increase the budget. Mr. Rachal asked for a breakdown of the cost and where the dollars are being spent.

Corrections to Re-Imagine Caddo: The Plan for Excellence. Dr. Goree reiterated his previous comments that these corrections will not compromise the integrity of the Strategic Plan. He brings it to the Board since he does not want to make any corrections without the Board and the Community being aware of those corrections.

President Trammel announced that the following items 8.02-8.10 and 13.01 will be the consent agenda. *Mrs. Locke moved, seconded by Mr. Green, to approve the proposed agenda and consent agenda for the January 19, 2016 CPSB meeting as presented. Vote on the motion carried unanimously.*

ANNOUNCEMENTS

Mrs. Bell announced the Foster Grandparents Program will hold a celebrity auction next Thursday at Sam's Town to raise funds to help keep the program.

Mrs. Trammel announced that on April 8th Dottie Bell will be one of the "Back on Track" recipients and encouraged the Board's support.

Mrs. Trammel announced she is planning a Board retreat to discuss new policies, etc. and asked Board members to complete the survey of possible dates and return to her.

Adjournment. *Mrs. Locke moved, seconded by Mr. Green, to adjourn. Vote on the motion to adjourn carried and the meeting adjourned at approximately 6:19 p.m.*

January 5, 2016

The **Caddo Parish School Board (CPSB) Long Range Planning Committee** met in regular session on Tuesday, January 5, 2016 at approximately 3:00 p.m. in Room 1 at 1961 Midway, Shreveport, Louisiana with Chair Larry Ramsey presiding and the following committee members present constituting a quorum: Bonita Douzart, Barry Rachal, Susannah Poljak and John Albritton. Also present were Mary Trammel, Steve Riall, Denee' Locke, Dottie Bell, Raymond Green, Dr. Lamar Goree and Reggie Abrams, legal counsel. Staff members present were Jim Lee, James Woolfolk, Dr. Mary Nash-Robinson, and Mary Wood. Mr. Ramsey led the prayer and Pledge of Allegiance.

Energy Conservation Presentation. Mr. Ramsey introduced Archie Hall with Bolbolan Energy Enterprises. Mr. Hall, who is over project coordination, introduced the team members: Joe Ison, project sales and contracts; Tim Staley, energy engineering measurement and verification; Robert Parkerson, construction manager; and Shawn Fenton, service and operations. Mr. Hall stated that they have and would like to share with the committee what they believe would be a winning partnership for the Caddo Parish School System in providing a guaranteed energy conservation program that includes modernizing facilities, reducing costs and advancing student achievement.

Mr. Ison noted they are a division of Carrier Service and shared with the committee their qualifications, experience and track record, local/regional projects, local team and offices, etc. He explained that they look for energy savings solutions and presented an overview of performance contracting process from the audit of current annual maintenance and energy expense to the implementation (which includes the annual maintenance and energy expense after implementation and the debt payment and savings), through the remaining life following the debt payment.

Mr. Staley reiterated previous comments regarding their proposal to the District of a guaranteed energy savings performance contract, which is a program with no upfront cost and will provide an immediate cash flow improvement to the District. As a team, he explained they identify energy and cost savings opportunities throughout the District, facilitate financing for the programs which is paid for through the savings generated, and guarantee those savings. At the outset, Mr. Staley stated they will spend a great deal of time on the District's historical costs from an energy and maintenance standpoint, etc., and implement a program that will significantly reduce that cost. During the finance period, the debt service payment will be paid out of the savings, and they guarantee the savings will exceed the debt service payment; and if it does not, they write a check to the District for the difference.

He proceeded to highlight the major steps in the process they will follow once approved by the Board from the audit, which is data-driven, to the proposed plan they will bring back to the Board for approval before moving forward.

Attorney Abrams referenced the Louisiana Statutes and asked Mr. Staley how they deal with the stipulation that prior to the awarding of any performance based energy efficiency contract, political subdivisions shall select an energy efficiency independent third party evaluation consultant to review and evaluate a submitted proposal; and that no person, entity or esco which assists a political subdivision in the development of the request for proposal shall be respondent to the request. Mr. Staley referenced options available for this aspect of the process of developing RFPs.

Mr. Staley also highlighted their solutions-based approach with only one point of contact throughout implementation, only one contract, training of staff, insuring that the savings are maintained over time, remote monitoring, and identifying of issues before it is a big cost to the District. Throughout the transparent process, he explained they will come back to the Board with various opportunities, from short-term to long-term, and payback terms for addressing things such as lighting retrofits to replacing windows from two to ten years. In touring facilities and holding preliminary conversations, and accessing previous reports, they believe there is a potential annual savings of \$1.5 to \$3 million for the life of the equipment they install which will vary based on the equipment.

In implementing, Mr. Staley also address their flexibility to offer financing with variable financing terms as well as additional funding sources including utility rebates, tax credits and operational savings. Over 10-15 years, the \$1.5 million could mean potential \$10 to \$23 million in capital projects. Mr. Ramsey stated that in looking at the financing, the cost over the same period will be almost the same as the implementation cost. He also asked for clarification on securing a loan and how it would be reflected in the financial statement. Mr. Staley responded the financing can be done via a bond issue, lease arrangements, non-profit sustainable energy financing fund, and it would be shown as an obligation to the District as well as guaranteed savings as revenues to offset the debt obligation (as a result of legislation).

Dr. Goree asked about the percentages in savings, and Mr. Staley explained that he can provide estimate percentages on energy costs but he did not have ample information on the maintenance costs to report a percentage. He believes, however, that the District would be looking at a 15-20 percent reduction in energy costs. He also said they will not recommend a product to move forward with unless the debt is less than the savings. Mr. Abrams asked if the financial arrangements have to be approved by the Bond Commission, and Mr. Staley responded that it depends on the financing instrument used.

Mr. Staley shared successes other companies have seen as well as the steps in moving forward.

Mr. Rachal asked about the audit process and if there is a cost for this. Mr. Staley said there is, but there are no upfront out of pocket costs to the District, but the cost for the audit along with all the costs for the program are rolled into the overall financing of the project. Mr. Rachal asked if the timeline will be adjusted dependent on the number of buildings. Mr. Staley responded that he believes they would be able to finalize a report within 120 days. Mr. Rachal also asked about the escos and the third party and if the State has third party companies available. Mr. Hall said they do, but only for state projects; so Caddo would have to secure a third party consultant, and the cost is pulled out of the project and will be in the financing of the project.

Jim Lee asked if he understands the third party cost will be transferred into the financing of the project and Mr. Staley explained it will be included in the Letter of Intent explaining the limits in State law as to what the third party can charge. Mr. Staley confirmed that their fees will be included in the implementation project costs.

Dr. Robinson asked about the disruption of the school day in the implementation of the program. He noted their success in completing the project with minimal disruption by working a lot of after hours, and breaks in the school calendar. Mrs. Bell asked if the District has had a company do this in the past or has it been in-house, and Mr. Ramsey responded it has been done in-house.

Mr. Hall shared that their team brings more than 100 years of service in this business, also bringing value, benefits as well as scale and speed. Mr. Ramsey asked if the District would be involved with three different companies. It was advised that there will be one contract with Carrier, and Carrier was chosen because of their local presence to partner with Archie Hall and Imperial Energy.

Mr. Rachal inquired of the Superintendent his goals relative to energy conservation and Dr. Goree responded that as outlined in the Strategic Plan, the goal is to be as energy efficient as possible; and in that respect, they are seeking the best opportunity to cut energy costs and give the District the greatest long-term savings and help return those dollars to students. Mr. Rachal asked what the next step is that needs to take place, and Dr. Goree said it depends on the company and the service it provides because based on today's presentation, there could be some qualifications that we might need to do that would not be necessary if another company was chosen because of the nature of the work being so different.

Mr. Abrams clarified that the other company is not a performance based contract where new equipment is purchased but is a service; and this one is so the guidelines and hiring of consultants would require a RFP process.

CONSIDERATION OF ENERGY CONSERVATION OPPORTUNITIES

Mr. Albritton moved, seconded by Mr. Rachal, that staff bring back a recommendation/proposal on how the District should move forward with the energy conservation program.

Mr. Albritton stated that good information has been brought to the committee and he believes we need to hear back from the staff on their evaluation of the proposals presented along with a recommendation. Mr. Rachal shared that he is grate for the Superintendent and staff for moving forward to address this need. Mr. Green stated there is a great need to look at this and he is encouraged by the motion that staff will bring back a recommendation for the committee's consideration.

Vote on the motion carried unanimously.

ADJOURNMENT

Mr. Rachal moved, seconded by Mrs. Douzart, to adjourn. Vote on the motion to adjourn carried and the meeting adjourned at 3:52 p.m.

January 19, 2016

The **Caddo Parish School Board (CPSB)** met in regular session on Tuesday, January 19, 2016 at approximately 4:30 p.m. in its offices at 1961 Midway, Shreveport, Louisiana with President Mary Trammel presiding and the following board members present constituting a quorum: Steve Riall, Jasmine Green, Margaret Brown, Susannah Poljak, Dr. Bonita Douzart, Raymond Green, Denee' Locke, Barry Rachal, Larry Ramsey, John Albritton and Dottie Bell. Also present were Dr. Lamar Goree, superintendent, and Reggie Abrams, legal counsel. Mr. Riall led the prayer and Pledge of Allegiance.

CONSIDERATION OF MINUTES OF THE DECEMBER 15, 2015 AND JANUARY 5, 2016 CPSB MEETINGS

Mr. Riall moved, seconded by Mrs. Locke, to approve the minutes of the December 15, 2015 and January 5, 2016 CPSB meetings as submitted. Vote on the motion carried unanimously.

PRESENTATIONS AND RECOGNITIONS

Bill Strother, director of communications and marketing, on behalf of the board, recognized the following staff members and students for recent achievements. President Trammel and Superintendent Goree presented each with a certificate in recognition of their accomplishment. Administrators, family and friends present were also recognized.

North Highlands Elementary School. The North Highlands "Tenacious Step Team" (TST) performed a synchronized step routine for those present. Mr. Strother announced the TST, established in October 2015, performed at the Southern University Homecoming Parade and the North Highlands Christmas Play, and won 1st Place and \$250 at the Hot Wheels Step Off.

"I Have a Dream" Contest Winner. Caleb Jones, 3rd grade student at Caddo Heights Math/Science Elementary, was recognized as the winner of the "I Have a Dream" Speech contest, and he shared with the audience excerpts from his winning speech.

Shreve Island Coding Team Places 1st in Wonder League Robotics Competition. Malachi Smith, Devon Strickland and Gabe Bias (Shreve Island's Team 1) were recognized for placing first in the State in the Wonder League Robotics Competition which required them to program their robots to accomplish specific tasks. Mrs. Chirhart is the teacher sponsor.

Perfect ACT Scores. Julia Ash and Cameron Wallace (not present at meeting), seniors at Caddo Magnet High School, were recognized for perfect scores (36) on their ACT exams.

2015 President Steve Riall. Steve Riall was presented a plaque in recognition of his service as the 2015 president of the CPSB. Mr. Riall expressed his gratitude for the opportunity to serve as the Board's President as well as to work with Dr. Goree and the staff.

Newly Appointed Administrators. Al Graham, director of classified personnel, recognized the following newly appointed administrators: Katherine Laster, head nurse supervisor; and Kristi Willis, supervisor of Accounting/Accounts Payable.

CADDO EARLY CHILDHOOD COMMUNITY NETWORK OVERVIEW AND COORDINATED FUNDING REQUEST FOR PUBLIC COMMENT

President Trammel announced a time for public comment on the Caddo Early Childhood Community Network Overview and Coordinated Funding as open, and there was no response.

VISITORS

Jackie Lansdale, president of Red River United, shared with the board the following items of concern relative to classroom issues: (1) implement positive changes to existing policy GCBD,

GCBD-R by adding funding at 80% for maternity leave after use of current and accumulated and before use of extended sick leave; (2) enforce state law relative to student attendance since non-compliance is detrimental to student performance which in turn harms teacher performance; and (3) alleviate the boondoggle in technology in the classroom.

Linc Coleman, local realtor/developer, provided the Board a packet of information regarding Magnolia Charter School and the need for additional traffic and master plan studies for any further expansion of the school. The packet included information on studies performed by his company, research that included documents related to the charter school and the fact that the CPSB does have oversight. He further explained that information provided by the City of Shreveport and Charter USA representatives state the CPSB did not request traffic studies or other fundamentals relative to site selection; and at this point, two governmental agencies are pointing fingers at each other without any communication which he believes needs to be done to protect taxpayer dollars. Regarding enrollment allowed, Mr. Coleman noted the amendment to the charter that stated 2000 students and the minutes reflecting they would be allowed to increase 20%. Mr. Coleman also noted the school's recent Report Card grade of a "D", accountability in Louisiana failing schools, report on charters in Florida and problems in how charters are funded, and the difference in the appraisal on and the selling price for the land encompassing the Magnolia Charter School. He asked for a full investigation of this matter by the CPSB.

Mr. Rachal asked about the request for a full report to the Board on charter schools and that it includes the Board's responsibilities as well as the Superintendent meeting with Mr. Coleman.

Quincy Gardner stated while it is a great day to be a parent of a student in Caddo Parish, he recently ran into some trouble at Turner Elementary. As a parent, he does not want to cause any trouble, and he likes what he has seen thus far under Dr. Goree's leadership; but the bureaucracy in the school system has prohibited him from addressing issues and resolving them quickly.

ESTABLISH THE AGENDA AND THE PROPOSED CONSENT AGENDA

Superintendent Goree highlighted items for the Board's consideration and the following discussion ensued. Dr. Goree announced that Item 13.02 "Workers Comp Recovery" is pulled, and President Trammel announced the following items as the consent agenda: 6.02-6.03, 8.01-8.10, and 13.01. *Mr. Ramsey moved, seconded by Mrs. Bell, to approve the agenda and the proposed consent agenda as presented. Vote on the motion carried.*

CONFIRM THE CONSENT AGENDA

Mr. Ramsey moved, seconded by Mrs. Bell, to confirm the consent agenda. Vote on the motion carried and the following is a summary of the Board's action on the consent agenda items.

Item No. 6

6.02 Renewal of Administrative Contracts. The Board approved the renewal of administrative contracts as recommended by the superintendent and submitted in the electronic mailout.

6.03 Personnel Transactions Reports-Resignations. The Board approved the personnel transactions reports for December 1-31, 2015 as submitted in the electronic mailout.

Item No. 8

8.01 Property Bus Rental Requests. The Board approved the request for use of buses by LSU Shreveport LaPREP as submitted in the electronic mailout.

8.02 Out of State Travel. The Board approved the requests for out-of-state travel (General Fund) as recommended by staff and submitted in the electronic mailout.

8.03 Change in February Meeting Dates. The Board approved changing the February meeting dates from February 2 and 16 to February 9 and 23, 2016.

8.04 Special Revenue Budgets. The Board approved the special revenue grants awarded during the 2015-16 fiscal year as presented in the electronic mailout.

8.05 Authorization to Demolish House at 655 Kings Highway. The Board authorized the Superintendent and staff to demolish the house at 655 Kings Highway as recommended by staff in the electronic mailout.

8.06 Permission to Accept Bid Responses for Knight Street. The Board moved to authorize staff to rebid the Knight Street Property for sale at 80% of the appraised value as recommended in the electronic mailout.

8.07 Permission to Accept Bid Responses for Hamilton Terrace Property. The Board accepted the bid of Willis Knighton Properties, LLC for the sale of the Hamilton Terrace School Property in the amount of \$751,000 as recommended by staff and submitted in the electronic mailout.

8.08 Professional Designers for 2016-17 Capital Projects. The Board accepted the professional designers for the 2016-17 Capital Projects as recommended by staff and submitted in the mailout.

8.09 Extension of Caddo/RSD Partnership Agreement. The Board approved the extension of the Caddo/RSD Partnership Agreement as recommended by the Superintendent and submitted in the electronic mailout.

8.10 Corrections to Re-Imagine Caddo: The Plan for Excellence. The Board approved corrections to Re-Imagine Caddo: The Plan for Excellence as recommended by staff and submitted in the electronic mailout.

Item No. 13

13.01 Student Readmission Appeals. The Board approved staff's recommendation for students BA, AB, AB, Jr.; GW, Abe, Jr.; DC and AR whose parents are in agreement.

ANNOUNCEMENTS AND REQUESTS

Mrs. Bell requested a full report on the Charter School to not only hear an update on all the stipulations in the contract but to explain the Board's responsibility in Charter Schools. She asked that this be on the February 9th agenda.

Miss Green echoed Mrs. Bell's comments regarding the need for a report on the Charter School and she commended Shannon Wall for the "Taste of Blanchard" event.

Mrs. Poljak asked about the email from Scott Richard, executive director of the Louisiana School Boards Association, addressing the possible decision scheduled for January 21st on the percentage District's will owe for the pension (25% or 28%), and if someone from Caddo will attend that meeting. Dr. Goree responded that generally the Board takes a position on these matters or supports the position of the association, which does look out for the best interest of the school districts. Staff will provide additional information.

Mrs. Brown asked that the retreat agenda include a short session on parliamentary procedures and Robert's Rules of Order.

Mr. Rachal asked for an attorney general/local attorney opinion on the legalities of the various type energy conservation proposals submitted to the Long-Range Planning Committee.

Mr. Green announced that the Miles for Smiles mobile unit is on the parking lot and encouraged those interested to take time to tour this facility.

Mrs. Bell announced that she represented the School Board at the Foster Grandparents event and actually raised more money than anyone. Mrs. Trammel also attended.

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

T. Lamar Goree, Ph.D., Secretary

Mary Trammel, President

February 8, 2016

The **Caddo Parish School Board (CPSB)** held a retreat on Monday, February 8, 2016 at approximately 10:30 a.m. in the Community Foundation's Community Central Room, 401 Edwards Street, Shreveport, Louisiana. Those in attendance were President Mary Trammel and Board members Steve Riall, Jasmine Green, Margaret Brown, Dr. Bonita Douzart, Raymond Green, Denee' Locke, Barry Rachal, Larry Ramsey, and Dottie Bell. Also present were Dr. Lamar Goree, superintendent, and Reggie Abrams, legal counsel. Mr. Riall led the prayer and Pledge of Allegiance.

Charter School 101. Attorney Abrams shared with the Board an overview of the Board Members' duties and responsibilities for authorization of Type 1 charters. He explained the guidelines for establishing a charter, the criteria, enrollment process, the five types of charters, how proposals are evaluated, third party reviewer, etc.

Robert's Rules of Order and Board Policies/Procedures. Mr. Abrams reviewed and brought the Board up to date on Board Governance policies as submitted by Forethought.

Board Code of Ethics. A work session, led by Attorney Abrams, was held on a possible Code of Ethics for the Board.

Following closing comments by Superintendent Goree, the retreat was adjourned at approximately 4:15 p.m.

T. Lamar Goree, Ph.D., Secretary

Mary Trammel, President

February 9, 2016

The **Caddo Parish School Board (CPSB) Executive Committee** met in regular session on Tuesday, February 9, 2016 at approximately 4:30 p.m. in its offices at 1961 Midway, Shreveport, Louisiana with President Mary Trammel presiding and Raymond Green present constituting a quorum. First Vice President Denee' Locke was absent. Also present were Board members Steve Riall, Jasmine Green, Margaret Brown, Susannah Poljak, Bonita Douzart, Barry Rachal, Larry Ramsey, John Albritton and Dottie Bell. Dr. Lamar Goree, superintendent, and Reggie Abrams, legal counsel, were also present. Board member Jasmine Green led the prayer and Pledge of Allegiance.

PRESENTATIONS

Strategic Plan Update – Communications. Bill Strother, director of communications and marketing, and Mary Nash-Wood, assistant director, shared an update on the communications portion of the Strategic Plan. Mary Nash-Wood stated that while the role of communications and marketing in the District is wide, it is one of the best opportunities for telling positive stories in each school/site and to put out a positive depiction of the District and the Board. She explained that the advertising and marketing efforts are guided by several principles, i.e. wanting to know every positive thing about the District's students, teachers and staff. The department works with more than 60 media persons to insure everyone is on the same page relative to what is happening in Caddo, and it constantly pitches stories to local media outlets. Additionally, Communications works to update our media presence through Caddo's website and social media; as well as coordinates Student and Teacher of the Year programs, Ring the Bell, Senior Recognition, and the United Way campaign.

Mr. Strother highlighted the Communications Department involvement in the Strategic Plan to develop a road map on how the department will proceed in advocating for the District through this plan. Elements of the Strategic Plan that Communications is involved with include Family and Community Engagement, with a goal to leverage community resources and strengthen family and community engagement in supporting the students and schools success. Action steps are in place and currently Communications is on target with each school having a parental involvement plan that describes their community partners, their critical needs, as well as involving parents (i.e. particularly Dads and uncles). Both targets are on track for completion and they are currently surveying the needs at each campus.

Relative to the marketing aspect of the Strategic Plan, Mr. Strother explained they are developing a multi-year marketing plan to communicate a positive and realistic view of Caddo Parish Public Schools and to umbrella all Caddo schools so when spoken about, it is about the district (all Caddo schools) and not individual campuses. This is being done through more positive news stories, more integrated and active social media campaigns in hopes of changing the culture and perception of the District as one that is getting better and greater.

Mrs. Wood added that part of her job in the marketing plan is to realize and relay the positive things that are happening in our schools. Currently, through a named media liaison at each school, information is shared with her on a weekly basis on what is happening on the Caddo campuses. She said staff is also monitoring all forms of traditional media, i.e. newspaper, television, radio, magazine; and the content they are publishing/sharing on Caddo and this is done in three ways: (1) how they view the district as a whole, (2) how they view individual campuses, and (3) how they view the Board. At this time, she reported that 42.5% of the news stories are rated positive, 30% are neutral balanced, and the remaining are deemed as negative. Mrs. Wood also said they are looking to see that there is a diversity in what is being shown, as well as catering to what types of stories parents want to hear about their schools.

Mr. Strother also added that not only are they responsible to the District and to the Board, but they are responsible to the parish taxpayers to share with them all the good and positive things on each campus in an effort to change the perception of the District to a more positive one.

Mrs. Wood also shared how staff uses social media (Facebook, Instagram, and Twitter) to share information about the District and how this has grown over the recent years. Mr. Strother added that the staff is looking to increase video presentations of Caddo's stories through the website and other social media platforms, and continue to cultivate relationships with local media outlets. He also reported on the collaboration with local, regional, state and national public relations professionals, continued professional development through the National Schools Public Relations Association; launch of a school district and family magazine that will not cost the District anything, use of TV Eye service, reconfiguration of the District's website, and billboards strategically located in high traffic count areas.

Mr. Ramsey complimented Communications on their presentation, but noted that having worked in a huge corporation it was always important to provide the officers and the stakeholders with a marketing plan and asked if the Communications Department has a marketing plan/scorecard? Mr. Strother responded yes and he will provide the Board with a copy. Mr. Ramsey stated he believes it imperative that the District has a strong marketing plan as part of the Strategic Plan presentation because it will be key in moving and changing the perception of the District.

Mrs. Poljak asked if, in conferences staff has attended, there has been information on how to get people to remember the 20 good stories in the media versus the one negative story; and when the public says the District springs things on the taxpayers, can we remind them that Caddo began seeking input in the Strategic Plan in April 2014. Mr. Strother responded that in managing social media, the staff has the opportunity to create the narrative, archive, and re-loop them on the website; and their goal is for every one story, they want five good stories. Mrs. Poljak asked if staff does any work with local marketers, i.e. Reach Local. Mr. Strother said he is unsure but it is something he would like to research; and he further explained their ability to identify age, gender, etc. on those accessing our website.

Miss Green asked about the number of magazines, and how they will be distributed, and the cost to print copies above the 5,000. Mr. Strother said he will look at the cost for more than 5,000 copies. Dr. Goree noted the importance of placing the copies in high traffic areas, lobbies at the doctor's office, banks, etc. Relative to the website redesign, Miss Green asked how soon the new website will be available, and Mr. Strother responded staff has been involved in this project for approximately four months and the contracts are currently with the attorney who says he doesn't believe there is any additional cost per the contract. Dr. Goree stated it is hoped that the first issue will be printed prior to the end of school. Miss Green noted that many of those slandering the school district do not even have children in the system. She also asked about TV time (commercial) with local tv stations, as well as maybe a jingle.

Mrs. Bell shared her excitement about the billboards, but noted many times the only news that makes news is negative news. She said to her there is nothing like a newsletter. Mr. Strother noted that Communications does distribute a weekly newsletter from the Superintendent.

Mr. Riall expressed appreciation to Mr. Strother and Mrs. Wood for all they do.

Mrs. Brown commended Mr. Strother and the Communications staff and asked that staff look back in the archives and note that the current Board president was at one time responsible for putting out a newsletter. She also suggested that in the summer programs where students are taking photography, it is important for them to go out on assignment and take pictures.

Dr. Goree thanked Mrs. Brown for her comments and noted the rich history in Caddo and its great leaders. He also stated that Communications has reached out to Mrs. Trammel and Burnadine Anderson to talk about things that have worked and not worked.

Mr. Albritton stated that one criticism of the Board is the Board is not active enough or seen enough in the community and requested an inservice on using Twitter. Mrs. Trammel asked if "Linked In" could be added to the workshop.

Mr. Green stated in staff's commission to the Board on the outhouse to the White House, he believes the sky is the limit and you cannot burn up nor burn out.

President Trammel stated she is very pleased with what is taking place in the area of Communications and that it is possible to get eNews to Mrs. Bell.

Mr. Strother emailed everyone the link to the magazine.

Shreveport Charter Application Process. Legal Counsel Reggie Abrams shared with the Board a packet of documents relative to the Board's process with Magnolia, Shreveport Charter Foundation, highlighting the timeline beginning with February 28, 2012 when Shreveport Charter filed an application for a Type I Charter. Mr. Abrams presentation included an explanation of their Type I Charter application with the CPSB as the authorizer for their k-12 school with an enrollment of 2,345 students, and the requirement to hire an independent third party evaluator to review the following main areas: the education plan, the organization plan, the business plan and the evidence of capacity. Additionally, staff worked with the evaluator during the process of evaluating the pieces of the application and the evaluator pointed out that the issue of the school site was not settled and it caused concern; however, the evaluator recommended that the CPSB approve Magnolia Charter School based on the four main areas meeting or exceeding the standards. In July of 2012, the Board authorized Shreveport Charter Foundation's formation of a Type I Charter School, Magnolia School of Excellence, in accordance with the application, and authorized the Superintendent and Board President to execute any necessary documents to effectuate the formation of the school. Following the Board's authorization, a contract was developed (charter) on how to proceed. Mr. Abrams also explained the site was selected after the negotiations began and the agreement was executed on February 5, 2013 with an anticipated opening date of fall 2013. Mr. Abrams also noted in the agreement where location was noted in the contract and Magnolia would insure that all facilities complied with all state and local health and safety standards as well as other applicable laws, regulations and rules. He also stated that if Magnolia did not follow through with the facility requirements, the contract states that the CPSB as the right to enforce its revocation rights. Mr. Abrams detailed the responsibilities of the Magnolia Charter and the responsibilities of the CPSB. Relative to evaluation, the contract states the Charter School shall be evaluated annually in accordance with Bulletin 126; and he announced that, as required, the District has received one mid-year report and one annual report. He also explained if the charter school ceases to operate, closes or if its application is revoked, all student records immediately become the property of the CPSB.

Mr. Abrams explained that Mr. Lee receives monthly reports on how many students are at Magnolia and it must all go through the system to ensure accurate payment. Also, Magnolia personnel must notify Caddo's HR Department in the event any employee is arrested, shall notify the District if they are in default of any obligation, debt, change in standing with the Secretary of State, or if there is a decrease by 10 percent or more of the population compared to the count submitted to the DOE. Loss of Management requires the Charter School to notify the local Board of enrollment projections, and the contract is good for five years. Mr. Abrams also highlighted revocation of charters.

Mr. Abrams reported that once the evaluation summary was received, the Board met to discuss issues and approved it with the following conditions (school must achieve a minimum score of “C” for the 2013-14 school year, current school shall not have any deficiencies for the 2013-14 school year, the school will not open if the enrollment is less than 90% of the school’s anticipated enrollment for the year prior to the school’s opening). The school in turn notified the superintendent that these conditions were unacceptable and they would apply to BESE for a Type II charter (and while they did apply to BESE, they withdrew their application for a Type II charter).

In March of 2015, Mr. Abrams reported that the Shreveport Charter Foundation applied to the CPSB again for a Type I charter for grades K-8 to serve as a second feeder school for their planned high school (because they were already approved for a K-12 school). Because of resistance, they agreed to modify their request to allow the K-6 at one site and a 7-12 at another site with a limitation on the number of students to 2,000, and this was approved by the current Board in May of 2015. This charter contract was amended to allow Magnolia to have two sites (one K-5 and one 6-12), still one school with stipulation that the Shreveport Charter Foundation and the Superintendent would work together to approve the site location for the second building and the second site being evaluated separately from the first site. Mr. Abrams stated that the key issue pointed out was the location of the school which is recorded in the minutes; and they ultimately decided to put the second building at their current location (adjacent to the location approved by Caddo Parish for the first building); and he believes it would be arbitrary to tell them they could not be at this location (for their second building), when the Board already allowed them to be at their current location, and now with less students than originally approved by the Board. He also pointed out that it is not the Board’s job to get permits, traffic studies, etc.; and it states that the Charter shall maintain ownership and insure that the facilities comply with all State and local health and safety standards for putting in a school. If they do not do this, it states that the CPSB reserves the right to enforce its revocation rights and take their charter away.

Superintendent Goree added that his office was contacted on two occasions (one was the Bossier land and the second was the Hamilton Terrace facility). When neither were viable options, there was no further discussion with them concerning a site.

Mrs. Bell asked if she remembers correctly that the agreements stated our buildings could not be used for the purpose of a charter school. Mr. Abrams said that is correct, but reminded the Board if it limits what can be done with a building, it cuts the value of that building. Under the charter law if you have another charter operator or someone who wants to use a vacant building, the Board has to allow them to use it at fair market value. Mrs. Bell said she would like to see what the minutes reflect relative to this issue. Superintendent Goree added that if they were to choose a different site, they would have to engage in a conversation with his office to do so.

Mr. Rachal asked if they say they are on the same site and they do not own the land but must acquire it, does this mean it is not the same site. Mr. Abrams responded said they are referencing the location where they are; and while he agrees it is two different sites in this respect, they are adjacent to each other.

ESTABLISH THE AGENDA AND CONSENT AGENDA FOR THE FEBRUARY 23, 2016 CPSB MEETING

Superintendent Goree highlighted items for the Board’s consideration at the February 23, 2016 CPSB meeting and the following discussion ensued. Dr. Goree announced that Item 8.03 “Level IV Grievance Dispositions” is being pulled because of a resolution, and Item 8.12 “Approval of Proposed Policy Regarding Student Absences” is also being pulled. Mr. Ramsey asked that “Staff’s Recommendation for Energy Conservation Program” be added.

Resolution of Continued Employment. In response to Mrs. Bell's request, Dr. Mary Nash-Robinson explained there are a number of temporary employees in the District; and in lieu of being employed during the summer months, they may request unemployment compensation and this prevents that from happening. Mrs. Bell asked if she understands these are temporary and not full-time employees. Mr. Abrams stated that under the unemployment law, and because they work nine months and are off three, they can attempt to file for unemployment. This is letting them know the District is keeping them on and to keep them from filing for unemployment. Mrs. Bell asked if an employee works for Caddo for nine months, does it mean they will not receive a check for three months, and we will stop them from getting unemployment. Mr. Abrams said this has been the law for many years and it guarantees they will return to work after the summer. Mr. Graham explained these are classified employees employed during the regular school year and they are compensated over the summer since their salary is spread out over 12 months. The only ones who would not receive compensation over the summer would be those who began employment in February and possibly receive a payout. He further stated that something similar is done with substitutes. Mrs. Bell stated she only wants to make certain these employees had a salary to carry them over the summer months.

Purchase of ½ of the Royalty Interest of Section 16T 15N R12W by Hyperion. Petroleum Engineer James Moranto stated that upon looking at the proposal, the revenue Caddo is currently receiving from royalty interest will not be affected and Caddo will continue to receive it. The offer from Hyperion is to purchase ½ the royalty on the deeper rights (those lower than the current production); and to pay \$1,093,750 for the deeper royalty. Mr. Moranto also explained that with the current oil and gas industry conditions, they can only justify drilling deeper wells if they have a better position in the well. At this time, he is not aware of how many wells they anticipate drilling; however, because it costs \$8-\$10 million to drill a well, they will not drill if the economics are not there. Mr. Moranto added that this is something he and his firm address all the time all across the country; and in looking at what would be most beneficial to the School Board, he believes this is an excellent offer for numerous reasons, and is an opportunity for the District to receive additional revenue in the future without losing anything it is currently receiving, plus the company is paying the District over \$1 million.

Mr. Rachal clarified his understanding of the offer and asked the Superintendent if there has been any consideration for these proceeds. Dr. Goree responded these proceeds have not been earmarked at this time, but generally these type proceeds go into the District's capital projects. Mr. Rachal added that he would like to see it go in a one-shot area.

Mr. Riall asked if he understands correctly that we will be giving this company the interest on everything below the Cotton Valley and there is no cap. Mr. Moranto stated that at this time, the District has the rights through the Cotton Valley and this is deeper than the Cotton Valley, and there are two potential zones/layers the company could drill. Mr. Riall asked if we own 25% royalty on all depths at this time, and Mr. Moranto said that is correct and this will not affect anything Cotton Valley and above; and it will stay at 25%. The 12.5% is any new drilling below Cotton Valley.

Miss Green asked if passed, how soon Caddo will receive the money. Dr. Goree responded staff will negotiate to receive it as quickly as possible. Mr. Abrams also clarified that Hyperion came to the CPSB with this proposition, legal counsel reviewed and recommended the expert to review it and provide the Board with an independent evaluation of the details of this particular proposal.

Mr. Woolfolk noted the letter of intent from Hyperion, a map of the George Washington Carver property which is the property being referenced, a letter from Caddo's legal counsel John Madison and the analysis from Mr. Moranto which are provided as backup information.

Approval of Job Description/Recruiter. Miss Green asked if this person will be responsible for addressing the district needs in recruiting teachers. Dr. Goree stated this person will coordinate those efforts; and in looking at the District's human resource needs and the vacancies in the District, conversation has taken place on who actually owns the recruitment of teachers and there is no one person that has this responsibility but it is shared among many in HR. Dr. Goree said if the District is seriously going to attack the problem of certified teacher vacancies, it is important for someone to own the entire process. To make it happen will mean identifying what we will give up; and HR is looking at all its staff and making adjustments so this position actually pays for itself. This person will be charged with the responsibility of all efforts to get quality certified teachers in Caddo Parish for all our schools, as well as responsible to come up with new and innovative ways to attract and sell Caddo Parish Public Schools and give all Caddo students the advantage of having certified teachers in as many classes as possible. Miss Green asked about the projected salary for this person, and Dr. Goree responded that staff can provide Miss Green with a pay range for this position based on Mr. Rahmburg's letter, and that range is basically \$65,000-\$85,000.

Mrs. Bell asked if this person will be someone from outside the District, and Dr. Goree further explained staff will consolidate the position and cover it for the remainder of this school year from savings (i.e. employees that have left and have not been replaced). In moving forward, he said staff will work smarter versus harder; and he encouraged Board members to contact any D and F school and ask about the value of this policy. Dr. Goree said there will also be some consolidation within the division to cover the salary so this a budget neutral item moving into the future. Mrs. Bell said she believes this has been a need and she only wants to understand that this is not a new money, but will come from positions previously held but now vacant. Dr. Goree said that is correct.

Mrs. Brown asked about the status of the District's hiring freeze, and Dr. Goree stated that all hiring freezes were lifted in January. Also, the question was asked if this will be filled externally or internally, and he said they will find the best candidate for the job and the person may or may not work in Caddo. Qualifications and expectations of the one holding this position will be in numbers and will have to bring in teachers.

Mr. Rachal inquired about the shortage of certified teachers, and Dr. Goree stated he believes barely under 100. He further stated that this is very time sensitive since we are in the season of job fairs and recruitment and need to get this person in place so they have the opportunities this Spring to develop these relationships through the State and Region. Mr. Rachal asked Dr. Goree what the goal would be and the Superintendent said zero in a large urban district is an aggressive goal, but he believes Caddo can get the vacancies below 5%. Mr. Rachal also asked about other tools being used to attract certified teachers, and Dr. Goree stated that under Dr. Robinson's leadership, Human Resources has developed a timeline he will provide the Board and highlighted several areas that will be targeted, i.e. Michigan, Pittsburg, local job fairs, two in-District job fairs focusing on D and F schools as well as the general All District Job Fair. Dr. Goree stated that he will provide the Board with a Spring timeline for recruiting. Dr. Goree also reported that HR and Academics are working as a team in talking with people in other districts as to how they are addressing this issue, and this is what led to the discussion of having one person totally devoting each day to recruiting of teachers. Mr. Rachal asked about anything being done to promote what Dr. Robinson is doing. Dr. Goree stated that everything staff is doing is being heavily marketed through the Communications Department, flyers, etc. to make sure the message is getting to the teachers.

Mrs. Bell noted that the Board is a policy-making board, but asked how we can better recruit teachers to teach in the D and F schools, i.e. Transformation Zone Schools. To her, she believes a teacher will teach wherever there is a need. In talking about priority schools, Dr. Goree said these are D and F "Transformation Zone" schools, which is where the majority of these schools

exist; and when traveling there will be a greater emphasis on these schools, but reminded the Board that the children in all 62 of Caddo's schools deserve a quality, certified teacher, and he has spoken with principals about this issue.

Mr. Green said he believes he is hearing that some type incentive should possibly be offered to those at the middle school to address these issues of difficulty. Dr. Goree said that schools have been presented several recommendations and the Board passed several items that staff uses in recruiting and they are constantly looking for ways to attract teachers.

President Trammel announced that Items 8.01-8.12 are the consent agenda. *Mr. Green moved, seconded by Mrs. Trammel, to approve the proposed agenda and consent agenda for the February 23, 2016 CPSB meeting. Vote on the motion carried unanimously.*

POLL AUDIENCE

Jackie Lansdale, president of Red River United, asked that the Board look at the position of Grantwirter for Caddo Parish Schools, and she also thanked Mary Trammel, Jasmine Green and Mary Wood for accompanying her to New York.

Adjournment. *Mr. Green moved, seconded by Mrs. Trammel, to adjourn. Vote on the motion carried and the meeting adjourned at approximately 6:30 p.m.*

February 23, 2016

The **Caddo Parish School Board (CPSB)** met in regular session on Tuesday, February 23, 2016 at approximately 4:30 p.m. in its offices at 1961 Midway, Shreveport, Louisiana with President Mary Trammel presiding and the following board members present constituting a quorum: Steve Riall, Jasmine Green, Margaret Brown, Susannah Poljak, Dr. Bonita Douzart, Raymond Green, Denee' Locke, Barry Rachal, Larry Ramsey, John Albritton and Dottie Bell. Also present were Dr. Lamar Goree, superintendent, and Reggie Abrams, legal counsel. Miss Green led the prayer and Pledge of Allegiance.

President Trammel recognized Robert Urline, new general manager at El Dorado and Tabatha Taylor.

CONSIDERATION OF MINUTES OF THE JANUARY 19, 2016 AND FEBRUARY 9, 2016 CPSB MEETINGS

Mr. Rachal moved, seconded by Mrs. Bell, to approve the minutes of the January 19, 2016 and February 9, 2016 CPSB meetings as submitted. Vote on the motion carried unanimously.

PRESENTATIONS AND RECOGNITIONS

Bill Strother, director of communications and marketing, on behalf of the board, recognized the following staff members and students for recent achievements. President Trammel and Superintendent Goree presented each with a certificate in recognition of their accomplishment. Administrators, family and friends present were also recognized.

Youree Drive Spartan Sound. Members of the Youree Drive Spartan Sound choral group shared two musical numbers for the Board and audience.

2015 Certified Nursing Assistant Graduates. North Caddo High School students Megan Butler (Senior), Savanna McKnight (Junior), and Lachrisha Williams (Senior) were recognized as 2015 Certified Nursing Assistant graduates, having received their pins on December 17, 2015.

Geaux Green Program. Joey Gouthiere, 5th grade student at A.C. Steere, was recognized for organizing the Geaux Green project in May 2013. Joey encouraged all in attendance at the meeting to pledge to help take care of our Earth by recycling, picking up litter, planting trees and flowers, as well as conserving water and electricity. Joey shared with everyone why Caddo Parish Public Schools should recycle and Geaux Green.

2017 Teachers of the Year District Winners. The following teachers were recognized as the 2017 Teacher of the Year District winners: Elementary – Rechelle Richmond, 4th grade English Language Arts and Reading at Westwood Elementary; Middle – Kristin Hudson, 6th grade physical science and 6-8th grade robotics teacher at Donnie Bickham; and High School – Donna Pannell, North Caddo.

2017 Caddo Parish Public School Principals of the Year. The following principals were recognized as the 2017 Principals of the Year winners. Elementary – Renee Ellis, Westwood Elementary; Middle – Scott Aymond, Ridgewood Middle; and High - Gerald Badgley, C E Byrd High School.

Alliance for Education – “Path to Excellence”. Dr. Philip Rozeman recognized the following schools for receiving the Path to Excellence Award this past year: Midway Professional Development Center, Caddo Heights Math/Science Elementary, University Elementary, Westwood Elementary, Captain Shreve High, Southwood High, Northwood High, C. E. Byrd High and Caddo Parish Magnet High. Members from each school were present to be recognized. Dr. Phil Rozeman explained that this program is sponsored by the Alliance for Education Willis Knighton Health System and recognizes students with the greatest improvement in school performance scores from the previous year. WK Health System is responsible for comparing the

School Improvement Scores from last year to this year, looking at gains at the schools and recognizing the hard work of the administration and teachers. He also stated that the School Improvement Scores for the Caddo Parish high schools were phenomenal which is important since it indicates what the schools have done from kindergarten up. Each school was presented with a banner indicating they are a Path to Excellence School as well as a check for \$750.

National School Counseling Week Proclamation. Bill Strother read the following proclamation from Mayor Ollie Tyler declaring February 1-5, 2016 as National School Counseling Week.

Whereas school counselors are employed in public and private schools to help students reach their full potential; and

Whereas school counselors are actively committed to helping students explore their abilities, strengths, interests, and talents as these traits relate to career awareness and development; and

Whereas school counselors help parents focus on ways to further the educational, personal and social growth of their children; and

Whereas school counselors work with teachers and other educators to help students explore their potential and set realistic goals for themselves; and

Whereas school counselors seek to identify and utilize community resources that can enhance and complement comprehensive school counseling programs and help students become productive members of society; and

Whereas comprehensive developmental school counseling programs are considered an integral part of the educational process that enables all students to achieve success in school;

Now, Therefore, I, Ollie S. Tyler, Mayor of the City of Shreveport, do hereby proclaim February 1-5, 2016 as NATIONAL SCHOOL COUNSELING WEEK.

In the City of Shreveport and urge all citizens to celebrate this special occasion.

In Witness Whereof, I have hereunto set my hand and caused the Seal of the City of Shreveport to be affixed.

University of Virginia Presentation. Eric Thomas, Chief of Support for the Darden-Curry Partnership for Leaders in Education at the University of Virginia, highlighted the two-year relationship between Caddo and UVA to strengthen the District's abilities to foster student achievement including specific and targeted leadership training. He stated that as the collaboration comes to an end in the coming months, he will provide an overview of the progress made during the partnership as well as a charge for the District to continue the positive momentum generated to ensure Caddo is a district where every child is college and career ready. Mr. Thomas highlighted the four levers that drive their organization, all designed to make certain all students learn, i.e. Leadership, Support and Accountability; Talent Management, and Structural Infrastructure. He noted how each lever has been developed in Caddo, indicators they look for in each area (i.e. improved attendance, decrease in discipline issues, strong leadership at Central Office as well as the shepherd level, gaps identified and addressed, etc.), all which are important if the District will see student achievement come forth. He also stated that while the results needed may not be seen for several years, they are seeing indicators that will ultimately bring forth great outcomes in coming years. Mr. Thomas congratulated the Superintendent and his leadership team, and the school board for embracing the leadership of the District.

Mr. Thomas also congratulated and highlighted the outside resources and community engagement that have been brought forth as a result of the Transformation Zone and Mr. Snow's leadership, and he applauded the community for embracing the work the District is championing. In closing, Mr. Thomas said while the District is doing many great things, there is still a gap and

the UVA team has been working with the District for a day and a half to assess the current reality of the gaps between where the District is currently and where it needs to be, something they refer to as a Performance Gap. He noted the District's acceptance of that gap and its efforts to close it by focusing on all 40,000 plus students in the District and saving kids' lives, which is the moral purpose of the District.

Miss Green asked the Superintendent how many times staff traveled to Virginia; and Dr. Goree explained that as a part of the UVA partnership, staff would travel to UVA twice a year and the UVA staff would travel to Caddo twice a year since the partnership began. The superintendent also expressed his appreciation to the UVA staff for the opportunity to partner with an organization that bases its work on research, and he believes the District is better because of the partnership and could not have come as far as it has without it.

Mrs. Bell shared her experience of traveling twice to UVA and the work that takes place while there. She also asked when the contract with UVA will end. Dr. Goree said the contract expires at the end of this school year; and at this time, staff is looking at sustainability and how we continue the work as well as take the Best Practices to other schools in the District. Mrs. Bell stated how impressed she is with what she has seen, i.e. Westwood, and the creativity in teaching children and how other schools picking up on what they have seen work in the Transformation Zone schools. Dr. Goree also explained what staff determines as the District's priority schools, those schools that look a lot like the Transformation Zone schools, i.e. poverty and issues associated with poverty; and because staff knows that children in these situations are born with the same academic capacity as any child, staff is looking at how to fill in the gaps resulting from issues created from poverty. At this time, he added staff has been charged to develop professional development to be implemented district wide to support schools having access to Best Practices that have shown huge success in the Transformation Zone schools.

Mr. Ramsey shared his appreciation to the superintendent for transparency and for bringing the information to the Board. He requested that this information be posted to the District's web site.

Mrs. Brown also thanked the leadership for this work and the opportunities that will be offered for the other schools as well. Dr. Goree stated we will not be sending additional schools to UVA at this time, but staff hopes to provide the support through professional development to all the priority schools, and noted plans in place through Human Resources that will put all schools in a better staffing position next year.

Mrs. Poljak stated how impressed she has been with Superintendent Goree and Mr. Snow's work in the Transformation Zone over the past three years; and asked what the Board's focus should be for the next three years. Mr. Thomas responded that based on their assessment, and is what they shared with principals earlier today, it is the instructional infrastructure (what happens each day between teachers and students), and they believe the District is poised to do this work. Mr. Thomas also explained that their model is designed to work with districts for no more than two and one-half to three years; because if they have done their job well to help districts identify Best Practices and structures, the District now has the capacity to share them across the District. He said they will return to the District in May and the 2.5 day visit will focus on sustainability, how the District can lay the groundwork to insure that the work continues without them.

Mr. Green also shared with everyone how impressed he is with Westwood Elementary and Midway, two schools located in his district.

Dr. Goree recognized members of the Transformation Zone (Central Office and school employees).

Mrs. Trammel shared how pleased she is with what she sees when visiting these schools, in particular those located in District 6, and the change in each school's atmosphere. She thanked UVA for the help it has brought to Caddo to turn our schools around.

PUBLIC HEARING FOR RENAMING THE MAGNET HALL AT CAPTAIN SHREVE HIGH SCHOOL THE SANDRA MCCALLA MAGNET HALL

President Trammel announced the public hearing open for renaming the magnet hall at Captain Shreve High School the Dr. Sandra McCalla Magnet Hall. There being no speakers, Mrs. Trammel declared the public hearing closed.

VISITORS

Rob Broussard addressed the Board on the possibility of allowing the Broadmoor Neighborhood Association to utilize Caddo's school facilities under a cooperative agreement for periodic meetings. Because the constitutionality of this was questioned, he stated he researched it and read from the State Constitution that school systems can enter into cooperative agreements for public purposes. He further stated that he also sought a legal opinion on why the School System would require them to provide \$1 million in insurance for the use of facilities, to which the attorneys responded they did not know since the first one named in a law suit will be the CPSB regardless of whether or not the Association has insurance. Mr. Broussard asked about the risk because when he requested information from the School System on all the suits filed where the CPSS lost a case based on a meeting that happened in a school setting, the response was one law suit in 10 years. At its last meeting, the BNA voted to ask the CPSB to work with them under a cooperative agreement for the use of school facilities. He added he believes if the public is in the schools, the public will buy into the schools; as well as the District's mission. He questioned why the Board wants their support when asking for tax dollars, but if they want to use the schools, they must provide insurance. Also, he asked the Board how many other associations/organizations use the schools and do not pay insurance. He asked that placing their neighborhood association under the CPSB's umbrella be explored as quickly as possible so they may periodically use the schools for meetings, fulfilling the recommendation from the consultants hired by the Board to re-engage the communities.

Jackie Lansdale, president of Red River United, addressed the board on the following items of concern: the new Federal Education Law "Every Student Shall Succeed" and local control will only happen if we exercise and begin questioning what the DOE mandates and assert what we believe is right. She addressed treating teachers with dignity, respect, appreciation and support starting with the evaluation system, looking at plans that are more effective and productive than the current plan, i.e. TAP; compensating for advanced degrees, reinstating policy that determines protocol and procedures for reduction in staff at the school site as a result of a reduction in student numbers, allowing teachers to use current and accumulated sick days then the Family Leave at 80% when having a baby, and addressing overtime for employees. She asked that the Board look at these concerns since they come under the Board's purview of policy and budget.

Mr. Abrams addressed the issue of insurance for use of Caddo facilities and clarified that this requirement provides for a defense of the school system and stands in place where the Board does not have coverage. It was stated that there was one lawsuit involving Donnie Bickham School in a claim over \$1 million. Mr. Rachal interrupted and stated that because this item is not on the agenda, he believes it best that the attorney provide a written response to the Board. Ms. Trammel stated that while it is not an item on the agenda, the Board's attorney is providing a response to clarify a matter brought forth. Mr. Abrams further explained the lawsuit was tried; and while there was a zero verdict, the school system spent \$50,000 in legal expenses. Part of the reason for insurance coverage is to cover those legal expenses. Relative to cooperative endeavor agreements, the School System has these type agreements between governmental entities to share resources, i.e. the City and the School Board share the use of facilities and do not charge each other for that use. School alumni and other organizations affiliated with the District, are allowed to use the facilities without this requirement because it is school and education related. If someone just wants to use Caddo's facilities for non-educational purposes, they must fulfill the requirement of providing proof of insurance.

ESTABLISH THE AGENDA AND PROPOSED CONSENT AGENDA FOR THE FEBRUARY 23, 2016 CPSB MEETING

Superintendent Goree highlighted items for the Board's consideration and the following discussion ensued. President Trammel announced Items 6.01-6.03, 8.01-8.12, and 13.01-13.03 as the consent agenda. *Mr. Green moved, seconded by Miss Green, approval of the proposed agenda and consent agenda as presented. Vote on the motion carried unanimously.*

CONFIRM THE CONSENT AGENDA

Mr. Ramsey moved, seconded by Miss Green, approval of the proposed consent agenda. Vote to confirm the consent agenda 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 personnel recommendations as recommended by the superintendent and submitted in the electronic mailout.

6.02 Personnel Transaction Reports. The Board approved the personnel transactions reports (resignations) for January 1-31, 2016 as submitted in the electronic mailout.

6.03 Request for Leave Without Pay. The Board denied approval of April Ralph's request for a leave without pay as recommended by the Superintendent.

Item No. 8

8.01 Property/Bus Rental Requests. The Board approved the request for use of Linear Leadership Academy site by the Caddo Sheriff's Department and Shreveport Police Department, Youree Drive's Auditorium by Extreme Church, Inc., and University Elementary School's facilities by LSU Shreveport LaPREP as outlined and submitted in the electronic mailout.

8.02 Out of State Travel. The Board approved the requests for out of state travel (General Fund) as recommended by staff and submitted in the electronic mailout.

8.03 Resolution of Continued Employment. The Board approved the resolution authorizing the Superintendent to write a letter of reasonable assurance of continued employment to each employee whose employment will be continued in the fall, as recommended by staff and submitted in the electronic mailout.

8.04 Granting of Servitude Agreement with City of Shreveport for Sewer Improvements. The Board approved granting a servitude agreement with the City of Shreveport for sewer improvements as recommended and submitted in the electronic mailout.

8.05 Resolution Authorizing the Execution of Deed for Sale of Hamilton Terrace. The Board approved the resolution authorizing the execution of the deed for the sale of Hamilton Terrace as recommended and submitted in the electronic mailout. *A copy of the resolution is filed in the official record of the February 23, 2016 meeting.*

8.06 Purchase of ½ of the Royalty Interest of Section 16T 15N R12W by Hyperion/J-W. The Board approved the purchase of ½ of the royalty interest of Section 16T 15N R12W by Hyperion/J-W as recommended by staff and submitted in the electronic mailout.

8.07 Request for Authorization to Piggyback on the Monroe City Schools Bid. The Board authorized staff to piggyback on the Monroe City Schools bid for the purchase of two special education (lift) buses as recommended by staff and submitted in the electronic mailout.

8.08 Request Authorization to Piggyback on Bossier Parish School Board Bid. The Board authorized staff to enter into a Cooperative Purchasing Agreement on Bossier Parish School

Board's Technology Catalog Bid #RFP 2016-16-53 as recommended by staff and submitted in the electronic mailout.

8.09 Approval of Job Description/Recruiter. The Board approved the proposed job description for a CPSB recruiter and that the position be posted.

8.10 Approval of Youth Enrichment (YEP) Contract Renewal for 2016-17SY. The Board approved the 2016-17 agreement with the Youth Enrichment Program as recommended by staff and submitted in the electronic mailout.

8.11 Proposal to Receive Bids for the Lease of Alexander Learning Center. The Board approved the proposal to receive bids for the lease of the Alexander Learning Center as recommended by staff and submitted in the electronic mailout.

8.12 Approval of CPSB Policy Manual Sections A, B and C (Board Governance) and Board Code of Ethics. The Board approved policies for Sections A, B and C of the policy manual, and removing the old sections of the manual with the exception of BCBB Notification of Board Meetings and BCBD Agenda Preparation as revised November 2015; and BCE Board Committees March 2013, BHE Board Member Insurance and BJ-School Board Member Memberships, and approve the Board Code of Ethics as submitted in the electronic mailout.

Item No. 13

13.01 Student Readmission Appeals. The Board approved staff's recommendation for students FH, BK, DW and KM whose parents are in agreement.

13.02 Litigation Update re: Penton v. Castellano, et al, Case #554,384, 1st JDC, Caddo Parish, Louisiana. The Board approved the recovery amount of \$60,029 in the Workers' Comp claim of K. Penton as recommended by staff and submitted in the electronic mailout.

13.03 Strategy Session Re: Written Demand of Charles & Cynthia Renter dated February 16, 2016. The Board accepted the February 16, 2016 written demand of Charles & Cynthia Renter as recommended by staff and submitted in the electronic mailout.

STAFF'S RECOMMENDATION FOR ENERGY CONSERVATION PROGRAM

Mr. Ramsey moved, seconded by Mr. Rachal, that staff be authorized to prepare a RFQ for a nationwide search of energy management companies to provide various methods of saving energy in the district facilities and provide the results to the Long Range Planning Committee ultimately with a recommendation for implementation. Mr. Ramsey noted the amount of time staff has worked on this matter and that the Long Range Planning Committee has heard presentations from companies that offer energy management services. He also stated that he had conversation with the Superintendent, President and Board member Rachal; and Dr. Goree is recommending that staff continue in the process and check other resources. He added he believes it will be important to work with staff and hopefully hear back from them within the next month or so on moving forward in the process. He encouraged the Board to support the recommendation on the floor and move forward with our energy conservation efforts.

Mr. Rachal thanked the chair of the Long Range Planning Committee and the Superintendent for taking the time to discuss this, because he believes the District will greatly benefit from the process. He also asked about the difference between a RFQ and RFP, and Attorney Abrams explained that the RFP process would require designating every item you expect to be included in the proposal, but a RFQ (Request for Quotes) can be more generalized and cover a gamut; and if something from the RFQ requires an RFP, an RFP can be created as the next step in the process. Mr. Rachal clarified that a RFQ opens the discussion with any company that could possibly offer what the District is looking for.

Mr. Green stated his only concern is the mention of a time constraint of 30 days, and Mr. Ramsey clarified that 30 days or more was not in the motion, but only in his comments. Mrs. Brown asked if we are taking the right course of action by not going out for an RFP in the beginning. Mr. Abrams explained the reason for first doing an RFQ is to determine what all is available, i.e. services and/or product. If it's a product, then a bid process is required; however if it is a service, the District is not required to do an RFP.

Mr. Ramsey called for the question and vote on ending the debate carried unanimously. Vote on the main motion carried with Board member Brown opposed and Board members Riall, J Green, Poljak, Douzart, Trammel, R Green, Locke, Rachal, Ramsey, Albritton and Bell supporting the motion.

SUPERINTENDENT'S REPORT

Superintendent Goree stated that everything under Superintendent's Report is for the Board's information and he has nothing else to add.

ANNOUNCEMENTS

President Trammel announced that the CPSB Legislative Luncheon will be held on Monday, March 7th at 11:30 at the Sky Box.

Ms. Trammel also announced that the Louisiana Association of Educators (LAE) Read Across Louisiana will be held at Mall St. Vincent on Saturday, February 27th from 10 a.m. to 1 p.m.

Adjournment. *Vote on the motion to adjourn carried* and the meeting adjourned at approximately 6:10 p.m.

T. Lamar Goree, Ph.D., Secretary

Mary Trammel, President

March 1, 2016

The **Caddo Parish School Board (CPSB) Executive Committee** met in regular session on Tuesday, March 1, 2016 at approximately 4:30 p.m. in its offices at 1961 Midway, Shreveport, Louisiana with President Mary Trammel presiding and Denee' Locke and Raymond Green present constituting a quorum. Also present were Board members Steve Riall, Jasmine Green, Margaret Brown, Susannah Poljak, Bonita Douzart, Barry Rachal, Larry Ramsey, John Albritton and Dottie Bell. Dr. Lamar Goree, superintendent, and Reggie Abrams, legal counsel, were also present. Board member Margaret Brown led the prayer and Pledge of Allegiance.

PRESENTATIONS

Strategic Plan Update – Operations. James Woolfolk, chief operations officer, shared the following update on the Operations Division of the Strategic Plan. He stated the objective set forth for this area of the plan *is to provide a safe, clean and efficient environment, enriching the neighborhoods and ensuring an excellent educational and operational experience for all students, staff and visitors.* Mr. Woolfolk highlighted the four areas of the Operations Plan as follows.

- Transportation – The plan requires that the department will provide at 98% a daily average on-time delivery of students, a reduction of at-fault bus accidents, and assignment of substitute bus drivers to cover daily absenteeism. Mr. Woolfolk highlighted the base numbers, where the department is today in meeting the end of the year goals in each area, as well as the challenges they continue to face in meeting goals.
- Child Nutrition – The plan's goals in this area are to increase participation by 50% for breakfast and 75% for lunch; and he shared the accomplishments thus far this school year as well as challenges to increasing participation. Staff continues to look at various ways, at a budget neutral price, to increase participation and still meet the USDA guidelines.
- Maintenance – The plan's goal in the area of maintenance is to look at facility repair work orders and make changes so more time is spent in preventive and predictive work orders and stop equipment from breaking down. Staff is working to make this happen.
- Energy – The plan for this goal is to reduce the amount of per student energy cost from \$225 per student to \$220 per student. At this time, staff believes the District is headed in the right direction, and he shared challenges in this area that include increasing the use of predictive technologies in order to identify potential causes of equipment breakdowns.

Mr. Woolfolk shared pictures of some of the areas that are needing addressed in the District that have been challenges in this area. Capital Projects and Census Departments have developed action plans for the use of all abandoned school structures and what would be done with the space. At this time, plans are in place for 36% of abandoned CPSB properties. Accomplishments include plans for six schools and a demographer has developed a web page for Caddo Parish student information so the District will know where each school's students reside so staff can look clearly at how attendance lines could be realigned to address capacity in the schools.

Challenges staff faces on abandoned schools include environment issues and unsound structures in facilities such as Carver, Pine Valley and 79th Street. Mr. Woolfolk presented information on each of the abandoned facilities.

Mr. Riall asked if Oak Park was torn down, and Mr. Woolfolk explained it has been and was done by the Housing Authority. Dr. Goree reminded the Board that it is engaged in a 99-year lease of the Oak Park property to the Housing Authority. He also reminded the Board that approximately 3-4 months ago the board authorized demolition of the facility. Mr. Riall asked about the base number and if this is last years, and Mr. Woolfolk responded it is last

year's. Mr. Riall also asked about the percentage of Caddo students that utilize the transportation services, and Mr. Jones responded approximately 23,000 students. Mr. Riall asked if he hears correctly that the number of students not getting to school on time is equal to over one-half. Mr. Woolfolk clarified that on time means 10 minutes before or 10 minutes after the bell rings. Dr. Goree said it may be important to pull some data on these questions. Mr. Jones said it is equally distributed and depends on who calls in absent for a given date.

Mr. Ramsey asked about the measurements and if anyone considered reviewing reports on late buses and how many students are late getting to school. Mr. Woolfolk responded he believes staff could quickly provide the number of buses that are late; however, finding out who was on the bus on a particular date might be more difficult. Mr. Ramsey asked about abandoned schools and possible plans for these facilities. Mr. Woolfolk responded that the plans are Alexander (the board agreed to put this out for bid), Kings Highway House (the Board agreed to demolish), Hamilton Terrace (just sold), Building 6 Knight Street (out for bid), Hillsdale (began process of speaking with neighborhood about their interest), North Caddo Principal's House (demolished as approved by the board), and Oak Park lease/demolish (approved by the Board). Staff is continuing to research possible use of the Vivian Teacher Resource Center, Linear, Rodessa, Pine Valley, 79th Street and George Washington Carver. Dr. Goree added that relative to the Carver property, staff is looking at some environmental issues that will have to be addressed before demolishing or doing anything with it to make sure we are sensitive to the environment in that area. Also, staff does plan to tear down schools that are eyesores in the neighborhoods/communities, and noted the new green space created by the demolition of Oak Park Elementary School.

Mrs. Poljak asked for clarification and if the problem with Carver, 79th Street, and Pine Valley is asbestos; and because the removal can become costly, is that a concern of staff. Mr. Woolfolk confirmed that is a major concern; and while Rodessa is asbestos free, 79th Street has mold and asbestos. Mrs. Poljak asked about the cost for asbestos abatement so the building could be demolished, and Dr. Goree said at this time it is not a budgeted item, but staff is in the process of looking at the budget and make sure it is done appropriately. She also asked if breakfast participation is down because of buses arriving late? Mr. Woolfolk stated his understanding that Caddo has been consistent at 25% on breakfast; and because breakfast is so important, Mrs. Harris' set a goal of increasing breakfast participation to 50%; however at this time, they have not seen any success. In response to why children are not eating breakfast, Mrs. Harris said that 23,000 students are on buses and many of those who would eat breakfast do not as a result of getting to school late. In these cases, she said principals have asked if the students could be served breakfast after the serving time is over, but she still believes there are a lot of students not getting breakfast. In the past, she said they served breakfast to as many as 12,000 students; however, at that time there was a higher district enrollment. During March when testing is taking place and children are pressed to eat breakfast, the numbers grow greatly. She also noted the shorter window for breakfast.

In looking at the Oak Park facility, Miss Green asked if the Housing Authority has indicated what they will do with this property. Mr. Woolfolk responded they are looking at developers for ways they can enhance the neighborhood with some type housing. Miss Green also asked if at the end of the 99-year lease the Housing Authority would have to return to the School Board for any extension on the lease, and Dr. Goree said that is correct. Mr. Abrams stated the Housing Authority may return to the Board in the near future because they are looking at doing some things in the near future. Miss Green asked how many bus drivers graduated from the bus driver training program, and Mr. Woolfolk said 28, and of those 28, three are not driving for Caddo. He further stated there were 84 applicants in bus driver training class, 45 finished the training, and 28 passed all the tests to get their CDL license, but there are many reasons why they fail.

Mr. Rachal asked about the current policy on sub drivers, and Mr. Woolfolk explained the policy is one must be a sub driver for a year before they can become a regular driver, but they lately changed it to six months and may move the time to less than six months. He added they only want to make sure when hiring drivers that they can not only drive a bus, but they can also manage the students on the bus. Mr. Rachal said he believes it would be more economical to pull in subs rather than paying for training and they either fail all or parts of the test. Mr. Woolfolk added that we must hire from the sub list, and those who are not passing the test are currently sub bus drivers.

Mr. Green asked if there is a compilation of reasons why buses are late, and Mr. Jones responded the main reason is a driver will call in sick and the department must then secure another driver for that route, or it could be a break down, accidents, trains, etc. Mr. Green asked if the reason a bus is late is neutralized for the student because the lateness could not have been prevented; and Mr. Jones said they typically send a JCall to parents when they know the student will be late so they can make other arrangements if they choose so. Mr. Woolfolk explained they do not accept any excuses for being late because of weather, etc. and reasons are addressed in an effort to make changes and make it better.

Mrs. Bell asked if it is true that many go through the training and get their CDL license; but, they do not take the job in Caddo because they are going to work elsewhere; and is it possible that the department gets a signature guaranteeing that those completing the training will work for a minimum of six months. Mr. Jones responded they are discussing that if leaving during a certain time after training (i.e. sooner than six months), the cost for training must be paid back to the District. Mr. Riall stated he knows there will always be students late, but asked if there is a national average we could reach and be considered as in an acceptable range. Mr. Woolfolk reminded the Board that the goal is to be 98% on time. Mr. Riall also asked about retirees working as sub drivers and if he understands correctly their retirement would be suspended, and Mr. Woolfolk said that is correct. Mr. Riall asked if staff has contacted any retirees about their desire and possibility of becoming a sub bus driver. Mr. Woolfolk said staff accumulated information in this regard from the State and is currently analyzing to see if it is something that would work for Caddo.

Mrs. Locke stated she believes the web site by the demographer will prove itself in time and asked if this was a specific request for the strategic plan or for a way to determine how to track children. Mr. Woolfolk explained this is something staff discussed for some time, and that is having access to a demographer to help determine where Caddo's students live, how to forecast 5 and 10 years from now what students will be available so staff can plan and determine where students are living and what schools they should attend. Such a web site can be managed by someone in Caddo and there is no cost involved. Mrs. Locke asked if this expenditure was in the budget, and Mr. Woolfolk responded it was.

Mrs. Brown clarified the history of the 79th Street School, and Mrs. Trammel asked if the District makes a lot of money off the resources of 79th Street. Mr. Woolfolk said the District does not make any money off 79th Street, but it does off Carver. Mrs. Trammel said it doesn't seem like a lot of structure to remove, and Mr. Woolfolk agreed. Mr. White explained that the Carver facility deteriorated to such an extent and with the intrusion of the livestock from the agriculture lease, the asbestos is now intermixed in the building. In an assessment several years ago, Mr. White reported that the Department of Environmental Quality ruled that all items in that school would have to be considered as asbestos-containing material and a complete demolition project would have to be done as an abatement job which is extremely expensive. Mrs. Trammel asked about an appraisal on the 79th Street building and the cost for demolition. Mr. White responded that prior to any demolition, all asbestos-containing material must be removed; however, the complication with the 79th Street

property is it is two connected buildings, one in which the roof collapsed into the structure allowing moisture resulting in additional environmental issues, mold and asbestos.

ESTABLISH THE AGENDA AND CONSENT AGENDA FOR THE MARCH 15, 2016 CPSB MEETING

Superintendent Goree highlighted items for the Board's consideration at the March 15, 2016 meeting and the following discussion ensued.

Authorization of Salvage Disposal. Mr. Riall asked if the salvage disposal would be an on-line process. Lisa Lloyd stated since the majority of items are coming from Building 6, the remaining items will be moved to Building 6 on Knight Street and a live auction conducted there. Mr. Riall asked about the surplus from what does not sell, and Mrs. Lloyd explained it is deemed to be trash and no longer usable in the District. Mr. Riall said there was someone in the past that picked up items that did not sell, put them in another sale and pocketed the money. She explained there is someone the District contracts with to pick these things up; and because they are considered trash and no longer usable, she does not know what he does with them. Mr. Riall stated that some of the items he sees on the list, i.e. secretary's desk, he only wants to make certain we will not be buying another such desk. Mrs. Lloyd explained that some of the items are specific to the area that it is in and has become outdated and they have offered all these items to anyone in the District that might need them and these are the items no one could use. Mrs. Lloyd explained the auction will be advertised in the paper and on the District's web site. Mr. Riall asked about minimum bids on items and she explained there will be on some of the larger items; but not necessarily the smaller items.

Mrs. Bell asked if all the principals have been notified about these items, and Mrs. Lloyd explained that Scott Sullivan in Purchasing handles all surplus; and because principals notify him of items they are looking for, if something comes through as surplus, he contacts them about it before the schools spend their funds and before it is declared salvage. Mrs. Bell said she believes there are items on the list that teachers or someone at the schools could use. Mrs. Lloyd stated that Purchasing will resend the list of salvage items to the schools to determine if there is a need for any of the items on the list.

Mrs. Brown clarified her experience that the first offering for items declared as surplus was to the school principals before it was declared salvage. Mrs. Lloyd said that is correct and when any items are turned in, they are considered surplus before it becomes salvage and as much surplus as possible is redistributed for use in the District.

Approval of Bid on Alexander Learning Center. Mr. Ramsey asked if a minimum amount has been considered for this bid. Mr. Woolfolk clarified the bid is for \$70,000 a year with a five-year lease. Mrs. Poljak asked if we have received any bids, and Dr. Goree explained it is a closed-bid process and bids opened on the bid closing date will be included in the mailout for the March 15th meeting and the Board would vote on it at that time. Mrs. Locke asked if there are guidelines on a lease amount similar to when we sell property. Mr. Abrams explained that if the District were disposing of the property, fair market value amounts have to be met; and the lease should also be a fair market value with the backup including the minimum lease amount. If the lease amount is \$70,000 and the District does not receive any bids at that amount, Mr. Abrams explained the process is not the same as selling property and it would come back to the Board to determine if that is what the Board chooses to do.

President Trammel announced that the consent agenda items are 7.01, and 8.02-8.07. Mr. Abrams announced that 13.02 should be removed from the agenda as it falls below what the Board approves, and a *Student Expulsion Appeal Hearing* should be added. *Mrs. Locke*

moved, seconded by Mr. Green, approval of the proposed agenda and consent agenda for the March 15, 2016 CPSB meeting as submitted. Vote on the motion carried.

POLL AUDIENCE

Rob Broussard, president of the Broadmoor Neighborhood Association, addressed the Board on a proposed cooperative endeavor agreement and shared with the Board verbiage from the State Constitution relative to such agreements. He noted that protocol was not followed in the last meeting when the attorney was allowed to comment on his public comment, and he believes Robert's Rules of Order are not followed in the Board's meetings. Mr. Riall called for a Point of Order because speakers at the work session are to only address items on the agenda. Mr. Broussard stated that he checked prior to the meeting and was told he would be able to speak. President Trammel announced she is allowing Mr. Broussard to finish what he brought at the last meeting. Mr. Broussard noted the comment on the litigation/court case brought against the school system and asked who charged the school system \$50,000. As a public request, Mr. Broussard asked the Superintendent for the attorney's salary and all lawyer fees over the past year. Because the Superintendent stated he wanted to make the schools the hub of the neighborhoods, he is holding the Superintendent to his word when the neighborhood wishes to use the schools they helped build and maintain with tax dollars. He also asked that the Superintendent honor their desire to make the schools the hub of the neighborhood because they cannot be the hub if unreasonable boundaries are placed between the schools and use of them by neighborhoods. Mr. Broussard added that the State Constitution does not say anything about schools and if that is the case, every meeting the Association has at a school will deal with an issue at that school or Caddo's schools. He also stated he believes it would be unreasonable to ask Board members attending their association meetings to provide \$1 million of insurance.

ANNOUNCEMENTS

Mr. Riall announced a local group of singers in town will sponsor a choir competition at the Strand Theater. Caddo currently has seven schools participating, and winners will receive \$1,000.

Mrs. Bell announced Denee' Locke will be the guest speaker at the Mayor's Women's Commission Luncheon on Friday and Mary Trammel will be honored at Southern University Shreveport on Saturday at the Women of Worth Luncheon.

Mrs. Brown reported that a group in her district whose students attend J S Clark shared with her the dangerous situation for students who must walk to school. She said it was brought to her attention that some sidewalks are narrower than others and with children pushing each other, someone could get hurt. She said she will bring this to staff to look at.

Mr. Green announced how proud he is of the staff and the recent recognition of Sandra Ratliff.

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

March 15, 2016

The **Caddo Parish School Board (CPSB)** met in regular session on Tuesday, March 15, 2016 at approximately 4:30 p.m. in its offices at 1961 Midway, Shreveport, Louisiana with President Mary Trammel presiding and the following board members present constituting a quorum: Steve Riall, Jasmine Green, Margaret Brown, Susannah Poljak, Dr. Bonita Douzart, Raymond Green, Denee' Locke, Barry Rachal, Larry Ramsey, John Albritton and Dottie Bell. Also present were Dr. Lamar Goree, superintendent, and Reggie Abrams, legal counsel. Mrs. Brown led the prayer and Pledge of Allegiance.

**CONSIDERATION OF MINUTES OF THE FEBRUARY 8, 2016 (RETREAT),
FEBRUARY 23, 2016 AND MARCH 1, 2016 CPSB MEETINGS**

Mrs. Bell moved, seconded by Miss Green, approval of the minutes of the February 8, 2016 Retreat, and February 23, 2016 and March 1, 2016 CPSB meetings as submitted. Vote on the motion carried unanimously.

RECOGNITIONS AND PRESENTATIONS

Bill Strother, director of marketing and communications, announced many are not present because of last week's flooding and these will be rescheduled. President Trammel and Superintendent Goree congratulated newly appointed administrators on their new positions. Administrators, family and friends present were also recognized.

Forest Hill Water Cycle Ensemble. The Forest Hill Water Cycle Ensemble, 4th grade students with good conduct and an interest in music, performed a musical number for everyone.

Newly Appointed Administrators. Al Graham, director of classified personnel, recognized the following newly appointed administrators: (1) Virgin Rachal, Transportation Supervisor, Routing Specialist; and (2) Kashundra Lynch, Budgetary Supervisor.

VISITORS

APEL President Kim Burton, CAE Vice President Donna Festervan, and RRU President Jackie Lansdale shared a brief video on the special event planned by the three organizations for April 8th highlighting the April 9th millage renewal. The video clarified this is not a new millage, but only a renewal, and how approval of the renewal will allow the District to maintain the salaries for employees; and if not approved, the budget would be revised to reflect the loss of funding and staffing. Other aspects of the renewal are technology for the classroom (not for Central Office); and renovation and maintenance for the buildings that have been in place for decades and providing a safe learning environment for all students. They specified that none of the funds in the renewal will be used for building any new schools, and everyone was invited to participate in a "walk in" for public education on April 8. Mrs. Lansdale announced they will send this video to every school for use in faculty meetings; and she encouraged Board members to participate at their schools on April 8th. She also referenced their "Let the School House Speak" effort to meet in the schools to address their vision for public education in Caddo.

**ESTABLISH THE AGENDA AND CONSENT AGENDA FOR THE MARCH 15, 2016
CPSB MEETING**

Dr. Goree highlighted items for the Board's consideration and the following discussion ensued. President Trammel announced the following consent agenda items: 6.01-6.02, 7.01, 8.02-8.07, and 13.01. *Mr. Green moved, seconded by Mrs. Bell, to approve the agenda and consent agenda for the March 15, 2016 CPSB meeting as presented. Vote on the motion carried unanimously.*

CONFIRM THE CONSENT AGENDA

Mr. Rachal moved, seconded by Mr. Ramsey, to confirm the consent agenda (Items 6.01-6.02, 7.01, 8.02-8.07, and 13.01) 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 Recommendation(s). The Board approved the personnel recommendation(s) as submitted in the electronic mailout.

6.02 Personnel Transactions Reports—Resignations. The Board approved the personnel transactions reports (resignations) for February 1-29, 2016 as submitted in the electronic mailout.

Item No. 7

7.01 Bids – Capital Projects. The Board approved the following bids as recommended by staff and submitted in the electronic mailout on the bid tabulation sheets: (1) Hamm Mechanical, with a Base Bid, Alternate 1, Alternate 2 and Alternate 3 for the sum total of \$2,164,400 for Project 2016-302, “C.E. Byrd HVAC, Phase I”; and (2) reject all bids due to over budget on Project 2017-301, “Central Office Bus Wash Station.” *A copy of the bid tabulations is filed in the official records of the March 15, 2016 CPSB meeting.*

Item No. 8

8.02 Out of State Travel. The Board approved requests for out of state travel (General Fund) as recommended by staff and submitted in the electronic mailout.

8.03 Rename the Captain Shreve High School Magnet Hall the Dr. Sandra McCalla Magnet Hall. The Board approved renaming the Captain Shreve High School Magnet Hall the Dr. Sandra McCalla Magnet Hall as requested and submitted in the electronic mailout.

8.04 Authorization of Salvage Disposal. The Board granted staff on-going authorization to utilize auction services for the disposal of CPSB salvaged items in accordance with policy and as submitted in the electronic mailout.

8.05 Approval of Bid on Alexander Learning Center. The Board approved the bid of Moonbot Studios Lampton Enoch in the amount of \$72,000 per year for the lease of Alexander Learning Center as submitted in the electronic mailout.

8.06 Approval to Begin the 90-day Process for Naming a Wing at Caddo Parish Magnet High School for Mary Rounds. The Board approved beginning the 90-day process for naming a wing at Caddo Parish Magnet High School for Mary Rounds as submitted in the mailout.

8.07 Approval of Contract Renewal/Third Party Charter Reviewer. The Board approved renewal of the contract with the third party charter reviewer as recommended by staff and submitted in the electronic mailout.

Item No. 13

13.01 Student Readmission Appeal Hearing. The Board approved staff's recommendation for student A.K. as submitted in the electronic mailout and as agreed upon by A.K.'s parents.

SUPERINTENDENT'S REPORT

Dr. Goree announced that Moonbot Studios will move into the Alexander Learning Center and staff is continuing its efforts to right-size the District. He also expressed appreciation to the community, the Board and staff for their support during the flooding last week; and he announced that 69 employees (mostly teachers) in the District were directly affected or required to evacuate, with five employees' homes being completely flooded. Also 114 students were

affected mainly in the Oil City, Keithville, Vivian, North Highlands and some South Highlands. Additionally, while 20 buses were unable to run their routes because of flooding, there are currently only two; and also, 26 of the District's campuses had water issues. Dr. Goree also thanked the Maintenance Department for working around the clock to insure that when students and employees returned to sites, they were ready to receive them, as well as Payroll and Security.

ANNOUNCEMENTS AND REQUESTS

Mrs. Bell thanked Bishop Caldwell for allowing her to address the millage renewal on the radio.

Mr. Riall announced that Otis Jones will represent Caddo in St. Augustine, Florida at the annual school bus summit. He also reminded everyone that the River Cities Jubilee Chorus will sponsor a competition for middle and high school choirs on April 14th from 7-10 p.m. at the Strand.

Mr. Ramsey announced that the Louisiana State Policy Jury Association recently held its annual convention in Shreveport and Southwood High School provided the Color Guard, stage band, etc. He expressed appreciation to David Cox for arranging this opportunity and announced that the group will also attend the national competition in Kentucky. Mr. Ramsey also announced that Southwood received their co-hort, an 82.5 up from 75.

Mrs. Brown stated her continued concern over the District's truancy program started by the School Board, the Commission and the City. She again requested Board consideration of the \$30,000 needed (which is down from the \$60,000 originally requested).

Mr. Green said he believes the Geaux Green program submitted to the Board last month has challenged him to be more aware of doing his part in the community and encouraged other Board members to participate as well.

Ms. Trammel announced that the GED Program is back on track and will celebrate with its education ball on Friday, April 8th at the El Dorado Hotel. Mrs. Bell and Dr. Goree will be recognized during this event and Board members who can were encouraged to purchase tickets and attend. She also announced her inclusion in the Women of Worth 2015 calendar, and noted items at Board members' stations in recognition of National Music Week.

Mrs. Bell also recognized Mrs. Locke for her outstanding speech at the Shreveport Mayor's Luncheon.

EXECUTIVE SESSION

13.02 Student Expulsion Hearing. *Mrs. Bell moved, seconded by Miss Green, to go into executive session for up to 15 minutes for the purpose of a student expulsion hearing. Vote on the motion carried unanimously and the Board went into executive session at approximately 5:10 p.m. The Board reconvened into open session at approximately 5:36 p.m.*

Mr. Ramsey moved, seconded by Mr. Rachal, to uphold staff's recommendation as presented in the mailout for student JD. Mr. Ramsey clarified that the motion is a denial of the appeal. Vote on the motion carried unanimously.

Legal Update: Jones v. CPSB, #11055, W.D.La. *Mr. Rachal moved, seconded by Mrs. Bell, to go into executive session for the purpose of hearing a legal update. Vote on the motion carried and the Board went into executive session at approximate 5:40 p.m. The Board reconvened in open session at approximately 6:20 p.m.*

Adjournment. *Mrs. Locke moved, seconded by Miss Green, to adjourn. Vote on the motion carried and the meeting adjourned at approximately 6:23 p.m.*

March 24, 2016

The **Caddo Parish School Board (CPSB)** met in special session on Thursday, March 24, 2016 at approximately 2:00 p.m. in its offices at 1961 Midway, Shreveport, Louisiana with President Mary Trammel presiding and the following board members present constituting a quorum: Steve Riall, Jasmine Green, Margaret Brown, Susannah Poljak, Dr. Bonita Douzart, Raymond Green, Denee' Locke, Barry Rachal, Larry Ramsey, John Albritton and Dottie Bell. Also present were Dr. Lamar Goree, superintendent, and Reggie Abrams, legal counsel. Mrs. Brown led the prayer and Pledge of Allegiance.

VISITORS

Jackie Lansdale, president of Red River United, shared the importance of checks and balances in processes to insure that the same people are not continuing to control the process all the time. She urged the Board to look closely at the personnel selection process and the lack of accountability.

PERSONNEL RECOMMENDATIONS

Mr. Ramsey moved, seconded by Miss Green, to accept the personnel recommendations as recommended by the superintendent and submitted in the mailout. Vote on the motion carried unanimously.

EXECUTIVE SESSION

Strategy and Update re: USDOL case #A-15009-40816; Abraham Gomez-Range; case #A-15013-41764, Mariana Miranda Tellez; and case #A-15009-40872 Carmina Hernandez Mejia.

Mrs. Locke moved, seconded by Mr. Green, to go into executive session for the purpose of strategy and update regarding USDOL case #A-15009-40816, Abraham Gomez-Range; case #A-15013-41764, Mariana Miranda Tellez; and case #A-15009-40872 Carmina Hernandez Mejia. Vote on the motion carried unanimously and the Board went into executive session at approximately 2:10 p.m.

The Board reconvened in open session at approximately 3:15 p.m.

Mr. Ramsey moved, seconded by Mrs. Poljak, that the Caddo Parish School Board not pursue the appeal process in the USDOL case #A-15009-40816, Abraham Gomez-Range; case #A-15013-41764, Mariana Miranda Tellez; and case #A-15009-40872 Carmina Hernandez Mejia. Vote on the motion carried with Board member Bell opposed, Board member Brown abstained, and Board members Riall, J Green, Poljak, Douzart, Trammel, R Green, Locke, Rachal, Ramsey, and Albritton supporting the motion.

Adjournment. *Mr. Riall moved, seconded by Miss Green, to adjourn. Vote on the motion carried and the meeting adjourned at approximately 3:17 p.m.*

T. Lamar Goree, Ph.D., Secretary

Mary A. Trammel, President

April 5, 2016

The **Caddo Parish School Board (CPSB)** met in special session on Tuesday, April 5, 2016 at approximately 4:30 p.m. in its offices at 1961 Midway, Shreveport, Louisiana with President Mary Trammel presiding and the following board members present constituting a quorum: Steve Riall, Jasmine Green, Margaret Brown, Susannah Poljak, Dr. Bonita Douzart, Raymond Green, Denee' Locke, Barry Rachal, Larry Ramsey, John Albritton and Dottie Bell. Also present were Dr. Lamar Goree, superintendent, and Reggie Abrams, legal counsel. Mrs. Poljak led the prayer and Pledge of Allegiance.

VISITORS

There were no visitors wishing to address the Board.

CONSIDERATION OF CAPITAL PROJECT BIDS

Superintendent Goree announced that the bid on the Southwood Gym Bleachers is under legal review and will be presented to the Board at its April 19th meeting. *Mr. Rachal moved, seconded by Miss Green, to accept the following bids as recommended by staff and submitted in the mailout on the bid tabulation sheets: (1) Martin Construction, with a Base Bid, for the sum total of \$108,592.00 for Project 2017-208, "Ridgewood Auditorium Seating"; and (2) Martin Construction, with a Base Bid, for the sum total of \$128,136.00 for Project 2017-209 "Youree Drive Auditorium Seating".* Mr. Rachal asked staff to explain where the District is in these plans, and Steve White responded that these projects came from the principals and were included in the long-range plan and were submitted to the Board in January for approval. *Vote on the motion carried unanimously.* A copy of the bid tabulation sheets is filed in the official papers of the April 5, 2016 CPSB Special Session.

Adjournment. *Mr. Ramsey moved, seconded by Mr. Rachal, to adjourn. Vote on the motion carried and the meeting adjourned at approximately 4:37 p.m.*

T. Lamar Goree, Ph.D., Secretary

Mary A. Trammel, President

April 5, 2016

The **Caddo Parish School Board (CPSB) Executive Committee** met in regular session on Tuesday, April 5, 2016 at approximately 4:38 p.m. (immediately following the 4:30 special session) in its offices at 1961 Midway, Shreveport, Louisiana with President Mary Trammel presiding and Denee' Locke and Raymond Green present constituting a quorum. Also present were Board members Steve Riall, Jasmine Green, Margaret Brown, Susannah Poljak, Bonita Douzart, Barry Rachal, Larry Ramsey, John Albritton and Dottie Bell. Dr. Lamar Goree, superintendent, and Reggie Abrams, legal counsel, were also present. The prayer and Pledge of Allegiance were omitted.

Board President Trammel recognized former board member Tammy Phelps in the audience.

PRESENTATIONS

Fair Park JROTC. Col. Tillman, Sr. Army Instructor at Fair Park High School, expressed appreciation for the opportunity to report on a pivotal event in February where 11 cadets traveled to Washington, D.C. Cadets Teddie Thomas and Jasmine Davis shared their involvement in the JROTC program and highlights of their recent trip to Washington, D.C., including their individual learning experiences and a video. Cadet Ricky Haley also shared his personal learning experiences from this opportunity. Col. Tillman announced that opportunities to expose cadets to possibilities in the future will include taking 10 cadets to West Point Military Academy, the Naval Academy and the Coast Guard Academy during the next school year. The Superintendent and Board members expressed how proud they are of the cadets, their program and how well they represented the Caddo District.

Strategic Plan Update – Human Resources. Dr. Mary Nash-Robinson, chief of staff, introduced Human Resources staff members present and shared the following update on the Human Resources Division of the Strategic Plan. She stated the objective set forth in this area of the plan *is to assure that the District has a consistent flow of talent and personnel to support the services to Caddo's students every day.* Dr. Robinson highlighted statistical information supporting the importance of a plan, and she highlighted the following areas of the plan.

- Recruitment - Reduce vacancies by 10% annually using the October 1 school year counts by assessing recruiting targets and narrowing them to the highest Return on Investment, holding two job fairs to address priority schools, sending recruiting teams to Pittsburgh, Michigan, SAU in Magnolia Arkansas, Northwestern, Grambling, LSUS, ULM, La. Tech; setting MOUs with local universities to track graduating seniors, and hiring a recruiter to promote greater efforts. She also reported that staffing for the 2016-17 school year has begun with building principals being informed of staffing allotments, needs, transfers, terminations, retirements and surpluses.
- Highly Qualified Teachers – Increase number of highly qualified applicants by 5 percentage points annually by seeking approved waivers for applicants from the LDOE due to the lack of highly qualified teachers, developing a plan to certify non-highly qualified teachers within 3 years, and assisting in the hiring of highly qualified teachers through the Caddo Teacher Academy. At this time, she reported the LDOE is working to address the area of Highly Qualified Teachers.
- Retention of Certified Employees – Increase the retention of certified employees within the 0-3 year-range of employment by developing instruments to collect and analyze participation and evaluations of professional development offerings, survey new employees to assess needs and satisfaction, putting supports in place at the school level with mentors, grade-level chairpersons, etc., to assist with continued growth, and placing a recruiter to monitor and support mentoring and professional development activities for the 0-3 year employees. Dr. Robinson reported that Certified Personnel has a retention

rate of 77% with 0-3 year newly hired employees and a raise in the projected retention goal to 83 percent for the new employees by 2020.

- Retention of Classified Employees – Increase the retention of classified employees within the 0-3 years of employment by reviewing data from needs assessments and PD offerings for future planning. Dr. Robinson also reported that staff will review the data from the needs assessment and PD offerings and increasing the retention rate to 88 percent for new employees by 2020.

Mrs. Bell asked if the new recruiter works directly with Human Resources, and Dr. Robinson explained the recruiter is assigned to Human Resources and reports directly to the Chief of Staff as per the board-approved job description. Mrs. Bell also noted that Southern in Baton Rouge has a lot of education students, and she asked who handles recruiting in the classified area. Dr. Robinson explained that the recruiter was hired to cover the certified division and recruitment on classified is done within Mr. Graham's staff and the immediate supervisor to the vacant position, i.e. bus drivers are recruited by the Transportation Department. Dr. Robinson also stated that one of the major areas of concern is the lack of CNP substitutes; and Mr. Graham added that the clerical and transportation areas are also of major concern. One of the issues Mr. Graham reported is competition with businesses who offer more than minimum wage and this is more than the School System can offer. Mrs. Bell asked the Superintendent about the hiring freeze, and Dr. Goree explained earlier in the school year there was a freeze to allow addressing over-staffing issues. While the District is no longer under a hiring freeze, staff is bringing in new applicants where appropriate while continuing to manage some over-staffing situations and moving employees about. He also clarified that positions in the classified area mentioned by Mr. Graham and anywhere there is a shortage, i.e. teachers, etc.; and where there is a need to bring in external candidates, staff is doing so. Mrs. Bell asked if the recruiter will report quarterly to the Board on certified vacancies and efforts to fill these. Dr. Goree explained the recruiter will focus on (1) bringing in new talent, and (2) retention of new talent from the 1-3 year mark. He noted the Baby Boomer data and the fact that these can choose at any time to leave the system and it is important to have a strategic plan in place to address the need to fill these jobs. Mrs. Bell said as a Board member she hears these concerns from parents and she is depending on the recruiter's efforts to fill these positions. Dr. Goree explained that he believes the recruiter will spend a lot of time analyzing and supporting the priority schools (D and F schools) because filling positions at one school may be different than filling positions at another school.

Miss Green asked if the recruiter has a quota to meet? Dr. Goree shared he is big on having a more quantitative evaluation and there will be set data points for the recruiter to meet to insure success in the job. Also, he is determined this will not be a situation where we could see ourselves without this position because data points/numbers will be in place for this person to meet.

Mrs. Brown said she didn't believe the Human Resources report included anything on retirees, and Dr. Robinson said there is not and the District has petitioned the State to allow the District to hire retirees, especially in critical shortage areas; and if a person retires in 2010, they are referred to the retirement specialist if they are rehired so they will be properly advised on income, benefits, etc. Employees retiring before 2010 have been employed on an annual basis.

Mrs. Brown also shared that the last 10 years of her career in Caddo her school was referred to as the "nursing home"; however, it was not, but it was a place where there were viable, young, smart, good teachers. She also recognized Mr. Jerry Maiden and how he would come to her school and help administration in addressing issues on campus.

Mr. Rachal asked for clarification on a substitute clerical, and Mr. Graham explained this position is one that is filled when someone is out on catastrophic sick leave or extended sick leave, etc. Mr. Rachal asked if it is the same as a temporary position and Mr. Graham said it is.

Mr. Green stated he believes he is hearing there is difficulty in some schools in hiring someone on a regular basis and in those instances, the District is using substitutes. He asked if consideration has been given to the length of time they are serving in a position at substitute pay. Dr. Robinson explained that if a sub has a degree and serves in a substitute position for 10 days, they move to \$100 a day maximum pay on the 10th day. Mr. Green asked if any consideration has been given to increasing this amount. Dr. Goree responded that his executive cabinet talks weekly on how to better utilize the resources and attract and award wonderful teachers; and in an effort to be more fiscally responsible, the District will be seen moving more dollars to this area and increase this pay. He added he believes the Board will see more creative methods with the new full-time recruiter.

Dr. Robinson expressed appreciation for the opportunity to share an update on what Human Resources is doing in implementing the Strategic Plan.

ESTABLISH THE AGENDA AND CONSENT AGENDA FOR THE APRIL 19, 2016 CPSB MEETING

Superintendent Goree lighted items for the Board's consideration at the April 19, 2016 meeting and the following discussion ensued.

ADDITIONS

Dr. Goree asked that "Student Absences Due to Personal or Family Illness" be added to the agenda.

Consideration of Capital Projects Bids. Mr. Rachal asked staff to explain if all projects listed are a part of the District's long-term plan, a number of which address security on the District's campuses, i.e. rekeying. Mr. White said that is correct. Mr. Rachal also asked if staff has coordinated projects for the campuses so that in the future everything is done in accordance with future projects and timelines for completion. Mr. White responded in the affirmative and that to date there are 25 campuses that have been rekeyed and there is a timeline for completing the other campuses. Mr. Rachal asked about the cost for rekeying a campus, and Mr. White explained it is based on the number of doors at each facility, and high schools are typically more expensive because they are the larger facilities and have a larger number of doors. The cost will run from \$175,000-\$225,000 for elementary schools to \$400,000 for high schools or an average of approximately \$300,000 per facility. The major expense in that amount is the fixing/updating of the door structures.

Miss Green asked how much the Vivian asbestos abatement will cost. Mr. White said while he doesn't know the cost of this project off the top of his head, this project was scheduled for last year and due to projects over the summer, the principal requested that this project be delayed for one year. This project encompasses the academic wing and classrooms and the back half of the library. Mr. White explained that an entire school is not done at one time because of the need to move furniture from all the classrooms. Miss Green asked how often staff looks at the need to do this. Mr. White explained it is an annual thing and there is a plan for every school campus, a plan that is federally mandated for managing asbestos in public facilities. His staff keeps up with these records and re-evaluates annually what may be any hazardous concerns. He also gave an update on the condition of those areas in facilities that are needing addressed.

Consideration of Bid #28S-16 Sale of Royalty Interests in Mineral Lease. Mr. Riall asked, since there is not a lot of information on this item, what this item is about. Mr. Woolfolk stated that this is the mineral lease approved by the Board at the last meeting on the Carver property. Hyperpion indicated an interest in purchasing 12.5% of the lease and their attorneys are asking

that it be put out for bid. Mr. Abrams stated that there should be no issues because of what Hyperpion is paying. Mr. Rachal asked if the acreage is only 225 acres, because he thought it was more. Mr. Woolfolk indicated that it is 640 acres for the Carver property.

Consideration of Resolution re: State Agency Lease #11413. Mr. Abrams explained that this is an approval of a reassignment of another Section 16 property near Dixie.

Consideration of Lease Agreement between Caddo Parish Schools and AMIKids. Mrs. Bell asked if the students they will serve are from the Juvenile Center. Dr. Goree explained that the AMI Charter is a district-approved Type 1 Charter and in the approval of the charter, services to adjudicated students can be provided. However, the District has a vision of using them for some of the over-age students as well. He said staff is excited about the relationship with AMIKids and the services they will provide, and it is also an opportunity for the District to generate funds from the use of a Caddo facility that has been closed. Mrs. Bell asked if the AMI students will be Caddo students in the juvenile system, and Dr. Goree said that is correct. She also asked if employees/teachers in this school will be Caddo employees. Dr. Goree responded they will be their employees and independent of Caddo's teacher bank. He also added that as the charter is developed, it will include more specifics as to which populations they will serve. Mrs. Bell stated she only wants to work closely with AMIKids as well as do what Caddo needs to do to make certain these students get what they need.

Mr. Rachal asked if he understands correctly that this affords the District the opportunity to take one of its vacant facilities and use it locally to educate children. Dr. Goree agreed. Mr. Rachal stated he understands this group of children may be difficult to reach, but this group specializes in reaching them, and Dr. Goree said that is correct. Mr. Rachal further asked if this will allow Caddo to work with them through the facility and other ways to expedite their successes, and Dr. Goree said that is correct.

Mrs. Brown stated that she too looks forward to working with this group to offer students additional opportunities.

Mrs. Locke asked if the remainder of the facility is being used. Mr. Woolfolk stated that a part is used for storage and a part of it is used to store Parent Resource materials. Dr. Goree also stated a part of the facility is leased to the Shreveport Police Department for active training, and Mr. Woolfolk stated they will work to relocate them.

Miss Green asked if they will be using Caddo's data system for \$6,000 annually, and if this is for five years. Mr. Woolfolk responded that is correct and it is for the broad band connection into the schools because we do want them to use our student information system, similar to Magnolia. Miss Green stated that in leasing the District's facilities, she wants to remain consistent; and asked if the \$7.00/square foot paid by AMIKids is the same price being paid for use of Newton Smith. Mr. Woolfolk said it is not the same. Dr. Goree said the rate is based on the appraisal of the facilities at the time the price is set.

Student Absences Due to Personal or Family Illness. Mr. Rachal stated that this was discussed at the Board's retreat and he is glad to see this come to the Board because it will help the school staffs, directors and other involved in making decisions through this process. Mr. Riall asked if these are absences that are not consecutive days (unless they become an excessive habit) that will be accepted as excused with a family excuse, and Dr. Goree responded that is correct.

Mr. Rachal added it is his understanding that this also covers someone observing something questionable, and it can be reviewed at that time. Dr. Goree recognized the associations and their work in assisting in the development of a plan that works for teachers.

Mrs. Locke moved, seconded by Mr. Green, to approve the proposed agenda and consent agenda for the April 19, 2016 CPSB meeting as presented. Vote on the motion carried unanimously.

POLL AUDIENCE

Jackie Lansdale, president of Red River United, addressed the Board on: (1) the attendance item and the importance of local control in policy making procedures; (2) revisiting the two teachers' situations brought before the Board and her belief that it was one of discrimination; and (3) the "walking in" on Friday to show support for public education. Schools in which this will take place include University, Walnut Hill, Green Oaks, Pine Grove, Donnie Bickham, and Oak Park. She announced the media will also cover this event.

ANNOUNCEMENTS

Mr. Riall announced that the North Caddo Lady Rebels are again State Champions and the North Caddo Boys did make it to the semi-finals for the third time.

Mrs. Locke reminded everyone about the Geaux Green Program (Geaux Show Love) sponsored by the 5th grade student at A. C. Steere and encouraged everyone to show their support and pick up trash.

President Trammel announced two items are at Board member stations that need to be signed and turned in to Ms. Lohnes.

Adjournment. *Mrs. Locke moved, seconded by Mr. Green, to adjourn. Vote on the motion to adjourn carried and the meeting adjourned at 5:58 p.m.*

April 19, 2016

The **Caddo Parish School Board (CPSB)** met in regular session on Tuesday, April 19, 2016 at approximately 4:30 p.m. in its offices at 1961 Midway, Shreveport, Louisiana with President Mary Trammel presiding and the following board members present constituting a quorum: Steve Riall, Jasmine Green, Margaret Brown, Susannah Poljak, Dr. Bonita Douzart, Raymond Green, Denee' Locke, Barry Rachal, Larry Ramsey, John Albritton and Dottie Bell. Also present were Dr. Lamar Goree, superintendent, and Reggie Abrams, legal counsel. Mrs. Poljak led the prayer and Pledge of Allegiance.

CONSIDERATION OF MINUTES OF THE MARCH 15, 2016, MARCH 24, 2016 AND APRIL 5, 2016 CPSB MEETINGS

Mrs. Locke moved, seconded by Mrs. Bell, approval of the minutes of the March 15, 2016, March 24, 2016 and April 5, 2016 CPSB meetings as submitted. Vote on the motion carried unanimously.

RECOGNITIONS AND PRESENTATIONS

Dr. Mary Nash-Robinson, chief of staff, on behalf of the board, recognized the following staff members and students for recent achievements. President Trammel and Superintendent Goree congratulated and presented each one recognized with a certificate acknowledging their accomplishment. Newly appointed administrators were also recognized on their new positions. Administrators, family and friends present were also recognized.

Youree Drive Middle School Intermediate Orchestra. Members of the Youree Drive Middle School Intermediate Orchestra played two musical numbers for all in attendance.

Louisiana Poetry Out Loud Regional Winners and State Finalists. The following students were recognized as the regional winners and state finalists in the Louisiana Poetry Out Loud Contest: Shauna McCrary, North Caddo Magnet High School – 1st Place; Chaddrick Thomas, North Caddo Magnet High School – 2nd Place; and Amir Kaskas, Caddo Parish Magnet High – 3rd Place.

2016 State Social Studies Fair Winners. The following students from Northwood High School were recognized as winners in the 2016 State Social Studies Fair: (1) Laura Cole, 11th grade, 1st Place Anthropology; (2) Mariah Corbell, 12th grade, 1st Place Political Science; (3) Rachel Pharr, 12th grade, 1st Place Economics; (4) Abigail Davis, 11th grade, 2nd Place History; (5) Troy Hefner, 11th grade, 3rd Place History; (6) Jonathan Reich, 12th grade, 3rd Place Sociology; and (7) Anabelle Parker, 10th grade, 4th Place World Geography.

2016 Caddo Parish Public Schools Student of the Year District Winners. The following students were recognized as the 2016 Caddo Parish Public Schools Student of the Year District Winners: (1) Elementary – Chloe Miller, Eden Gardens; (2) Middle – Hunter McCabe, Donnie Bickham; and (3) High School – Samantha Hilburn, Captain Shreve.

Dr. Robinson also referenced an invitation at Board member stations to attend the Student of the Year Annual Banquet on Thursday, April 28th at 6:00 p.m. and encouraged them to attend.

National Board Certified Teachers. The following were recognized for attaining National Board Certification: Sheridan Shamburg, librarian, and Belinda Nash Scott, instructional coordinator, both at South Highlands Elementary Magnet School.

Caddo Parish School Board Members Continuing Education Requirements. The following Board members were presented a certificate from the Louisiana School Boards Association for completing their continuing education hours as required by Act 705: Steve Riall, District 1; Jasmine Green, District 2; Margaret Brown, District 3; Susannah Poljak, District 4; Dr. Bonita Douzart, District 5; Mary Trammel, District 6; Raymond Green, District 7; Denee Locke,

District 8; Barry Rachal, District 9; Larry Ramsey, District 10; John Albritton, District 11; and Dottie Bell, District 12.

Administrative Appointments. Al Graham, director of classified personnel, recognized Martha Manuel, new assistant payroll manager. Charles Lowder, director of certified personnel, introduced Stacey Jamison, newly appointed Professional Development specialist.

NSBA Annual Conference. Mr. Rachal announced that he attended the NSBA Annual Conference in Boston, Massachusetts and will share a report next month.

VISITORS

RRU President Jackie Lansdale thanked the Board and administration for affording the employee organizations the opportunity to work with them. She noted recent joint efforts to pass the millage renewals as well as recognize the Most Improved Students in Caddo Parish. She stated in moving forward she believes the first order of business must be averting the teacher shortage crisis and the need to begin working in areas where the profession is harmed by devaluing it, i.e. tenure rights, over-reliance on evaluations and observations based on standardized testing. Mrs. Lansdale encouraged all to work together for good working conditions and support of administration, to design a pay structure and better support professional development, to recognize the need for progressive family medical leave, to recognize that employees need and deserve representation, and to demonstrate collectively that we value the profession by valuing the professionals. She also added she looks forward to working with administration in the future relative to the possibility of longer recesses especially in the elementary grades and changes in homework requirements.

LaTisha Whatley, parent, addressed the Board on her concerns about magnet testing. While she has spoken with several persons about her concerns, she stated she still has some unresolved concerns such as learning the name of the company responsible for the error, accuracy of updated information on test scores, the waiting list and the process for her child to be on the waiting list, conflicting comments about the availability of slots, lack of equal education in the neighborhood schools, need for magnet programs in the neighborhood schools, etc. She said it is unfair that the 184 students had to suffer or miss the opportunity for placement because of someone else's error.

ESTABLISH THE AGENDA AND PROPOSED CONSENT AGENDA

Superintendent Goree highlighted items for the Board's consideration and the following discussion ensued. President Trammel announced that items 6.01-6.02, 7.01-7.03, 8.01-8.04, 8.06-8.07 are the consent agenda. *Mrs. Locke moved, seconded by Mrs. Bell, to establish the agenda and proposed consent agenda as presented. Vote on the motion carried unanimously.*

CONFIRM THE CONSENT AGENDA

Mr. Ramsey moved, seconded by Mrs. Bell, to confirm the consent agenda (6.01-6.02, 7.01-7.03, 8.01-8.04 and 8.06-8.07). Vote on the motion to confirm the consent agenda 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 submitted in the electronic mailout.

6.02 Personnel Transaction Reports – Resignations. The Board approved the personnel transactions reports (resignations) for March 1-31, 2016 as submitted in the electronic mailout.

Item No. 7

7.01 Consideration of Purchasing Bids. The Board approved the following bids as recommended by staff and submitted in the electronic mailout on the bid tabulation sheets: (1) Area Wholesale Tires, LLC for the purchase of Truck Tires & Wheels 18T-16; (2) Area Wholesale Tires for the purchase of Recapping Truck Tires, 19T-16; (3) ABC Auto Parts for the purchase of Bus Glass Installation 20G-16; (4) Hill Oil for the purchase of Engine Oil, 20O-16; (5) Fruhauf Uniforms, Inc. for the purchase of Southwood Band Uniforms, 24U-16; (6) Multiple Vendors for the purchase of Canned and Frozen Food SFS-662 and for Fish, Poultry, Eggs, Meat, and Specialty Items SFS-663; and (7) Multiple Vendors for the purchase of Food Service, Paper and Supplies SFS-664. *The bid tabulation sheets are filed in the official documents of the April 19, 2016 CPSB meeting.*

7.02 Consideration of Capital Projects Bids. The Board approved the following bids as recommended by staff and submitted in the electronic mailout on the bid tabulation sheets: (1) Postpone Project 2017-243, “Herndon Replace Café Partition”; (2) Douglas Construction & Remodeling, with a Base Bid, Alternate 1, for the sum total of \$223,004.00 for Project 2017-228 “Caddo Magnet High Parking Lot North End”; (3) J. D. Electric Co., Inc., with a Base Bid and Alternate 1, for the sum total of \$105,250.00 for Project 2017-402 “Captain Shreve Lighting Upgrade”; (4) LaDanCo, LLC, with a Base Bid and Alternate 1, for the sum total of \$417,282.00 for Project 2017-232 “Keithville Re-Key Campus”; (5) Gene Nim Builders, Inc., with a Base Bid, Alternate 1 and Alternate 2, for the sum total of \$306,447.73 for Project 2017-233 “Northwood Re-Key Campus”; (6) Douglas Construction & Remodeling, with a Base Bid, for the sum total of \$193,369.00 for Project 2017-222 “Byrd Gym Bleachers”; (7) Abatement Services, with a Base Bid, for the sum total of \$63,976.00 for Project 2016-201C “Asbestos Abatement at Vivian”; (8) The Payne Company, with a Base Bid, for the sum total of \$293,000.00 for Project 2017-302 “Huntington HVAC at Gym and Auditorium”; (9) Martin Construction & Design, LLC, with a Base Bid, for the sum total of \$386,470.00 for Project 2017-231 “Fair Park Re-Key Campus”; (10) Douglas Construction & Remodeling, with a Base Bid, for the sum total of \$146,705.00 for Project 2017-223 “Southwood Gym Bleachers”. *The bid tabulation sheets are filed in the documents of the April 19, 2016 CPSB meeting.*

7.03 Consideration of Bid #28S-16 Sale of Royalty Interests in Mineral Lease. The Board approved the bid of Hyperion Oil & Gas for the Sale of Royalty Interest in Mineral Lease, #28S-16 as submitted in the electronic mailout.

Item No. 8

8.01 Property/Bus Rental Requests. The Board approved requests for use of CPSB school buses and facilities as recommended by staff and submitted in the electronic mailout.

8.02 Out of State Travel (General Fund). The Board approved request for out of state travel as recommended by staff and submitted in the electronic mailout.

8.03 Consideration of Resolution re: State Agency Lease #11413. The Board approved the resolution and extract of resolution for State Agency Lease #11413 as recommended by staff and submitted in the electronic mailout.

8.04 Consideration of Lease Agreement between Caddo Parish Schools and AMIKids. The Board approved the resolution and extract of resolution for State Agency Lease #11413 as recommended by staff and submitted in the electronic mailout.

8.06 Student Absences Due to Personal or Family Illness. The Board approved the proposed CPSB policy relative to student absences due to personal illness and/or serious illness in the family as submitted in the electronic mailout.

8.07 Consideration of Resolution Authorizing the Sale of One Half Royalty Interest of the Existing Lease in Section 16T 15N R12W. The Board approved the resolution, resolution extract and assignment of lease royalty authorizing the sale of one half royalty interest of the existing lease in Section 16T 15N R12W as submitted in the electronic mailout.

2014-15 COMPREHENSIVE ANNUAL FINANCIAL REPORTS

Mr. Ramsey moved, seconded by Mrs. Bell, to accept the 2014-15 Comprehensive Annual Financial Reports as submitted. Mr. Ramsey asked the external auditors if all parts of the budget were covered in their audit, including the General Fund, Special Funds, Title I Funds, CEEF, etc. Mr. Sims responded they were. Mr. Ramsey asked if the auditors discovered any type of fraud during the audit process, and Mr. Sims responded they did not. Mrs. Bell echoed Mr. Ramsey's comments. Mr. Rachal asked about the funds set aside for retirement and where that figure is in the financial report. Mr. Lee explained that while an amount was set aside, the District continues to add to that fund each year and it currently is built up to approximately \$20 million in the trust to offset retiree health care. Mr. Lee noted the location of this line item and that it only reflects the amount the District put in. Mr. Rachal asked if that can be labeled differently, and Mr. Lee said it is labeled in accordance with Federal guidelines. Mr. Rachal also asked the auditor if any discrepancies or fraud were noted when conducting the audit, and Mr. Sims confirmed they did not identify any evidences of fraud.

Vote on the motion to accept the 2014-15 Comprehensive Annual Financial Reports carried unanimously.

SUPERINTENDENT'S REPORT

Dr. Goree reminded everyone that the 32nd annual ArtBreak is being celebrated April 18-24 at the Shreveport Convention Center, the press conference and VIP Tour are scheduled for Wednesday, April 20th at 10 a.m., and the STEM parent workshop will be held at Huntington High School on Saturday, April 23rd from 9:00 to 12:30. Board members were encouraged to participate in these events.

ANNOUNCEMENTS AND REQUESTS

Miss Green stated how proud she is of Green Oaks High School and that they scored in the 90 percentile this year. Dr. Goree added there is an increase in every Caddo high school's graduation rate and he is excited that the things put into place are encouraging and keeping students in school. He credited the campuses and what they are doing to make this happen. Miss Green also expressed appreciation to the employee organizations for hosting the "Walk In – Buy into Education" rally on school campuses the Friday before the election.

Mrs. Brown asked that staff provide her with the status of driver's education in Caddo schools and if AMIKids will be in town next week. Dr. Goree announced AMIKids will be in town next week and will begin the transition to Hillsdale. Mrs. Brown indicated she would like for something to be done to prepare the campus for them, and Dr. Goree responded that staff is currently working on the Hillsdale campus for them.

Mr. Ramsey reported on the very successful Spring Fling in the Southwood High School Courtyard and how proud he is of these students. He also recognized the improvement seen in all of Caddo Parish's high schools.

Mr. Rachal announced that on Thursday evening, April 21st, the Caddo Career & Technology Foundation will award scholarships to students and in awarding this year's scholarships, the Foundation will exceed \$1 million in total scholarship dollars awarded.

Mrs. Bell expressed appreciation to Mrs. Lansdale and Red River United for once again hosting the Most Improved Student awards program.

Dr. Douzart congratulated Fair Park on increasing their score from 44 to 66. Ms. Trammel echoed Dr. Douzart's comments for Fair Park's growth as well as all Caddo high schools.

Mrs. Brown extended kudos to Superintendent Goree for his leadership and hard work toward the millage renewals.

EXECUTIVE SESSION

Student Expulsion Appeals. *Mr. Rachal moved, seconded by Mrs. Locke, to go into executive session not to exceed 15 minutes for each student. Vote on the motion carried and the Board went into executive session at approximately 5:32 p.m. The Board reconvened in open session at approximately 6:00 p.m. Mr. Ramsey moved, seconded by Mr. Albritton, to uphold TC's expulsion; allow the student to attend drug program; and if successful completion in the drug program and he tests negative for drugs; then he will be allowed readmission to Northwood High School in the fall on a behavior contract. However, if student is unsuccessful in the drug program, he shall remain at Academic Recovery. Vote on the motion carried with Board member Bell opposed and Board members Riall, J Green, Brown, Poljak, Douzart, Trammel, R Green, Locke, Rachal, Ramsey and Albritton supporting the motion.*

Mr. Rachal moved, seconded by Mrs. Locke, to go into executive session not to exceed 15 minutes. Vote on the motion carried and the Board went into executive session at approximately 6:02 p.m. The Board reconvened in open session at approximately 7:28 p.m.

Mr. Rachal moved, seconded by Mr. Green, to reverse the expulsion and allow the student to go back to her school, to make up any of the work that may have been missed, and to take any tests that may have been missed.

Mr. Ramsey moved, seconded by Dr. Douzart, to uphold the expulsion of student RH as recommended by staff. Vote on the motion carried with Board members Riall, R Green, Rachal and Albritton opposed and Board members J Green, Brown, Poljak, Douzart, Trammel, Locke, Ramsey and Bell supporting the motion.

Adjournment. *Miss Green moved, seconded by Mrs. Locke, to adjourn. Vote on the motion to adjourn carried and the meeting adjourned at approximately 7:31 p.m.*

T. Lamar Goree, Ph.D., Secretary

Mary A. Trammel, President

May 3, 2016

The **Caddo Parish School Board (CPSB)** met in special session on Tuesday, May 3, 2016 at 4:30 p.m. in its offices at 1961 Midway, Shreveport, Louisiana with President Mary Trammel presiding and the following board members present constituting a quorum: Steve Riall, Jasmine Green, Margaret Brown, Susannah Poljak, Dr. Bonita Douzart, Raymond Green, Denee' Locke, Barry Rachal, Larry Ramsey, John Albritton and Dottie Bell. Also present were Dr. Lamar Goree, superintendent, and Reggie Abrams, legal counsel. Dr. Douzart led the prayer and Pledge of Allegiance.

VISITORS

Johnette Magner congratulated everyone on the awesome improved graduation rates released this week. She noted the importance of graduating more students from high school in order to create a future for the community's young people, and her amazement at the increase seen in one year. She applauded Dr. Goree's vision and leadership, and the cooperation and commitment among the Board, principals, staff, teachers, et.al., in this success. Mrs. Magner also thanked everyone for a job well done and encouraged everyone to continue the work which will change the lives of today's young people as well as what Shreveport looks like in the future.

CONSIDERATION OF CAPITAL PROJECTS/CONSTRUCTION BIDS

Mr. Rachal moved, seconded by Mr. Green, to approve the following bid as recommended by the superintendent and submitted in the mailout on the bid tabulation sheet: (1) Bowman Grading & Asphalt, Inc., with a Base Bid and Alternate 1, for the sum total of \$159,987.00 for Project 2017-219, "Shreve Island Extend Parking Area Handicap." Vote on the motion carried unanimously. A copy of the bid tabulation sheet is filed in the official papers of the May 3, 2016 meeting.

CONSIDERATION OF REQUEST TO HOLD SALVAGE SALE AT HILLSDALE

Mr. Riall moved, seconded by Mr. Rachal, to approve the request to hold a salvage sale at Hillsdale as requested and submitted in the mailout. Vote on the motion carried unanimously.

PERSONNEL RECOMMENDATIONS

Mr. Ramsey moved, seconded by Mr. Rachal, to accept the personnel recommendation for area director as submitted by staff. Vote on the motion carried unanimously.

Mr. Ramsey moved, seconded by Mrs. Bell, to approve Diane Atkins as the appointee to the position advertised as Chief of Staff but re-designated as Chief Human Resource Officer, said designation to be reflected in the revised organization chart to be submitted by the Superintendent in July of 2016. Miss Green asked for clarification on the position and will the responsibilities remain the same. Dr. Goree explained there will be some modifications in responsibilities in the redesign and an effort made to strengthen the talent management division of the District. He stated one of the recommendations will be moving Communications from HR and reporting directly to the Superintendent. Vote on the motion carried with Board member Albritton opposed and Board members Riall, J Green, Brown, Poljak, Douzart, Trammel, R Green, Locke, Rachal, Ramsey and Bell supporting the motion.

Mr. Ramsey moved, seconded by Mr. Rachal, to approve the personnel recommendation for transformation specialist as submitted. Vote on the motion carried unanimously.

Adjournment. *Mr. Ramsey moved, seconded by Mr. Rachal, to adjourn. Vote on the motion carried and the meeting adjourned at approximately 4:43 p.m.*

May 3, 2016

The **Caddo Parish School Board (CPSB) Executive Committee** met in regular session on Tuesday, May 3, 2016 at approximately 4:44 p.m. (immediately following the CPSB Special Session) in its offices at 1961 Midway, Shreveport, Louisiana with President Mary Trammel presiding and Denee' Locke and Raymond Green present constituting a quorum. Also present were Board members Steve Riall, Jasmine Green, Margaret Brown, Susannah Poljak, Bonita Douzart, Barry Rachal, Larry Ramsey, John Albritton and Dottie Bell. Dr. Lamar Goree, superintendent, and Reggie Abrams, legal counsel, were also present. The prayer and Pledge were omitted.

PRESENTATIONS

Update on Strategic Plan – Academic Affairs. Keith Burton, chief academic officer, shared with the Board the following update on the Academic portion of the District Strategic Plan. He stated that the Academic Division is made up of the area school directors, directors of Title 1, Professional Development, Exceptional Children, Curriculum, accountability and instructional support and the Transformation and Innovation Officer.

Mr. Burton stated that the Academic Affairs' goal is to provide rigorous, well-founded instructional programs that accelerate academic opportunities for every child by reducing the achievement gap, ensuring every student graduates from Caddo college and career ready. In looking at the data for the past six to seven years, he highlighted the following three priorities, action steps for reaching objectives, as well as achievements made to date.

- K-2 Literacy – The percent of K-2 students performing at or above grade level in reading will increase by 32% based on the District reading assessment (DIBELS).
 - Improve early childhood programs. Community Fair was held to promote Caddo Smart Start, online registration is being researched, and 4 additional reverse mainstream classes have been scheduled at no additional cost to the district.
 - Individual Learning Plan to guide Response to Intervention for students scoring below benchmark. An Individual Learning Plan Template has been completed and will be included in the Caddo RTI Manual for the 2016-17 school year and professional development will be provided.
 - Align guidelines for instruction identifying time, content and actions seen with teachers. Staff has completed aligning the curriculum guidelines to the state guidebooks and instructional time for literacy will be increased by 25 minutes per day for the 2016-17SY.
 - Promote professional development that is related to the core components of the ELA instruction. Targeted District Professional Development will be offered this summer for K-3 grade teachers (Foundations for Teaching Reading) and K-8 schools (Dissecting the Louisiana Reading Standards).
- Student Proficiency in Core areas in Grades 3-8. The percent of students in grades 3-8 scoring proficient in ELA and math will increase by 19%.
 - Implement RTI with fidelity. RTI (Response to Intervention) checklist was created to assess each school's implementation of our intervention program.
 - Implement interim ELA and math assessments in grades 3-8. Instructional frameworks have been developed to guide teachers in lesson planning and pacing of ELA and math instruction, interims were created from databases and aligned to Louisiana standards, and math and ELA assessments were given at the end of the 1st, 2nd and 3rd nine week periods.
 - Implement data-driven instruction practices. Provided training to schools on Data Driven Instructional Practices.

- Align PD to DDI practices. Administered a professional development survey to all schools with results being used to drive the Caddo Professional Development Plan and scheduled district professional development days after interim assessments.
- High School graduation – Increase the high school graduation rate by 10 percentage points. The graduation cohort rate increased from 57.8 in 2010 to 75.2 in 2015.
 - Monitor and track all potential HS graduates' academic progress. Implement Individual Graduation Plans with parent signatures, students graduating on time over the past five years has increased by 17.4%, tripled the state's rate of growth this year and the class of 2015 led every district in north Louisiana in growth.
 - Foster growth of PLCs focused on data-driven instruction and academic progress. Implementing professional development opportunities for summer 2016 that will strengthen PLCs.
 - Plan and launch a virtual learning option. Committee was formed for the implementation of a Caddo Virtual Academy that will include coursework, training, and e-learning.
 - Certify targeted HS teachers to offer industry-based certifications. Provide 93 Caddo teachers the training for industry-based certifications.
 - Monitor and track all potential graduates on attainment of industry-based certifications.

Mr. Ramsey asked who developed the Learning Plan Template, and Mr. Burton said it was a group of Caddo directors, principals and teachers. He also asked if LETRS is a program Caddo had in the past, and Mr. Burton explained the District had this training in the past even though it was not as broad as the current offering. Also, there was not a plan in the past to truly support it, and now every school will have access to this training and designated individuals will have the sole job of insuring that the teaching is rolled out and supported. Mr. Ramsey asked if this program is a remedial one. Mr. Burton explained that typically schools that do not have a high rate of sufficiency will need this LETRs training across the board. Also, teachers still need to have Best Practices aligned to what is grounded in research. Mr. Ramsey asked if all schools will be allowed to implement this and Mr. Burton said they will. He also commented and applauded the idea of rolling forward with a plan for a Virtual Academy which he will ask to add to the coming agenda.

Mrs. Bell stated her need for more information on the proposed Virtual Academy. She also asked if the four-year program has successfully been placed in all elementary schools. Mr. Burton said universal pre-K is a great need in the District; however, at this time, we are only able to offer it at certain locations in the District due to the expense of the program. He further explained staff has looked at further maximizing dollars to implement a universal pre-K program in all schools; however, at this time, the resources are not available to do so. Mrs. Bell requested a list of the schools that do have the pre-K program.

Mr. Albritton asked for a thumbnail of the Virtual School concept and Mr. Burton explained that it would be a real school not necessarily with brick, mortar and a traditional schedule. He stated a student that may not be successful in the traditional school and is currently being home schooled would have the ability to get core classes in a virtual model, be able to interact with a teacher via computer and other media means, receive quality instruction aligned with the State's curriculum, and progress through middle and high school grades. He also explained that the District would seek to draw students for the Virtual Academy from other areas in the State and not Caddo public school students. He also added there is no typical calendar so coursework can be completed as quickly as the student can do so.

Dr. Goree stated that even though he is excited that Mr. Ramsey wishes this to be placed on the Board agenda for May, he agrees that the Board will need to be provided additional information

on the Virtual School. Because we live in such a technical savvy world, Dr. Goree stated this is just another opportunity to offer students a choice.

Dr. Douzart asked if Caddo will continue to offer college courses to Caddo students, and Mr. Burton said we will in grades 9-12.

Mr. Riall asked if in proceeding forward, this will insure every child is enrolled and the District will receive its MFP dollars. Mr. Riall also asked if regular teachers will be communicating with students. Mr. Burton replied that it is anticipated the District would have a preliminary number of 67 students, 4 teachers and labs in the north, center, and southern parts of the district. Mr. Riall asked about the concerns with the Louisiana High School Athletic Association and home-schooled students being able to enroll in cheer, etc. Mr. Burton responded that LHSAA has established rules for eligibility and we would follow their guidelines.

Mrs. Brown expressed that virtual school may be behind, but it is important for the Board to know what is happening in this program. Mrs. Brown indicated how well students adapt today to technology.

Ms. Trammel stated the board has heard the presentation on the Virtual School Academy and asked if it is possible to bring back the presentation for the Board. Mr. Ramsey pointed out that the Louisiana Virtual School is contracted out and Districts are gouged about \$8,000-\$10,000 per student making it very competitive.

Mr. Green stated it is very clear when you state what you will do and when you do it. He also reminded everyone present that if you fail to move with time, time will move without you. He said he believes it is time to do what the Board believes it should do.

NSBA Annual Conference. Mr. Rachal shared with the Board information from the National School Boards Association Annual Conference. Sessions he attended covered topics such as savings in energy conservation and contracting with third parties, positive Board member media responses, digital learning, communication tools to provide accurate information and a means for the public to communicate with the school system and the school board, return on investments, Board member roles to determine priorities and direction and not micromanaging. He stated that the school system is an economic driver for Caddo Parish and all the surrounding areas, and he believes the public needs to understand this. Mr. Rachal also expressed the need for committees to be appointed to address energy conservation as well as digital learning across the district.

Contemporary Family Services. Marcus Jones, outreach coordinator for Contemporary Family Services, Inc., addressed the Board on mental awareness and that May is Mental Health Awareness Month. Mr. Jones stated that it takes a concerted effort of all local agencies, institutions, schools and government bodies to understand and address mental health issues and curtail the stigmas that prevent people from getting the help they need. He announced that during the month of May their objective is to initiate an outreach effort to reach people where they are, to increase awareness of available resources and build relationships based on respect and trust.

Let the School House Speak. Jackie Lansdale, president of Red River United, announced that the employee organizations are present to share defining moments in reclaiming the reality of everyone working together to move forward in what many know is a great school district. She reported that last year the organizations, along with representatives from the Board and administration, began to work together, and they will move into other elements to involve the public in the schools. She stated that another defining moment was during the Walk in for Public Education and when asking students if they knew what public education means, a young man responding that it means all can go here.

Mary Nash-Wood summarized the efforts of the organizations to look at how we can better understand public education stakeholders and meet their needs, and they began by creating conversations centered around school improvement and the purpose of how the community can come together to build up the schools and everyone take ownership in the schools. She shared feedback from those who attended meetings scheduled at Walnut Hill, Donnie Bickham, University, Green Oaks and Vivian. Common themes found at these campuses included the calendar, universal preK, greater communication with certified and classified employees, transportation, magnet requirements, better accountability of district finances, implementation of programs with fidelity, solid plans for pay increases, professional development opportunities, district leadership on campuses and classrooms, information from the district about other schools in the district, homework, charter schools, more funds allocated to student resources, too much paperwork taking away from instruction, equity among schools relative to quality of programs, etc. She also noted that no one denied the fact that progress is being made across the district and they credited Dr. Goree for his leadership in this growth. Mrs. Wood said that everything they heard was also heard in the report made to the Board last December from Carolyn Spaht Gonzalez and Wendell Delaney and they are encouraged that the community is sharing with the district how it feels and what they believe can be done to improve schools.

Miss Green expressed appreciation to the professional organizations for organizing this effort to hear from the communities and move in this direction.

Dr. Goree echoed Miss Green's comments for the professional organizations work in accumulating this information and that Mrs. Wood provides updates on the information received.

ESTABLISH THE AGENDA AND CONSENT AGENDA FOR THE MAY 17, 2016 CPSB MEETING

Superintendent Goree highlighted items for the Board's consideration at its May 17, 2016 meeting and the following discussion ensued.

2015-16 Budget Revisions. Mr. Rachal asked staff to explain how they arrived at the \$6 million difference. Mr. Lee responded that each year when presenting a budget to the Board, staff presents an estimate on how it believes the District will end the year. When the books were closed out with actual numbers, a \$3 million adjustment was made to the beginning fund balance in the 15-16 budget. Mr. Rachal asked if it is correct that the Board originally adopted a balanced budget, but now the District will be approximately \$6.9 less. Mr. Lee explained that in looking at the budget for this year the Board will not consider the adjustment of the \$3 million in revenue as a result of the drop in sales tax revenue. Mr. Rachal asked about the \$2 million mid-year adjustment in payments to the authorized charter schools. Mr. Lee explained that the number of students continues to grow now being in the 800 range and continuing to grow beyond what the district predicted. Referencing the recent discussion relative to the expansion of Magnolia, Mr. Rachal asked staff about the cap number for Magnolia, and Mr. Lee responded that he does not know, but he believes with the expansion, the enrollment will be capped at 2,000 for the K-12. Going into the budget process, Mr. Rachal asked if adjustments are being made in the budget for next year relative to this number, and Mr. Lee confirmed staff is and will be looking at numbers at Magnolia, Pathways and AMIKids and anticipates approximately \$10 million will be paid to these schools. He further stated that some of this amount will be offset since staff has renegotiated Ombudsman to fewer students and sites which will cut that cost from \$4 million to \$2 million. Dr. Goree clarified that staff is working diligently on the unanticipated \$4 million cost and is looking closely at how staff is positioned, any reductions needed, etc., to get the deficit as low as possible. Staff will be aggressively looking at this in preparing to bring the Board a balanced 2016-17 budget.

Miss Green asked Mr. Lee to repeat his comments relative to charters, and Mr. Lee explained that Caddo will have three charters next school year and staff anticipates a payout to the three charter schools of approximately \$10 million. Dr. Goree noted the importance of being as smart as possible in managing the charter process and that in the future, this needs to be addressed since charters have the ability to draw children district wide. He added it also will be necessary to look at opportunities to make up revenue lost to these charters.

Mrs. Brown indicated she is concerned and asked if it is necessary that the District has this many charter schools. Dr. Goree stated there is a need to look at the charter providers from a fiscal perspective and provide the best options for students in the system. He stated that he, along with his staff, is prepared to provide the Board with more information because if the District is seeing a loss of students, then a reduction in staff will be necessary. Jim Lee said that the staff has, during the process of considering charter school services, looked at schools that would provide alternative school services where Caddo has not been as successful.

Mr. Ramsey noted recent action in Baton Rouge where the MFP funds were reduced by \$50 million and asked what this means to Caddo. Mr. Lee explained that the last time he looked at this information, it was \$2.5 million, and this amount was tied to a pay raise given teachers which they will no longer fund.

Mr. Riall asked if Pathways and AMIKids will offer any transportation. Mr. Lee said AMIKids will provide transportation, but he does not believe Pathways will. Mrs. Trammel asked if Caddo received a report from Magnolia, and Dr. Goree stated that Magnolia did provide a report which he forwarded to the Board. Dr. Goree said he will resend the report and the next report will probably be presented in the fall at the conclusion of academic scores.

Mr. Rachal asked if there were no reserves, how this issue would be addressed, and will we look at ways to cut expenses. Dr. Goree responded that when 85% of a school district's revenue is devoted to human capital, the District would be in a position of looking at a reduction in force. This is why it is important to note that he has pushed back the first budget work session by a week to give staff time for additional conversations on how to tighten the budget and not dip into the reserves. Again, he said staff is determined to look at the budget and make changes without a reduction in force and present a balanced budget to the Board. Mr. Rachal noted how fortunate the District has been to have reserves; and if we begin dipping into reserves and continue to do so without addressing expenses, the reserves will soon be exhausted.

Closure of Barret Paideia Academy. Miss Green asked Dr. Goree if staff has an exit plan for the closure of Barret. Dr. Goree reported that staff has and has met with the Barret staff. He said staff has worked on the opportunity to close this campus for approximately a month and met with all stakeholders at Central Office that will support the closing of Barret and yesterday met with the Barret staff and Human Resources to insure them they will be taken care of in this move to close Barret. Miss Green also asked when will parents be notified, and Dr. Goree said that on tomorrow staff will send something to the parents that it is on the May 17th Board agenda.

Mrs. Bell asked about the employees at Barret, and Dr. Goree responded that staff feels very good about the situation and that employees at Barret will know within a week of the summer where they will be placed for the next school year. He said typically teachers follow the students, but staff is looking at the administrative, office and cafeteria staffs to place them in vacant positions as a result of retirees and resignations and these employees will be placed first in vacant positions.

Revisions to Attendance Lines as a Result of the Closure of Barret. Mrs. Poljak asked for a clearer map of the attendance lines for the current Barret as well as the revisions. Mr. Woolfolk provided an overview of the proposed changes in attendance lines for Stoner Hill, Creswell, and

Arthur Circle. Dr. Goree said in looking at the attendance lines, staff did look at the number of students that are currently populating these areas (Stoner Hill, Creswell and Arthur Circle). Mrs. Poljak asked if she understands correctly that Stoner Hill will get some of Barret's students, and Mr. Woolfolk explained it will receive students from the northern section, and he noted that the northern section of the Stoner Hill attendance lines has a break in it so that the approximately 20 students attending Creswell will not be affected.

Mr. Rachal asked if after meeting the needs of the 20 students in Creswell's attendance zone not being rezoned into Stoner Hill, will we make that correction from this point forward. Dr. Goree replied that he and staff will look at the different situations, i.e. siblings, and make a determination. Mr. Rachal asked to receive the capacity of each school, and Mr. Woolfolk said they will all be able to accept the Barret students and still operate within the policy. Mr. Rachal also inquired about the Arthur Circle attendance boundary and his question of concern about capacity and utilization. Mr. Woolfolk reported that Arthur Circle is at 65% utilization and Creswell is close to capacity as well as Stoner Hill. Dr. Goree added that staff is attempting to maximize capacity in all schools that are still open.

Mrs. Locke asked Dr. Goree if staff has met with the Stoner Hill, Creswell and Arthur Circle staffs and the superintendent stated that this happened today.

Sale of Barret Paideia Academy. Mr. Rachal asked if an appraisal has been done on this property. Mr. Woolfolk responded that an appraisal is being done and should be completed in a couple of days. He said he received a call that it appraised at \$1,050,000 (\$875,000 for the building/\$175,000 for the land) for the 43,688 square foot building and 5.69 acres.

ADDITIONS

Mr. Ramsey requested that an item on Caddo Virtual Academy be added to the agenda. Mrs. Trammel asked if this is for information only at this time, and Mr. Ramsey said it cannot be approved unless it is on the agenda and he would like to see it added for May 17th. President Trammel stated she believes we need to allow staff to answer and clarify all questions and place this on the June agenda. Dr. Goree recommended adding the item and staff can meet with Board members prior to the next meeting to present additional information and answer questions.

Mr. Rachal asked that an Energy Conservation Committee and a Digital Learning Committee be added to the agenda. Mrs. Trammel announced that she will follow up and move forward with setting up these two committees.

Regarding Virtual School, Mrs. Bell said she needs additional information and would like the opportunity to hear a full report on Virtual Schools to ask her questions so she fully understands and can better answer questions from her constituents.

Dr. Goree indicated that this is something staff had planned to bring to the Board in the budget process because it is something that needs to be added. He and staff will provide the information so everyone is comfortable in making a decision.

Mr. Ramsey referenced staff's comments about moving forward and the importance of all teachers having their next year assignments before they are released for the summer break. Also, if staff does not have a concern about getting everyone and everything in place for the 16-17 school year, he understands. Mr. Ramsey asked that staff report back to the Board at the May 17th meeting, and Dr. Goree also said they can hold individual, small group meetings to discuss this.

Mrs. Bell stated her concern to not rush in implementing anything before all Board members' questions are answered. She added she is not against it, but only wants additional information before she is asked to vote.

Mr. Albritton said he only wants to make sure that we are not trying to have this in place next fall because he understands the complexities of technology, operating under a tight budget, addressing personnel issues, absorbing Barret school, and the impact of charter schools.

Dr. Goree again reminded the Board that is one of the reasons for pushing back the budget work session schedule at which time consideration will be given to deleting some programs and adding others. From initial conversations, Dr. Goree said that between the District's 2020 work there is a virtual process for many students earning many credits online. He said staff believes this can be accomplished while minimizing the cost to the district; however, this too is a part of the questions, how do we do this and not impact the budget negatively and also bring value to what is being done for students.

Mrs. Trammel asked the superintendent about the timing for bringing this to the Board, and Dr. Goree explained that this is an item staff would bring to the Board during the budget work sessions and is when, in the past, new programs were presented as well as existing programs staff believed needed to be eliminated. Last year additional sessions were not needed because the budget was so tight; but as the District looks to improve and better utilize funds, it is possible that additional work sessions will be scheduled in order to get to a working budget. Dr. Goree also stressed that in his leadership style, he doesn't want the thought to be that we will not continue to add things that bring value because the District loses money; but as this is done, a decision will have to be made on what will be eliminated. While he understands the concerns and questions, Dr. Goree said he believes the Board will find this to be a worthwhile program.

Mr. Ramsey clarified his request that Dr. Goree bring the Board a report on May 17th under Superintendent's Report.

Mr. Lee also presented information on an additional workers' comp claim that needs to be added to the agenda for the Board's consideration on May 17th.

CONSENT AGENDA

President Trammel announced the following items as the consent agenda: 7.01-7.02, 8.04-8.09, and 8.11. *Mrs. Locke moved, seconded by Mr. Green, to approve the proposed agenda and consent agenda for the May 17, 2016 CPSB meeting as presented. Vote on the motion carried.*

ANNOUNCEMENTS

Mr. Lee announced that the Caddo Parish School Board will be adopting millage rates at the June Board meeting.

Mr. Rachal announced that he will schedule a meeting of the CPSB Building and Grounds Committee on May 17th at 3:00 p.m.

Mrs. Bell also announced she will be scheduling a meeting of the Insurance and Finance Committee and will announce the date and time after meeting with Mr. Lee.

Adjournment. *Mrs. Locke moved, seconded by Mr. Green, to adjourn. Vote on the motion to adjourn carried and the meeting adjourned at approximately 7:00 p.m.*

May 3, 2016

The **Caddo Parish School Board (CPSB) Transportation Committee** met in regular session on Tuesday, May 3, 2016 at approximately 3:00 p.m. in Room 1 at 1961 Midway, Shreveport, Louisiana with Chair Steve Riall presiding and the following committee members present constituting a quorum: John Albritton and Jasmine Green. Also present were Dr. Lamar Goree, Attorney Reginald Abrams, James Woolfolk, Jeff Howard and Jim Lee. Additional Board members present were Mary Trammel, Larry Ramsey, Raymond Green and Dottie Bell. Mr. Albritton led the prayer and Pledge of Allegiance.

Otis Jones, Director of Transportation, introduced the following Transportation staff members: Booker White, Transportation Supervisor; Raylette Jewitt, Recruiting/Training Specialist; and Virgin Rachal, Routing Supervisor.

Substitute Bus Drivers. Mr. Jones explained that there are currently 276 drivers and 18 inactive drivers, so every day the District begins its day at approximately 6.7% in the hole when addressing absences. Ms. Jewitt reported that some of the department's on-going efforts to address this include meeting with Sportran's general manager about their pool of 503 applicants they have not used; and he agreed to include Caddo's transportation flyer in the application process to make them aware of options available while they are waiting on an opening with Sportran. She also reported on presenting this information to Caddo's retirees. Mr. Jones added they also discussed with Mr. Washington (Sportran general manager) the possibility of using their bus washing facility since it was built with Federal funds.

Mr. Jones stated that because on-time delivery is an area of concern, staff continues to work on earmarks developed for delivering students on time. Booker White reported that the department began the 2014-15SY with a baseline of 93% on-time delivery and at the beginning of the 2015-16SY the morning delivery was at 92.8%. At this point in the 2015-16SY, the on-time deliveries have been at 94% plus based on the availability of more sub drivers. Mr. White said the department continues to trouble shoot and work closely with agencies in Shreveport to increase the availability of sub drivers.

Mr. Jones added there are presently 11 trainees on the buses working to complete their 10-day training; and upon completion, these will be available to drive. He also reported there are approximately 20 in a class to begin May 23rd; and hopefully, they will be available to sub beginning in the summer.

Mrs. Bell asked if consideration has been given to putting in bus garages (similar to Vivian) in other areas of the parish so bus drivers and staff (route specialist and secretary) are closer to the schools they serve. Mr. Jones said there are approximately 80 buses at the northern garage and everyone else is serviced by the Midway garage; however, buses do have assembly areas for parking, i.e. Huntington on the west side, Southwood, Captain Shreve (Lee Hedges). Dr. Goree questions whether or not Caddo is large enough for this, but staff will look into the feasibility. Staff added that even though Midway is the hub, drivers do not have to report before they cover a route, but only get to their bus and cover the route. Dr. Goree also asked if there are remote stations for buses to fill up with gas, and Mr. Jones responded buses can fill up at the warehouse.

Mr. Riall also asked if the time between graduation and driving can be shortened since bus drivers are accepting other positions before Caddo places them. Mr. Jones stated they have begun addressing this issue by making sure they understand it is Caddo's intent to hire them because they intend to do a good job for Caddo. Mr. Jones explained they will still be considered subs until they pass all criteria. At this time, it is about six months to one year before we hire and we hope to drop that to 30 to 60 days, and if needed, extend the probationary period.

Mr. Green stated that he understands the problems created if only one bus driver is late, and he believes we can do better.

Update on the Status of the Bus Fleet. Mr. Jones reported that some buses in 2011 were defective with Caterpillar engines and they knew the District would have problems with these defective elements. By the time they learned there would be a problem, the warranty period had passed; and even though Mr. Abrams talked with Caterpillar, they still would not do anything in the matter. Because the defect caused smoke inside the bus, staff categorized them as with heavy smoke, moderate smoke or light smoke. The buses categorized with heavy smoke are no longer in service; and he is proposing that staff continue with the lease to own on the regular buses, but would like to lease to own five used 2012 regular ed/AC buses at a cost of approximately \$65,000-\$66,000 a year. Mr. Jones explained that used buses constitute 60% of the cost of a new bus and they become available through dealers as a result of a district or private owner not able to keep up with the note. He further stated staff is recommending replacing seven engines at approximately \$111,000. The question was raised and staff will look into why a bus with low mileage might be replaced versus installing a new engine.

ESTABLISH AGENDA AS SUBMITTED

Mr. Albritton moved, seconded by Miss Green, to establish the agenda as submitted. Vote on the motion carried.

Route Preparation for Summer School and Start of School for August 2016. Virgin Rachal reported that staff has met regarding preparing for summer school bus needs, field trips, and payroll. She explained that because of the complaints in the past with paying summer drivers, the drivers will be paid the same as summer school teachers. Ms. Rachal further explained that historically the department has rotated seniority with first come first serve for summer school and this year it is seniority. They are accepting these requests now and anticipate routes being set up after the 18th so the information can be sent to the schools, drivers and students prior to the end of school. Relative to the start of the 2016-17 school year, she reported she is assessing the new Edulog software to make sure it is very user friendly and is providing accurate information for the schools and parents. She further reported that over the summer she will also do a full assessment of all runs and routes taking into consideration expanding boundaries, the new bell times, as well as address issues with sub drivers. Currently, there are 311 routes and she will be updating and verifying the routes, stops and times in the system. Ms. Rachal also reported that staff is working on being as efficient and courteous as possible in responding to parents and customers. Mr. Ramsey asked for clarification on the selection of drivers by either seniority or first come first serve, and Ms. Rachal explained this is the process for summer school only.

Mr. Jones added that because Caddo has magnet components at many of its schools, many times they will get the names of students in the magnet components two or three days before the start of school so they can create a route for them; and he has talked with Mr. Burton about the possibility of getting these names earlier so they will have a route in place when school starts.

Update on Bus Wash. Mr. Jones reported that the Board approved funds for a new on-site bus wash; and because the first bid was over budget, they have gone back to the design professional to bring the project within the budget. To date, a pre-bid conference was held and the project is now scheduled to be bid on May 10th with a recommendation coming to the Board on May 17th.

Bus Driver Critical Shortage. Mr. Riall asked if we have sent to BESE that we have a critical shortage of bus drivers, because he understands a waiver can be requested of the State Retirement so retired bus drivers can return one year after retiring without forfeiting any pay. Mr. Jones indicated he is not aware of any districts rehiring retired bus drivers because their pension would be suspended for the first 12 months immediately following retirement. Mr. Riall clarified that is correct, but if they return after being retired 12 months and the District receives a waiver because of a critical shortage, they can draw their pension and pay for returning to drive. Mr. Abrams also clarified that non-retiree applicants must be hired first and you must be able to show the inability to hire drivers and the critical need. The question was raised if districts also hire subs, will this exempt qualifying for the waiver, and Mr. Abrams said the district must certify there is a critical shortage.

Bus Driver Pay Issues. Mr. Riall asked for an update on drivers being timely paid for extra runs. Mr. Jones said the drivers are satisfied and happy in this area now and that a change was made this school year to make sure that drivers for out of town trips are reimbursed for meals the same as other Caddo employees are reimbursed. Mr. Jones explained that an issue they have been working on includes drivers being comped their meal and still wanting the school to pay them the per meal per diem amount. Dr. Goree reported that his Cabinet has discussed this issue and how the policy is designed. Following a lengthy discussion, Mr. Abrams indicated it may be necessary to reword the policy to address the issues of reimbursement for meals not included in registrations so an employee can be reimbursed by providing a receipt for the cost of meal(s) not covered on a school trip. Miss Green stated that she believes it important to have something in place before the next school year so drivers are aware of the policy for reimbursement of meals on required school system trips.

In looking at Board policy, Mr. Jones stated that many drivers are also asking for a check for the meal prior to the trip and he has explained that advances are not given, but a request for reimbursement can be made upon return from the trip.

Visitors. Mrs. Lansdale stated the important thing is being respectful when presenting policy to the employees. She also indicated her interest in having on the agenda the number of special favor routes for accommodating someone. Mrs. Lansdale also addressed the need for professional development, i.e. how to write referrals and address discipline issues, as soon as permanent drivers are hired. She also referenced securing waivers for hiring retired drivers after they have been retired for a year and possibly including a specific period of time.

Adjourn. *Mr. Albritton moved, seconded by Miss Green, to adjourn. Vote on the motion carried and the meeting adjourned at approximately 4:05 p.m.*

May 17, 2016

The **Caddo Parish School Board (CPSB)** met in regular session on Tuesday, May 17, 2016 at approximately 4:30 p.m. in its offices at 1961 Midway, Shreveport, Louisiana with President Mary Trammel presiding and the following board members present constituting a quorum: Jasmine Green, Margaret Brown, Susannah Poljak, Dr. Bonita Douzart, Raymond Green, Denee' Locke, Barry Rachal, Larry Ramsey, John Albritton and Dottie Bell. Also present were Dr. Lamar Goree, superintendent, and Reggie Abrams, legal counsel. Mr. Riall was absent. Dr. Douzart led the prayer and Pledge of Allegiance.

CONSIDERATION OF MINUTES OF THE APRIL 19, 2016 AND MAY 3, 2016 CPSB MEETINGS

Mrs. Bell moved, seconded by Mr. Rachal, to approve the minutes of the April 19, 2016 and May 3, 2016 CPSB meetings as submitted. Vote on the motion carried unanimously.

RECOGNITIONS AND PRESENTATIONS

Dr. Mary Nash-Robinson, chief of staff, on behalf of the board, recognized the following staff members and students for recent achievements. President Trammel and Superintendent Goree congratulated and presented each one recognized with a certificate acknowledging their accomplishments. Newly appointed administrators were also recognized on their new positions. Administrators, family and friends present were also recognized.

Barret Paideia Academy. The Barret Paideia Academy School Percussion and Dance Troup, made up of 2nd-5th grade students participating in the Urban Support After-School Tutoring Program, performed "Miss Mary Anne", a Caribbean favorite, as a tribute to Dr. Mary Nash-Robinson.

2016 Presidential Scholars Program. Julia Ash, Joshua Myers, Meghana Rao, and Cameron Wallace were recognized for their selection as candidates in the 2016 Presidential Scholars Program, a program recognizing and honoring some of the nation's most distinguished graduating high school seniors and does so by invitation only.

Kevin Mills II Graduates with Perfect Attendance. C. E. Byrd High School graduate Kevin Mills II, a walking miracle, was recognized for having perfect attendance for 13 years (2,548 days).

National Gold Council of Excellence Award. The Captain Shreve High School Student Council was recognized for being awarded a 2016 National Gold Council of Excellence Award by the National Association of Student Councils. Captain Shreve is one of only two schools in Louisiana to receive this prestigious award, and has won the award nine consecutive times. Martha Goza, Captain Shreve Student Council sponsor, was also recognized as the Region's National Student Council Advisor of the Year.

2015-2016 SMART Students, Mentors and Research Projects. The following 2015-16 SMART Class members were recognized for their research efforts: Madison Davis and Carson Handley, C. E. Byrd High School; and Caretia Washington, Isabella Van Savage, Amir Kaskas, Meghana Rao and Margaret McNew, Caddo Parish Magnet High School.

North Caddo Magnet High Robotics Teams. Two teams from the North Caddo Robotics were recognized for their successes at the National mini-Urban Robotic Challenge in Tampa, Florida. Team members recognized were Team 1 members Emily Taylor, Ashley Wolfe, Alissea Poston and Elijah Dickey; and Team 2 members Breanna Allen, Cheyenne Sparaco, and Dulce Soares.

Amazing Shake Competition Winners. The following were recognized as winner's in The Amazing Shake competition in Washington D.C.: (1) Chakirian Wilson, Midway Elementary

(preK-3); (2) Ra'Mya Hamilton, Sunset Acres Elementary (4-6th); and (3) Matthew Turner, Caddo Middle Career and Technology School (7-12).

The School Innovation and Change Awards. Westwood Elementary was recognized as one in only five schools to receive the National School Innovation and Change Award for making a difference in closing the achievement gap and moving away from failing status. Westwood was also the recipient of a \$10,000 sustainable grant.

Newly Appointed Administrators. Charles Lowder, certified personnel director, recognized the following newly appointed administrators: (1) Juley-Ann Taylor, Transformation Specialist; Dr. Karen Peace, certified recruiter; Ellyn McKinney, director of professional development; Brenda McDonald, area director of school performance; and Diane Atkins, Chief Human Resource Officer. Al Graham, classified personnel director, introduced the following newly appointed supervisor: Rebecca Kysar, assistant accounting supervisor.

PUBLIC HEARING FOR NAMING A WING AT CADDO PARISH MAGNET HIGH SCHOOL FOR MARY ROUNDS

President Trammel announced the public hearing open to hear from anyone wishing to address naming a wing at Caddo Parish Magnet High School for Mary Rounds. There being no speakers, the public hearing was closed.

VISITORS

Brenda Watkins addressed the Board on the capital projects job for Fair Park High School this summer. The project, which will be for safety and security reasons, includes electronic card swipe devices and a centrally controlled lock down system. She asked if there will be someone to man the controls of these systems at all times, is it being done at Fair Park only or at other high schools as well. She further stated that this type of safety and security equipment was not put in the new Bossier high school; and, to her, it a type of prison equipment. She said the Transformation Zone has stressed and proven the climate and culture which is not inclusive for education and is more like detention; and she questions if it is a positive improvement or a setback for Fair Park. When talking about \$300,000 for this project, she believes this could be spent for other things in the school and it is a waste of taxpayer's money. She asked the Board to consider vetoing this position.

Tom Arceneaux addressed the Board on the closing and selling of Barret Paideia Academy and knowing it is for sale and the needs associated with unused buildings, he asked the Board to strongly consider preserving the front facade of the school as well as the first wing and placing this restriction on whoever purchases the building. He stated his appreciation to Dr. Goree and his staff for taking the time to meet with them about where they stand in this matter and encouraged the Board to preserve the historical facade of this building.

Lane Callaway, chair of the Shreveport Historical Commission, addressed the Board on Barret School and that this school is a part of the urban heritage of historical Shreveport. He shared how Barret contributes to the pattern of Shreveport history being built. He noted that Edward F. Neal, architect who designed Barret Elementary, is known nationwide and many of his buildings are on the National Register of Historic Places. Barret is important to Shreveport not only because of education, but also it contributes to the architectural heritage of the city. Barret School meets the criteria of integrity and purpose and the façade has been there since 1916. Being 100 years old, Mr. Callaway stated that the Commission strongly encourages that a no harm clause be placed in the documents when it is sold. A no harm clause does not mean that the interior cannot be rehabbed or repurposed, or a new building placed on the property, but the historic integrity must be kept. He also noted several techniques that one might propose, but some are against the principals of Historic Preservation. The Commission agrees to work with the new owner for repurposing and they also wish to keep it as part of the urban history of Shreveport.

Jackie Lansdale, president of Red River United, addressed teacher evaluations and stated that she believes every district is obligated to say to the public that the teachers in the system are good. She said she believes there needs to be a more comprehensive approach on how we engage in teacher evaluations. Because research indicates there is a very small percentage of ineffective teachers nationwide, it makes sense that an observation/evaluation program would be built for those who do good teaching in the system, one that promotes life-long teaching as a profession, is engaging, has the ability to visit/work with colleagues, is one of trust and not fear, etc. Mrs. Lansdale shared what she sees happening statewide, i.e. Value Added Model changes, and the fallacy that only a small percentage (1 in 3 teachers) will have the data for Value Added which becomes a “gotcha” moment for a teacher in the system and the Board sets itself up for litigation. Also, she noted that under the new Every Student Succeeds Act, the act that took the place of No Child Left Behind, a lot of the evaluation and observation system is returned to local control, and it is important that Caddo makes certain that its evaluation system allows for promotion of the good teachers teaching in Caddo Parish. She also shared her position with the foreign teacher issue that they are working with the immigration attorneys and will bring something back to the Board when they have concluded their research.

Lane Hunnicutt, retired Caddo Parish administrator, spoke in support of the foreign teacher issue and he requested a conversation with the Board on this employee’s hiring at Summerfield. Mr. Hunnicutt said he has never heard of a situation in Caddo Parish where a teacher (husband and wife) were told they would no longer have a job and had two months to prepare for that, something which he believes is unacceptable. He asked the Board to reconsider and proceed slowly in this matter because this employee was one of the best employees he ever employed.

Everado Recendiz, representative of the Legal United Latin American Citizens, addressed the Board on the foreign teacher issue and his disappointment in how the situation has turned out. He noted how difficult immigration is and how they depend on their employers to stand up and do the right thing. He asked the Board to review this case with clarity and how it came to the point it is.

Guillermo “Willie” Ortiz, president of the LULAC chapter in Shreveport, shared their involvement in the city; and until now, this community has really embraced the Latinos. However, the current issue is disturbing to him and it seems as though it is as a result of clerical errors. Mr. Ortiz reported he has met with National representatives on this issue and they are currently reviewing the case, waiting to see what the Board will do to correct the errors.

Alexis Appleton presented the timeline for placement of the foreign teachers in Caddo beginning in 2006. In the last few months, she explained clerical errors surfaced relative to permanent pay and adjustments made to meet requirements. She also noted the lack of a signature on required documentation, the lack of the salary being posted in the job advertisement, negligence on the part of the immigration attorney for Caddo, and the need for someone to take responsibility and correct the clerical errors on the documents immediately.

Holly Viola, parent, addressed the Board on the positive role model the Summerfield foreign teacher has been in her daughter’s life. Learning that this teacher will no longer be at Summerfield has been very upsetting to her and has affected her greatly. She encouraged the Board to reconsider this situation.

Leah Pouncy read a letter from former Board member Kacee Kirschvink who assisted in this matter last year, encouraging the Board to keep its promise made a year ago to this family and allow them to continue teaching Spanish in Caddo Parish while they continue in the process to become U. S. citizens. She asked the Board to not just look at this as black and white, but look at this matter from all angles and do the right thing.

Mr. Abrams explained that the Board does not respond to visitors’ comments and shared that it is not the Board’s decision to let these employees go back home. These foreign employees came here on a J1 visa; and because they wanted to stay in the United States, they applied for a H1B visa. As a part of that process, the District must certify there is a shortage of teachers in a

category (in this particular case, Spanish teachers). He further explained that a couple of years ago, these teachers returned to the Board asking the Board to sponsor them for a green card, and at that time, in order to move forward, the District had to certify there was a shortage in the area in which they would teach and this is because immigration law states you cannot displace another qualified U. S. worker. As a result, the CPSB hired these employees, fully paid their salaries of approximately \$42,000, and advertised the job as required by immigration at \$42,000 which is what we consider to be the prevailing wage. Mr. Abrams added that after advertising the positions, others were interviewed as well; but during this time, the Department of Labor (DOL) indicated that the prevailing wage was \$47,000 and not \$42,000; and he clarified that this was not an error since the District had approved teachers at \$42,000, but the DOL disagreed. At this point, Caddo appealed it to the DOL to make a determination but they denied the appeal maintaining that the \$47,000 was the prevailing wage the District had to pay teachers and was more than what other Caddo teachers were being paid. When this was brought back to the Board, Mr. Abrams explained that the Board agreed to pay the additional amount for these teachers, even though the advertisement was for \$42,000. An audit occurred and it was determined that had the advertisement been at \$47,000, there would have been more U. S. teachers apply; and if you have qualified U.S. workers, they must be hired first. Mr. Abrams added that the Board did approve the increase in salary; however, when audited, it was determined it should have been at \$42,000, we could not correct it and they determined that (1) the lawyer did not sign the document, and (2) we did not advertise at the prevailing wage. The appeal would only correct the signing of the document; however, we could not win on an appeal of the prevailing wage since we had already appealed that and it was denied by the DOL. At this point, there was nothing else to appeal. Ultimately, there was no appeal and the case became final. At this point, the Board cannot re-resurrect it, nor can they change what Immigration requires and there is nothing intervening to keep them in the U.S. under the H1B which means they must return to their home for one year.

Curtis Hooks expressed his appreciation to the Board President Mary Trammel, First Vice President Denee' Locke and Dr. Bonita Douzart, Board member for District 5, for taking the time to help him on April 9th. Serving on the State Advisory Board for Juvenile Justice for almost nine years, he urged the Board to financially support the Truancy and Misdemeanor Program in place. He said these children are a part of the Caddo Parish School family and it is up to the Board to do its fair share and provide the same as the Parish Commission and the City of Shreveport (who is waiting to see if the CPSB is supporting it).

Ted Cox, Judicial Administrator of the Caddo Juvenile Court, pled with the Board to support the Truancy Drop Off Center by committing to \$60,000 from the School System toward keeping this Center open, explaining that the Parish Commission has committed to \$60,000 and the City of Shreveport has committed \$60,000 and will pay it when the School Board commits to \$60,000.

ESTABLISH THE AGENDA AND CONSENT AGENDA

Superintendent Goree highlighted items for the Board's consideration and the following discussion ensued. President Trammel announced that the Consent Agenda items include 6.02-6.03, 7.01-7.03 and 8.03-8.08. *Mrs. Locke moved, seconded by Mrs. Bell, to establish the agenda and consent agenda for the May 17, 2016 CPSB meeting as presented. Vote on the motion carried unanimously.* The following is a summary of the Board's action on consent agenda items.

CONFIRM THE CONSENT AGENDA

Mr. Rachal moved, seconded by Mr. Ramsey, to confirm 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

6.02 Administrative Contract Renewals. The Board approved the administrative contract renewals as recommended by the Superintendent and submitted in the electronic mailout.

6.03 Personnel Transactions Report. The Board approved the personnel transactions reports (resignations) for April 1-30, 2016 as submitted in the electronic mailout.

Item No. 7

7.01 Consideration of Purchasing Bids. The Board approved the following bid as recommended by staff and submitted in the electronic mailout on the bid tabulation sheet: (1) Fire Sprinkler Systems, LLC for the purchase of inspection & repair of sprinkler systems 25I-16. *A copy of the bid tabulation sheet is filed in the papers of the May 17, 2016 CPSB meeting.*

7.02 Consideration of Bid for Agriculture Hunting Lease for Carver Property. The Board approved the bid of Stephen R. Williams for the agriculture hunting lease for the Carver Property as submitted in the electronic mailout. *A copy of the bid sheet is filed in the papers of the May 17, 2016 CPSB meeting.*

7.03 Capital Projects. The Board approved the following bids as recommended by staff and submitted in the electronic mailout on the bid tabulation sheets: (1) Whitlock & Shelton, Inc., with a Base Bid, for the sum total of \$139,800.00 for Project 2017-245 “Broadmoor Restroom Renovation”; (2) North Louisiana Construction with a Base Bid and Alternate 1, for the sum total of \$218,014.00 for Project 2017-204 “Huntington Title IX Softball Locker Room”; (3) North Louisiana Construction, with a Base Bid, Alternate I and Alternate 2, for the sum total of \$380,906.00 for Project 2017-241 for Project 2017-241 “Huntington Repair Front Drive”; (4) 3 Gen Construction, LLC, with a Base Bid, for the sum total of \$178,489.00 for Project 2017-227 “Donnie Bickham Parking Lot Extension”; (5) Camus Electric Company, Inc., with a Base Bid and Alternate 1, for the sum total of \$399,880.00 for Project 2017-408 “Woodlawn Auditorium Light and Sound”; (6) Pro-Build Construction, Inc., with a Base Bid, for the sum total of \$145,476.00 for Project 2017-221 “Booker T. Washington Football Handicap Accessibility”; (7) North Louisiana Construction, with a Base Bid, Alternate 1 and Alternate 2 for the sum total of \$412,780.00; (8) That Project 2016-102 “Oil City Elevator” be postponed until further notice; (9) Hope Contractors of Shreveport, Inc., with a Base Bid, for the sum total of \$270,000.00; and (10) Louisiana Roofing Contractor, with a Base Bid, Alternate 1 and Alternate 2, for the sum total of \$187,400.00.

Item No. 8

8.03 Resolution Providing for Canvassing the Returns and Declaring the Results of the Special Election Held on April 9, 2016. The Board approved the following resolution providing for the canvassing of the April 9, 2016 special election results.

8.04 Consideration of Quit Claim Deed and Resolution. The Board approved the quit claim deed and resolution for accepting approximately .11 acres to be donated to CPSB from Howard E. Sutton for addition to the Oil City School campus as recommended by staff and submitted in the electronic mailout.

8.05 2015-16 General Fund Budget Revisions. The Board approved the revised 2015-16 General Fund Budget as recommended by staff and submitted in the electronic mailout.

8.06 Consideration of Coca Cola Beverage Contracts for Captain Shreve HS and Caddo Magnet HS. The Board approved the Coca Cola Beverage Contracts for Captain Shreve HS and Caddo Magnet HS as recommended by staff and submitted in the electronic mailout.

8.07 July Board Meeting Date. The Board approved that the CPSB only meet once during the month of July and the meeting will be held on Tuesday, July 19, 2016.

8.08 2016-17 Sales & Use Tax Commission Budgets. The Board approved the 2016-17 Sales and Use Tax Commission Budgets as submitted in the electronic mailout.

PROPERTY/BUS RENTAL REQUESTS

Mr. Ramsey moved, seconded by Mrs. Locke, to approve requests for use of CPSB school buses and facilities as recommended by staff and submitted in the electronic mailout. Vote on the motion carried with Board member Trammel abstaining.

REVISIONS TO ATTENDANCE LINES AS A RESULT OF THE CLOSURE OF BARRET PAIDEIA ACADEMY

Mr. Rachal moved, seconded by Mr. Ramsey, to close Barret Paideia Academy at the end of the 2015-16 school year as recommended by staff.

Miss Green moved to remove the bullet relative to magnet students returning to their home school. Miss Green stated she has received calls from parents wanting their students to stay in the magnet/laboratory program at Stoner Hill. President Trammel stated she believes the verbiage should be changed from magnet students to laboratory students. Dr. Goree explained that the correct verbiage would be the students attending Stoner Hill on a transfer because they are participating in the lab school component. He also asked for clarification if Miss Green's substitute motion is that the students currently participating in the laboratory program at Stoner Hill be allowed to stay at the school. Miss Green confirmed that is her substitute motion. Dr. Goree also clarified for the Board that if we do leave these students at Stoner Hill, we will no longer be operating a laboratory program at Stoner Hill, and the school would be the Stoner Hill Elementary School, and staff is willing to look at the students currently in the lab program and grandfather them into the school. Miss Green asked if we make the parents fully aware when these changes are being made. Dr. Goree responded that in the District's efforts to strengthen the Zone schools, staff is seeing fewer parents looking for options outside their neighborhood school which they knew before the process began to eliminate some of the programs in place. Another change will be if students in the lab program at Stoner Hill stay at Stoner Hill, the District will no longer provide transportation city-wide to support a laboratory setting at Stoner Hill. Miss Green asked if all this information was relayed to the parents and Dr. Goree explained a letter was sent to parents relative to this. Miss Green asked about the projection that 143 students from Barret will go to Stoner Hill and what will happen if they choose not to attend Stoner Hill. What is the direction if the school is underpopulated? Dr. Goree responded that Stoner Hill has operated for a number of years with a very small population; and because the school does not have a large capacity, staff believes it will not be underpopulated by much.

Miss Green asked the Superintendent if he is agreeable to removing the first bullet and Dr. Goree said staff can do that. Based on the Superintendent agreeing to pull the first bullet, Miss Green withdrew her substitute. Mr. Rachal called for a point of order and stated that as the maker of the original motion, he will agree to a friendly amendment to delete the first bullet as agreed to by the Superintendent. Dr. Goree clarified that what staff will remove is the bullet stating magnet students will return to their home school, but further clarified that is a misprint since there are no magnet students at Stoner Hill.

Mrs. Brown stated that she received more calls on this issue than she did on the BTW-Green Oaks game and she would like for staff to revisit this to make sure we are all on the same page relative to what we need to do for the children and return to the next meeting with a viable option.

Mr. Rachal asked if he understands there are lab students at Stoner Hill, and Dr. Goree said we do and these are students who applied for a transfer from their neighborhood school to attend Stoner Hill. He further explained that many years ago a lab school was set up at Stoner Hill with Centenary, but this partnership no longer exists. Staff noted there are approximately 70 students

attending Stoner Hill on a transfer. Mr. Rachal stated that if the students were awarded a transfer to attend Stoner Hill, he believes it is important that they have continuity in their education and they should remain at Stoner Hill. Dr. Goree stated his agreement and that staff will make that happen.

Mr. Ramsey moved, seconded by Miss Green, to call for the question. Vote on the question to end debate carried.

Vote on the main motion as amended carried with Board member Brown abstaining and Board members J Green, Poljak, Douzart, Trammel, R Green, Locke, Rachal, Ramsey, Albritton and Bell supporting the motion.

REVISIONS TO ATTENDANCE LINES AS A RESULT OF THE CLOSURE OF BARRET PAIDEIA ACADEMY

Mr. Rachal moved, seconded by Mr. Ramsey, to revise the attendance lines as a result of the closure of Barret Paideia Academy so that students living in the Barret attendance zone are reassigned to Stoner Hill, Creswell and Arthur Circle as submitted by staff. Mr. Rachal stated he understands this is a very fluid part of the process in right-sizing the District and better utilizing facilities. He said he understands there may be another school (charter) that wants to use Barret Academy; and in going through the process of revising the attendance lines, this information has been considered in order to minimize the disturbance of Caddo's children. While he knows these decisions are difficult, he believes it is important to spend the money on the students rather than on the buildings.

Mrs. Bell asked if there is going to be a charter school, and Dr. Goree clarified that we do not know who will purchase the property but we will follow bid law.

Mr. Ramsey moved, seconded by Mrs. Locke, to call for the question. Vote on the question to end debate carried with Board member Brown opposed and Board members J Green, Poljak, Douzart, Trammel, R Green, Locke, Rachal, Ramsey, Albritton and Bell supporting the motion.

Vote on the main motion carried with Board member Bell opposed and Board members J Green, Brown, Poljak, Douzart, Trammel, R Green, Rachal, Ramsey, and Albritton supporting the motion.

SALE OF BARRET PAIDEIA ACADEMY

Mr. Rachal moved, seconded by Mr. Ramsey, to approve staff's recommendation that Barret be determined as surplus and disposed of in accordance with CPSB Policy DFL.

Mrs. Poljak moved, seconded by Miss Green, that whereas the Barret Paideia Academy is declared surplus, it be offered for sale in accordance with CPSB Policy DFL, except that the Board shall reserve from any sale of the property a servitude in favor of the Board such that the purchaser shall preserve the outer front façade of the main original building including the side panels to the first column from the front corners of the building and that any new construction be consistent in exterior design with the existing facade, and make the reservation extant for the first sale offering.

Miss Green asked for explanation of the substitute motion and if this building is a national or Shreveport historic mark. Mrs. Poljak said she doesn't believe it is, and if it did, the Board would not be able to do anything with the building. Miss Green asked Dr. Goree if the District is attempting to sell this building, and Dr. Goree explained that the staff's recommendation is to close the school for educational purposes for Caddo and generate revenue to better support what is happening in our classrooms. Miss Green shared her thoughts that someone wanting to purchase this building, does not want to be told what they can and cannot do with the building and especially when they pay approximately \$1 million for it.

Mr. Rachal said he understands the motion to state on the first time only will it be bid with these restrictions and if there are no bids, staff would then repost at the same price without the restrictions. Mr. Rachal stated he is o.k. with the motion as long as everything is o.k. and we don't have to bid the second time at a lesser amount and risk losing funds. Dr. Goree indicated we would definitely want to hear from the legal counsel; however, he does not believe we must reduce the price, but is what the law requires. Mr. Abrams clarified that if you bid the project with restrictions and you receive no bids, you can rebid without the restrictions at the same price.

Mrs. Poljak moved, seconded by Mrs. Bell, that whereas the Barret Paideia Academy is surplus, that it be offered for sale in accordance with CPSB Policy DFL, except that the Board shall reserve from any sale of the property a servitude in favor of the Board such that the purchaser shall preserve the outer front façade of the main original building, including the side panels from the front column from the front corners of the building; and any new construct will be consistent in exterior design with the existing facade. This reservation being extant for the first sale offering only; and if no sale is made with the reservation at 85%, then Caddo Parish School Board will offer the sale of the building at 85% with no restriction.

Mr. Rachal asked if this is a servitude or a deed restriction? Mr. Abrams said it can be a deed restriction or servitude and counsel will determine what needs to be done.

Mrs. Bell seconded the motion because she wishes to leave it like it is because she believes that is what the community would want. She also stated that if it does not sell with this restriction, she will come back and submit a motion that if it is sold that it will not be a school. Because Mrs. Bell asked for clarification and because the second substitute motion was different from the first substitute, Mrs. Bell withdrew her second. Mrs. Poljak clarified that the first time her motion stated that the restrictions were for the first sale offering only; however, her second motion was changed to give the District the ability to offer Barret for sale at the 85% without any restrictions. *Mrs. Bell withdrew her second to the motion and Mr. Rachal seconded the motion.*

Dr. Douzart referenced Mr. Green's comments and stated that the Board was extending a common courtesy to the citizens in that community to keep the facade.

Dr. Goree asked if he understands correctly the motion allows that if it does not sell at 85% with the restrictions, the sale can be rebid at 85% without restrictions and policy will be followed, and Mrs. Poljak confirmed that is correct.

Vote on the substitute motion carried with Board member Bell opposed, and Board members J Green, Brown, Poljak, Douzart, Trammel, R Green, Locke, Rachal, Ramsey and Albritton supporting the motion.

SUPERINTENDENT'S REPORT

Caddo Virtual School. Dr. Goree announced that staff does plan to bring a proposal for a Caddo Virtual School in Caddo Parish. He explained that this school will be independent of the other Caddo schools, will service high schools, and provide opportunities for students who do not have an appreciation for the traditional high school setting. All students will be enrolled and complete their classwork online, and its administration will be comprised of a principal, a counselor and four core teachers in the major curriculum areas.

ANNOUNCEMENTS AND REQUESTS

Miss Green thanked staff for the successful graduations and that she is extremely proud of Green Oaks and their noted improvement in their scores.

Dr. Douzart echoed Miss Green's comments relative to the graduations and the improved scores.

Mr. Rachal stated that he would like to continue sharing information on outsourcing with the Building and Grounds Committee. President Trammel asked Mr. Rachal about staff being asked

to look into this request and bring information forward, and Mr. Rachal indicated he has all the information he wishes to share with the committee. Mrs. Trammel asked that Mr. Rachal share the information with staff, and Mr. Rachal responded that he has all the information from the conference he attended and he believes the committee is for him to share this information and he would like to present it to the committee. Mrs. Trammel stated that the Board is not aware of what Mr. Rachal is attempting to do relative to outsourcing and so that the Board does know, she believes that is important. Mr. Rachal clarified that he is not requesting the Committee to do anything with the information, but he only wishes to share the information with the Committee. Mrs. Trammel asked Mr. Rachal if he wished to present this request to the Board so the Board can vote to send it to the Committee? Mr. Rachal stated he is not asking anyone to vote on anything; however, if the request is that staff look at this option and share with the Committee so he can present the information, that is what he will do. Mrs. Trammel stated that it seems odd that we would bring forth information on outsourcing when the Board just asked them to support a bond issue. Mr. Rachal called for a point of order and stated that this item is not on the agenda so it cannot be discussed. Mrs. Trammel said it is not on the agenda, but it is being presented and discussed. Mr. Rachal stated that as the chair, Mrs. Trammel can rule on the point of order or not. Mrs. Trammel agreed and because it is not on the agenda nor can be discussed, it will not be brought to the committee. Mr. Abrams explained in following the Board's policy, there are three ways an item can be referred to committee: (1) the Board president assigns to a particular committee, (2) the Superintendent requests that an item be placed on the agenda of a particular committee, or (3) if information is presented to the entire Board, the Board may vote to refer it to a particular committee.

Mr. Green shared that he attended three to four of the graduations and encouraged staff to do a compilation of the comments and make needed changes in the future so that the graduations will be even better than they were.

Mrs. Brown announced that for 90 years a member of her family has been a part of the West Shreveport-J S Clark-BTW families.

Mrs. Trammel announced that a third generation family member, her grandson, graduated from Captain Shreve High School, and Mr. Albritton's granddaughter graduated from Caddo Magnet High School.

EXECUTIVE SESSIONS

13.02 Litigation Update – Wanda Sue Patterson vs. Select Energy, et al, Civil Suit No. 560,010-B, 1st Judicial District Court, Parish of Caddo, State of Louisiana. *Mrs. Locke moved, seconded by Mr. Ramsey, to approve the recommendation for resolution. Vote on the motion carried with Jasmine Green absent for the vote.*

13.03 Legal Update re: Kathy Jefferson vs. Caddo Parish School Board, No. 44171, Office Workers Compensation. *Mrs. Locke moved, seconded by Mr. Ramsey, to approve the recommendation for resolution. Vote on the motion carried.*

13.04 Litigation Demand – Lemon, et al. and United States v. Bossier Parish School Board et al., Civil Action No. 10,687 (WDLA) Correspondence from Robert Hammonds dated April 19, 2016 to CPSB. *Mrs. Locke moved, seconded by Dottie Bell, to go into executive session for up to 10 minutes for the purpose of discussing Lemon, et al. and United States vs. Bossier Parish School Board, et al., Civil Action No. 10,687 (WDLA) Correspondence from Robert Hammonds dated April 19, 2016 to CPSB. Vote on the motion carried and the Board went into executive session at approximately 6:51 p.m.*

The Board reconvened in open session at approximately 7:30 p.m. *Mrs. Poljak moved, seconded by Mr. Rachal, that the CPSB accept the recommendation of the Board's attorney that the CPSB respond to the demand letter dated April 19, 2016 regarding Lemon, et al. and United States v. Bossier Parish School Board et al., Civil Action No. 10,687 to agree that the CPSB will not accept new students with Bossier Parish addresses absent an agreement amongst the Caddo*

Parish and Bossier Parish superintendents; further, that the CPSB does not agree that those residing on Barksdale Air Force Base are a part of Bossier Parish but are in fact residents of the Federal Reserve. Vote on the motion carried unanimously.

Adjournment. *Mrs. Locke moved, seconded by Miss Green, to adjourn. Vote on the motion to adjourn carried and the meeting adjourned at approximately 7:34 p.m.*

T. Lamar Goree, Ph.D., Secretary

Mary A. Trammel, President

May 19, 2016

The Caddo Parish School Board (CPSB) Executive Committee met in special session in its office at 1961 Midway Street, Shreveport, Louisiana, on Thursday, May 19, 2016 at approximately 4:00 p.m. Executive Committee members present were President Mary Trammel, 1st Vice President Denee' Locke and 2nd Vice President Raymond Green. Other board members present were Jasmine Green and Dottie Bell. Attorney Abrams was also present. Denee' Locke led the prayer and Pledge of Allegiance.

President Trammel welcomed those present and explained that today's meeting was scheduled in accordance with CPSB Policy GBM to allow employees to share with the Executive Committee their comments and concerns. She explained that supervisory personnel were asked not to attend this meeting so employees could feel free to speak about any concerns they may have. She further explained that Board policy does not allow for the Board members to respond or have dialogue in this meeting; however, the Board's secretary will record employees' concerns and suggestions and she will meet with the Superintendent to discuss them.

Velinda McWherter, principal of Timmons Elementary School, addressed the five positions at Timmons affected by the new start/end times for 2016-17. She explained that with the new school year being approximately 10 days less, contract days for approximately three-fourths of the listings have been changed, i.e. teacher works 172 days rather than 182 days. Contracts for the school nurse position and up did not change, but the principals, coordinators, secretaries, clerks will work five weeks with no children and work longer days. She asked the Board to meet with Dr. Goree and determine if these contracts can be changed also to reflect those 10 days.

Cynthia Taylor-Gage addressed the Board on inconsistencies in the promotion/interview process. She stated her concern about some of the things allowed in the new era of leadership that are not in the best interest of students or those working with them. She said the manner in which some people communicate, tactics of intimidation used by leaders, unprofessional language, hostile work environment, harassment, defamation of character, policing conversations, etc. need to be looked into and everyone held accountable.

Dr. Phyllis Leone, 504 specialist, shared with the Board her concerns and possible solutions to the lack of appropriate response to the parents and children with Asperger Syndrome. She said the District is inadequate in meeting the needs of Asperger children and the teachers and staff are not properly trained to recognize these children or how to accommodate them in the classroom and other social settings. Dr. Leone noted these students have very special needs and those needs are being grossly underserved. Because these children do not grasp appropriate social skills from others in a social setting, it is important that they are looked at as the whole child, but pupil appraisal teams focus primarily on academics, an approach that is in direct contrast to the January, 2011 letter from the US Department of Education of Special Education cautioning school districts against delaying evaluations for children when the data supports a need. She urged the District to move forward with a dynamic and parent friendly plan to address the growing number of children with Asperger in our schools.

Connie Harrison expressed her concern that her April paycheck grossed \$2,000 but she brought home less than \$600. She said payroll has explained that she was overpaid and they must hold back that amount from her check. She asked that the Board check into the end dates for reporting extra trips, because each time she does an extra trip to earn additional money, she is told when turning in her time that the payroll date has closed. She asked the Board to help its employees with these concerns.

Kay Kessler echoed the comments regarding bus driver pay as well as the problem of no one answering the phone in Transportation or returning calls when messages are left. She also expressed concern over discipline problems on buses, and the lack of support from administration to address the discipline issues as well as overcrowded buses.

Leta Eyler shared the following concerns/suggestions: (1) safety of employees during the holiday seasons when there is no security at the front desk and only a skeleton crew in the building, (2) the possibility of implementing flex scheduling since some employees do not get off work in time to take care of business at Central Office when closes at 4:30 p.m., and (3) allow employees to vote on the summer schedule in the future.

Delores Lynch expressed concern and asked the Board to check into the fact that her paychecks since going on medical leave are different one check to the next. She reported that payroll has told her that Human Resources reports different figures. Mrs. Lynch asked the Board members to please read information they are given; and when dealing with personnel matters, to please read and research and make informed decisions.

Leola Scott, bus driver, shared the following bus drivers' concerns: berated for speaking the truth, drivers best interest not a top priority, assume that drivers are always wrong and parents are right, drivers and office staff not getting along, office staff treated as being smarter and more important than drivers, favoritism in selecting drivers for field trips, seniority does not mean anything except in bumping sessions, no recognition for doing a good job, no consistency in discipline, can't talk with the director openly and honestly without grudges, positions filled before they are open, drivers not given opportunity to move to another position despite qualifications, some drivers are allowed to help other drivers before finishing their run yet some drivers are denied, will not pay trailblazers before 6 a.m. or after 5 p.m. if only 5 or 10 minutes, must always agree with the director, aids on buses must do all the work, disrespect from the director, late communication of cutoff date for field trips, assumption that bus drivers are always wrong.

Patricia Goss stated that she has appeared before the Board, along with 80 bus drivers, to share concerns but nothing ever changes and the drivers continue to feel like they are not treated fairly or with dignity. She expressed concern over pay issues for drivers – only paid \$8.00 an hour, can be away from their home for 23-24 hours and only paid for 15, Vivian drivers once was paid for a mid-day run in North Caddo but no longer are, senior drivers no longer getting field trips but they are given to subs, and drivers not being paid on time.

Maxine Elie, bus attendant, shared her concern that bus attendants are under paid.

Burl Henry, Sr., bus driver, addressed the Board on the fact that bus drivers are treated like children and that they do not believe drivers know anything but driving a bus. He also questioned the pay scale for driving extra trips, discrepancies in pay, as well as the per diem of \$15.33 and schools not wanting to pay the per diem.

Sammie Bell addressed the Board on the new school calendar for 2016-17 that has fewer, but longer days and asked the Board to address the concern that school-based classified personnel have received notification they will work the longer hours, but not less days, thus they are being asked to work more without receiving more pay.

Patsy Richardson, paraprofessional, stated that the voters supported the recent vote to renew the millage and would like to know when the employees will receive an increase and what will the employees receive. She also addressed concerns relative to health care and the possibility that the Federal Government will cut benefits to address the Federal deficit. She encouraged the Board to remember the importance of cutting costs and not people.

John Brosse, bus driver, addressed the Board on the need for change in the Transportation Department.

Jon Glover, maintenance, addressed and questioned the necessity of the recent discussion relative to outsourcing. While outsourcing may sound great, she said it is not a good picture for the

recipients, and she doesn't believe this is a practice the Board wants to bring to Caddo. In researching outsourcing in other areas, she learned it is not a good picture; and while there may be some savings in some instances, the District will lose in the long run. She asked the Board to think about the employees that are being put at risk in these decisions, and encouraged the Board to trust the employees the same as the Board asks the employees to trust them.

Rhonda Bennett, bus driver, addressed the Board why no one can explain how they are paid, especially when they work more hours and receive less pay. She has spoken with everyone over the past 10 years and still no one can explain it to her. Also, she also believes it is the school's responsibility to reimburse the drivers for lunch when driving field trips, whether a restaurant comps the meal or not.

Penny Anderson, bus driver, addressed her concern that bus drivers cannot get an increase when aids in the classroom can get a raise of \$1,000 every year. She also expressed her concern that people come off the street and drive a bus making the same thing that drivers working 10 years make. She also has a concern about un-air-conditioned buses and the start of school in August.

Jackie Lansdale thanked the Executive Committee for allowing the employees a forum opportunity for addressing the Board on employee needs in the District. She also noted the prevailing concerns expressed, i.e. next year's work schedules, outsourcing, economic impact in community when removing employees from one position and placed in another; and reminded the Board that the Transportation concerns are not going away as well as the lack of support from Administration in this area and asked that the Board sincerely address this matter.

Dan Neumeister, 122 Grey Eagle Dr., Shreveport, bus driver, stressed his concern about pay and discipline on the school buses. He stated the seriousness of the safety for school buses and doing something to get students in line. He also reported on the problem of not being reimbursed for a meal in accordance with policy when driving for field trips, and not being kept informed.

Martha Chambless, bus driver, reported on being promised in September to be paid for helping in training bus drivers and to date, she has not been paid. She asked the Board to look into problems of people parking in handicap zones at the schools making it difficult to pick up the wheelchair students.

President Trammel again thanked the employees for coming before the Executive Committee with their concerns and suggestions and reminded them that she will meet with the superintendent about the concerns expressed.

There being no additional speakers, *Mrs. Locke moved, seconded by Mr. Green, to adjourn. Vote on the motion carried and the meeting adjourned at approximately 4:57 p.m.*

May 24, 2016

The **Caddo Parish School Board (CPSB)** met in special session on Tuesday, May 24, 2016 at 4:30 p.m. in its offices at 1961 Midway, Shreveport, Louisiana with President Mary Trammel presiding and the following board members present constituting a quorum: Steve Riall, Jasmine Green, Margaret Brown, Susannah Poljak, Dr. Bonita Douzart, Raymond Green, Denee' Locke, Barry Rachal, Larry Ramsey, John Albritton and Dottie Bell. Also present were Dr. Lamar Goree, superintendent, and Reggie Abrams, legal counsel. Dr. Douzart led the prayer and Pledge of Allegiance.

VISITORS

Dennis Harvey, SE Shreveport resident, shared his history of being involved in public education and the importance of neighborhood schools when considering the charter applications. Mr. Harvey said because of the growth in Southeast Shreveport, attempts have been made since 1997 for a new school in this area, a goal they wish to continue to work with the school system to accomplish. He added Southeast Shreveport has a large tax base to help the school system and is proud to be able to do so, and they desire to keep the school system locally run with elected leaders.

Leah Pouncy stated she believes it is ill advised to bring any more charters in Caddo. Being faced with budget cuts and losing approximately \$1 million, she asked the Board to vote in the best interest of the school system and not approve additional charters.

Jackie Lansdale, Red River United, stated that one of the first speeches she made before the CPSB was in 1995 about charter schools. She said while the concept behind charter schools has merit as originally purposed, she doesn't believe it was ever in the plan for industries to make money off the backs of teachers, school employees and students. Mrs. Lansdale stated that in terms of vision, academics, etc., she believes the proposed southeast charter plan is great; however, it is all something Caddo Parish Public Schools is already doing. She said the community in Southeast Shreveport deserves a neighborhood school, but not a charter operator that just sits in a neighborhood. She reminded the Board that it is currently addressing major budget woes, much of which is as a result of charter schools, and asked the Board to make its decisions based on what is best for the boys and girls in the District.

OUT OF STATE TRAVEL

Mr. Ramsey moved, seconded by Mrs. Bell, to approve the General Fund out-of-state travel requests as submitted. Vote on the motion carried unanimously.

ACT ON CHARTER SCHOOL APPLICATIONS

Kim Williams, third party charter reviewer, highlighted the process for charter school applications, explaining that notices were received in February and applications were received in March. Her team began reviewing the applications for the academics, finances, operations, safety concerns, facilities. A local interview panel made up of a District team and her team conducted interviews with the applicants and a draft recommendation issued to the applicants. Applicants are given an opportunity to respond to the draft recommendation before the panel submits a final recommendation to the Board. She also stated that State Law requires the Board to allow public comment prior to receiving her recommendations or taking any votes. At this time, Ms. Williams recommended that the Board receive public comments from the applicants.

Sheryl Lewing, Saving the Planet Earth Charter, a STEM (Science, Technology, Engineer, Math) School that focuses on the environment. Because the STEM field is growing, she said they believe this school will expose students to different careers and opportunities for college or a career in order to become self-sufficient, by enhancing more learning opportunities for students to succeed.

Dr. Hayes, representative for Excellence 2000, shared information on their proposed school as well as requested an extension on the time required to submit required documents. She stated some charter schools are taking away basics from the public school system; however, Excellence 2000 will be a school to enhance learning opportunities for the students and provide low-performing students, concentrating on the basics in the core subjects and bringing them up to date. She explained that Excellence 2000 wants to be a part of the community and enhance academics for low-performing, behavior problem students.

Kim Williams stated that the recommendation for Planet Earth is to deny the application submitted by Planet Earth Charter School. She said while they admire the commitment of Dr. Sheryl Lewing, they also recognize the amount of work that goes into starting a school and this charter lacks several of the things necessary to insure the successful opening of a school, i.e. academic plan, special ed plan, budget plan being in place. *Mr. Ramsey moved, seconded by Mrs. Bell, to deny the application submitted by the Planet Earth Charter School. Vote on the motion carried unanimously.*

Kim Williams stated the recommendation for Athlos Academy of Caddo Parish is conditional with the following conditions needing to be met: (1) because Athlos has board members that are also members of the Linwood Charter School, no more than 2 members of the Athlos Board, at any time, may also be members of the Linwood Board, and Linwood Charter must have a C letter grade, (2) they must provide transportation in accordance with state law, (3) the Caddo Parish Superintendent shall have final approval on the location, (4) prior to signing of application, the District must approve the master service agreement between Athlos and the local Board to insure that the Board understands what they are signing and Caddo Parish understands what is being put out there in the master service agreement which will determine how their funding is handled, if they pay their bills first, if they pay the service provider first, who employs the principal, etc. Also included in the recommendation are four specific areas of concern, i.e. makeup of the board that also includes members of the Linwood board, the location of the school is unidentified, the school plans on recruiting over 900 students in its first year, grades K-6. She said Athlos does operate schools in other areas but has only done so for a short period of time. They do not believe taking in this many students at one time allows for change or correction. Also there was no agreement included between the local School Board and Athlos.

Mrs. Bell moved, seconded by Miss Green, to deny the application of Athlos Academy of Caddo Parish.

Mrs. Bell stated that she questions how the application can be approved when the location is unknown, and asked if it is part of the Linwood Charter School. Ms. Williams said it is not, and the only connection is two members of the Linwood board also sit on the Athlos board. Mrs. Bell asked if that is allowed, and Ms. Williams explained there is no legal question relative to them sitting on both boards. Mrs. Bell asked about the current letter grade for Linwood Charter, and Mr. Wayt said it is an F. She also asked what is different about Athlos from Caddo Parish Public Schools, and Mr. Wayt responded that the differences are (1) a dual leadership role, one for academics and one for administration, and (2) the model is based on three pillars (prepared mind, healthy body, and character). Mrs. Bell also asked about the beginning enrollment of 900 and if the school gets only 500 students, will the school close. Mr. Wayt responded the projected enrollment is 880, and everywhere Athlos has opened a school they have opened with this number and have had a waiting list. Mrs. Bell said she can't see it and she doesn't see anything different from what is being done in Caddo.

Miss Green stated her appreciation for the efforts, however, and while what they offer is outstanding, she doesn't know where the school will be located. Also, if 880 students move out of Caddo Public Schools into this school, this is something Caddo cannot afford. Relative to the two board members sitting on both boards, she asked if they will continue. Ms. Williams explained they currently do, but will transition over. While she applauds the efforts, Miss Green stated she cannot support this application.

Mr. Ramsey asked Ms. Williams about the bullet that the school presents a sound budget backed by the national office to insure success, but bullet #3 states that the school plans to attract 800 students in the first year. Ms. Williams asked an Athlos representative what is the breakeven number for the proposed school. Mr. Ramsey stated that he doesn't believe a sound budget plan is in place when you have to have a minimum of 500 students to open a school and you don't know what will happen if the school does not get that many students. The representative from the Athlos national office stated that they partnered with the local board in Shreveport to consider possible locations. In this partnership they look at demographics, numbers, data driven analysis on location of a school with the condition that they will work with the Superintendent on the location of the school which they look forward to doing. She also stated that in order to apply for a charter, they had to create a 0-5 year budget and they have done that for this location. The budget is viable and includes room to adjust as needed in the partnership in order to expand staffing to support the students. She also said that typically they have met their first year enrollment, but in the event they do not, it is their responsibility in the partnership with the local governing board to address those issues. Mr. Ramsey asked Ms. Williams if a budget was presented, and she said a budget was presented based on 880 students, and the question is if the school only has 600 students, will it be able to open. Mr. Ramsey stated he prefers having a solid plan going in.

Mrs. Poljak asked Ms. Williams about taking in so many students at the beginning with no room for error or correction once the first 800 are recruited. Ms. Williams explained that when a charter school opens with 800 students in a K-6 configuration there is no room for growth in the budget and the superintendent will not know until the following fall if academics were happening in the new school and if the local district lost that time with the 800 students. Mrs. Poljak asked Athlos about their statement they would not be taking Caddo students; and if they are not, where will they draw students from. The Athlos representative clarified that she meant as a Type 1 charter, they would work with the District to pick a location that has a need for a school as a result of overcrowding, space issues, etc. Mr. Wayt added that one factor he believes will make a difference is there are quite a number of parents whose children are in private or parochial schools, and they are paying taxes and tuition. He believes this school will appeal to parents in those schools.

Mr. Riall moved, seconded by Mrs. Bell, to call for the question. Vote on the motion to end debate carried with Board member Brown opposed.

Vote on the motion to deny the application of Athlos Academy carried unanimously.

Kim Williams shared their concerns with this application and that Excellence 2000 did not meet the minimum eligibility requirements because Louisiana law requires them to be a non-profit organizer, that the application has a minimum of three Louisiana certified teachers, and they must have a founding board, none of which were presented at the filing of the application nor to date. She also said in addition, they have asked for the name from the Louisiana Secretary of State, but have not filed the business online. Currently, Ms. Williams stated that Excellence 2000 has some issues with Children's First of Dallas and Houston; and because of financial concerns and questions, the schools are closing. She also shared a recent article on the closure of Oak Cliff Charter School. With these concerns, it is their recommendation to deny the application of Excellence 2000 Network School.

Mr. Ramsey moved, seconded by Mr. Riall, to deny the application submitted by Excellence 2000 Network School. Vote on the motion carried unanimously.

Adjourn. *Miss Green moved, seconded by Mr. Ramsey to adjourn. Vote on the motion to adjourn carried and the meeting adjourned at approximately 5:18 p.m.*

May 24, 2016

The **Caddo Parish School Board (CPSB)** met in a budget work session on Tuesday, May 24, 2016 at approximately 2:00 p.m. in its offices at 1961 Midway, Shreveport, Louisiana with President Mary Trammel presiding and the following board members present constituting a quorum: Steve Riall, Jasmine Green, Susannah Poljak, Bonita Douzart, Raymond Green, Denee' Locke, Barry Rachal, Larry Ramsey, John Albritton and Dottie Bell. Also present were Dr. Lamar Goree, superintendent, and Reggie Abrams, legal counsel. Mr. Riall led the prayer and Pledge of Allegiance.

VISITORS

Jackie Lansdale, president of Red River United, brought to the Board's attention the importance of, when addressing a budget in which employees will be affected, bringing the employees to the discussion. She referenced a communication that was distributed to the employees and principals referencing the longer school day and abbreviated calendar where secretaries and security will still be working on days there are no students on the campus. Even though this is based on the 2009 study by Rahmburg, Mrs. Lansdale stated she has asked for this information, but only wants the Board to understand that this is a poor way to alert anyone about something that will impact their lives. She asked the Board to remember the employees when making decisions that affect their livelihood.

2016-17 CONSOLIDATED ANNUAL BUDGET

Jim Lee, chief financial officer, stated that today is the first work session for the proposed 2016-17 CPSB Consolidated Annual Budget and he will present information today on the General Fund. Mr. Lee brought attention to the budget calendar and that a copy of the proposed budget was not provided in advance as staff was continuing to work on the proposed budget up until a short time before today's meeting. He also announced that the second work session is scheduled for May 31st and staff will discuss all the special revenue funds (Title 1, Special Education, Capital Projects, Debt Service) as well as provide follow up on questions from today's meeting. He noted that the budget calendar goal is to make the proposed budget available to the public for inspection on June 2nd, as well as publish the public notice in the official journal. Mr. Lee also reminded the Board that the budget must be available to the public 15 days prior to the date the budget is adopted and it must be published in the official journal 10 days prior to adoption, which hopefully will happen on June 21st.

Mr. Lee reported that the draft budget reflects an approximate \$10 million deficit (\$395,823,583 in revenue and \$405,717,217 in expenditures), and staff has worked to reduce the deficit; but to date, no additional revenue is expected beyond what is budgeted. He reported that three factors impacting the projected deficit include the decline in sales tax revenue of approximately \$4.5 million, the decline of MFP revenue of approximately \$2.2 million, and the increase in cost of charter schools by \$5 million; and had it not been for these items, the District would have reflected a \$1.8 million positive budget.

Mr. Lee shared the 2014-15 actual budget, the 2015-16 final budget and the proposed 2016-17 budget highlighting revenues and expenditures with the three sources of revenue to the General Fund being valorem tax, sales tax and MFP. He further explained that the ad valorem tax reflects a slight growth and reflects \$98.5 million with a total millage rate being 56.52 mills and millage rates will be adopted in June with a slight decrease due to reassessment. The sales tax is also budgeted at a reduced amount, approximately \$76 million which is \$4.5 million less than last year and the district receives 1½ cent sales tax. The budgeted MFP amount of \$207 million reflects the state's current model with no growth factor and does not include additional funds outside MFP.

Mr. Lee highlighted General Fund expenditures, including staffing based on formulas, step increases, retirement and healthcare costs, the \$200 teacher supply funding, the leasing of 13 additional buses, funding for the Social Studies textbook adoption, the STEM Pilot textbooks and assessment software. Expenditures for the three charters, in which staff anticipates paying out approximately \$15.5 million to them which is up about \$5 million from this year. He also explained that while we may lose 1,000 students to Magnolia Charter, it still will not be enough to reduce staffing. Mr. Lee also highlighted the employee benefits that represent approximately 32.6% of the budget with the largest two items being retirement (12% of the budget) and healthcare (18.9% of the budget). He further explained that the rates for retirement are received from the state pension plans, which the District has no control over; and the TRSL rate will be 25.5% and the LSE will be 27.3%, a decrease in both reflecting a reduction in retirement costs to the District of approximately \$2.8 million. The healthcare rate is an estimate at this time (9% projected increase); and when the renewals come later in the year; and if the rate increase is actually less, the District could see an additional savings.

Mr. Lee also reported that to get to the proposed \$9.8 million deficit, the following reductions made by staff are already included in this proposed budget: (1) reduce Central Office staff by 10, (2) Special Ed teacher vacancies, (3) bus driver vacancies, (4) reduce Ombudsman contract, (5) eliminate Drivers Ed, (6) eliminate Shreveport Job Corps, (7) reduce fuel costs, and (8) reduce utility costs. Mr. Lee also highlighted departmental reductions that will be made through attrition: (1) Academic Affairs - \$996,000 by eliminating an instructional supervisor, cuts in Central Office M & S and travel, put off one year ELA textbooks and closing Barret; (2) Operations - \$875,000 by leasing 10 used buses instead of new buses, reduce custodial staffing (18) and maintenance staff (4) through attrition; (3) Human Resources - \$1,785,855 by reducing through attrition 6 speech therapists, 9 special education teachers, 6 Gifted teachers, 7 Special Ed paras and one vacant position in Communications; and (4) Finance - \$1,600,000 by using the Retiree Drug Subsidy Funds as additional revenue rather than placing in the OPEB Trust Fund for one year only. He added that at this time the OPEB liability is approximately \$800 million and Caddo has approximately \$20 million in that fund.

Three options were presented for revising the staffing formula that could result in savings of \$3 million to \$4.7 million with staff's recommendation being Option 3 and a savings of \$3.7 million. These additional options total approximately \$8.9 million leaving a proposed deficit of approximately \$918,779. To address this approximate \$1 million, Mr. Lee stated a possible option would be a 1-2% shift of the healthcare premiums cost to the employees (1% would save \$500,000 and 2% would offset the deficit). Because of the timing and not being able to implement this option if approved, this is only ½ of the projected savings.

Mr. Lee announced that the next budget work session will be Tuesday, May 31st at 2:00. At that time, he said staff will bring a balanced budget, will provide feedback from today's unanswered questions and will discuss the Special Revenue, Capital Projects, and Debt Service funds.

Superintendent Goree stated his appreciation to Mr. Lee for his work in presenting this proposed budget and announced that as the staff made decisions, it did consider the Strategic Plan and looked at the proposed cuts not just as a quick fix but how does staff sustain these cuts when not seeing a rapid increase in funds from other sources. He reiterated that the staff looks to receive feedback from the Board on the options presented and how we move forward and find the \$1 million shortage. He also stressed the need to adopt a balanced budget.

Mrs. Bell asked about an expected number of retirees in the classified and certified areas, and staff responded it is expected there will be approximately 200. Dr. Goree responded that most of these positions are refilled, but most of them that will not be filled through attrition will be those vacant positions filled through attrition. Mrs. Bell also asked about the OPEB fund and how

much we typically put in that fund annually and if we are hiring new teachers. Dr. Goree explained that the District has approximately \$20 million in the OPEB fund and this is the first time since we began building this fund that staff is recommending not placing it in the budget for 2016-17. He also stated the District will absolutely hire new teachers because of the continued shortage of teachers in critical areas, i.e. science. Mrs. Bell also asked about the \$15 million for charters; and while Caddo gets approximately \$4,500 per student, what does Caddo lose when losing one child to Magnolia? Mr. Lee explained that the charter school authorized by Caddo, i.e. Magnolia, receives approximately \$10,000 per student annually. She also expressed her appreciation for the hard work staff has done in preparing the proposed budget and asked staff, when bringing the balanced budget, and finding the needed funds, she would like to bring a budget item to the agenda.

Mr. Albritton noted that he did not see a line item for Academic Affairs and asked what that amount would be. Mr. Lee stated that Academic Affairs represents a majority of the budget and explained that it flows throughout the entire budget and a majority of it is listed under Instructional Services. Mr. Albritton also asked about the change the Department of Labor made in the law regarding who can get overtime, and if it impacts us. Mr. Lee responded that staff is looking at this and hopes to have an answer by the next work session. On the remaining \$1 million deficit, Mr. Albritton said that is not a lot of money except when attempting to make cuts and he appreciates the work staff has done to get to this point in the budget preparation.

Mr. Rachal asked about the number of positions budgeted, the number of current vacancies and how will we reduce that number be listed in individual columns. He also asked staff to look at adding a grant writer in the budget for next year. Mr. Lee explained that adding a grant writer will add about an additional \$100,000 in expenditures; and while they receive money in return, the money does not come back into the General Fund. He further stated that while the Superintendent has mentioned putting this position back in the budget, he has not been able to justify putting it back at this time. He also reminded the Board that it also depends on how grant funds can be used. Mr. Rachal added that while money from the grants may not be put back into the General Fund to offset the \$100,000, it does benefit the General Fund indirectly, and Mr. Lee responded it depends on how the grant is written and what the funds can be used for. Mr. Rachal asked if it is possible for the grant writer to be paid out of grant funds, and Mr. Lee said it can; but if the grant goes away, how do you fund the grant writer. Mr. Lee added that when in the budget crisis the District is currently in, he cannot recommend it, and Mr. Rachal said he may have an answer to his question. Mr. Rachal also inquired about the difficulty in tracking funding for charter schools; as well as the possibility of increasing the high school staffing formula to 26:1 in grades 9-12 and keep K-1. Dr. Goree stated that is where we started, but staff went back and looked at why the high schools were set at 24:1; and noted that in a small high school, the higher that number, the fewer teachers a school will have; and if the formula is 26, the larger schools would struggle, i.e. Byrd would lose seven teachers, which is why staff recommends 25. Mr. Rachal also asked about the recommendation of 10 used buses and the elimination of the Drivers' Ed program, and staff explained the savings of \$80,000 by getting 10 used buses rather than 5 new and 5 used, as well as there are several companies in the area that provide the drivers' ed service at the same cost. Dr. Goree noted one of the reasons the District is losing money is the District pays retirement, et al benefits, on the additional income for a District employee. Mr. Rachal also stated that until the District has a long-term plan regarding transitioning into e-books, he does not like continuing to purchase books. He reminded everyone that Dr. Goree stated when coming to Caddo how far behind Caddo is in the area of technology; and after visiting with other districts at convention, he believes it is worse than what was said to the Board. Per Mr. Burton, Mr. Lee reported that this will be the last textbook adoption. Dr. Goree added that he has had conversation with Mr. Ramsey as chair of the Long-Range Planning Committee because the District is behind on deployment of any type of electronics in the classroom; and putting this off for one year allows staff time to further assess this need.

Mr. Green stated his hope that no matter what the budget reflects, that there will be little or no reduction in employee benefits. He said he has no problem supporting an increase in the staffing ratio and actually encouraged implementing this recommendation.

Mrs. Locke asked if staff will bring a recommendation to the Board on the option for changes in the staffing formula. Dr. Goree reported he will hold small group principal meetings at which he will look to receive input from them on this matter. He further stated that staff did some site surveying and looked at the numbers people will lose, working with the area directors, who work closely with the principals, to develop staffing needs. Mrs. Locke also asked if she understands correctly that at this time there is not a projected percentage of positions to be cut, and Dr. Goree did point out the information included on the number of potential positions to be cut. He further stated that before a final recommendation is determined, he will also meet with the employee organizations. She also inquired about the number of classroom teachers and staff reported there are 1,847 regular ed teachers, 626 special ed teachers, and 48 vocational technical teachers for a total of 2,521. Mrs. Locke also asked about the proposed cuts at 1961 Midway or others not located at a school, and Mr. Lee explained that in addition to the 10 positions located at 1961 Midway, they also looked at non-instructional positions, i.e. custodial staff and bus drivers also through attrition. Mrs. Locke asked about the number of employees at Central Office and if there is a staffing formula for Central Office. Mr. Lee responded approximately 200; and relative to a staffing formula, Dr. Goree responded that is in the works. Mrs. Locke stated she is comparing reductions at Central Office vs. classroom and it seems heavy on the classroom side and only eight positions at Central Office.

Dr. Douzart noted the importance of the need for Drivers Education. Dr. Goree stated his agreement with Dr. Douzart and that Caddo has offered a quality product; however, when looking at a \$10 million deficit, it is important to look at everything that can be cut. She also asked about the possibility of the reduction in healthcare costs at emergency rooms because she has observed some unnecessary costs. In the area of technology, she knows the District is not where it should be, but she wants to move forward and provide students what they need.

Mrs. Poljak asked if the District must make cuts in staffing because of the charters, is the dollar amount paid to charters cut? Mr. Lee explained the only way to reduce funding to the charters is if the State sets a different formula or if the charters have a reduction in the number of students. Dr. Goree added that regardless of Caddo's situation, the District must cut the charters a check with a dollar amount for every child they have enrolled. Mrs. Poljak stated her concern that we are creating an academic problem with the number of vacancies in teaching positions, and the Superintendent stated his agreement, but we will have to do what we do with fewer people and still create successful opportunities for students. Mr. Lee further stated that Mrs. Atkins worked with Dr. Lockett and IDEA on these General Fund-funded positions to determine if they could be reduced.

Miss Green asked about today's special session on charters and the necessity to lead with the budget which reflects Caddo in the negative. Miss Green also mentioned her appreciation for Dr. Goree's concern in increasing the student-teacher ratio in high schools, especially the smaller high schools, because she knows cutting four teachers from Green Oaks would be a disaster. She encouraged not increasing the student:teacher ratio. Miss Green asked if staff has looked at neighboring districts and their insurance benefits. Mr. Lee said they have and Bossier and DeSoto Parishes both pay a higher portion of the premium than Caddo does, so any shift of the premium cost to the employee will mean a bigger gap in what the employees pay. The question was also raised on what Caddo's neighboring districts are doing relative to insurance and benefits, and Mr. Lee explained that Bossier and DeSoto Parishes pay a higher percentage of benefits for their employees. Randy Watson explained while there are some similarities, it is complicated and a 1% shift in what an employee pays could be devastating, but it would still not save the District a lot of money. Mr. Watson stated that Caddo employees and retirees are with

the District for life; and the real cost to our health care is not how much the member is paying, but how much the provider is charging, which is where staff is attacking in the plan with a strategy of early detection and early treatment which is much cheaper. Mr. Watson stated that the real inflation is double digit, but Caddo's inflation cost is approximately 7-8%; and the 1% shift in premium cost is a drop in the bucket compared to getting the provider's cost reduced. While Caddo could raise deductibles and out of pocket costs, employees will pay in the long run because of higher costs resulting from complications from not getting proper treatment. He noted he will present to the Board when presenting renewals in August the results from last year and some changes, i.e. reimbursements to doctors, software upgrades with Blue Cross that indicate improvement as a result of early detection and treatment, all of which will bring a greater savings than a 1% shift in cost to employees that could have a devastating financial impact on them. He also explained that when comparing Caddo to surrounding districts, Caddo has implemented changes that have resulted in multi-million dollars savings as a result of medical management and going to the source where increases are seen.

Mr. Riall asked about the need to keep funded vacant positions (certified and classified) in the budget; and Mr. Lee explained that vacancies reflected in the budget, staff knows we will have 50 vacant positions in the budget. Looking at those vacancies, staff will leave it at that number and staff has taken a portion of that number and use somewhere else because staff knows that portion will not be filled. Dr. Goree added staff is working to get a hard number for necessary positions that will be filled. Mr. Riall also asked if the formula for staffing the high schools can be modified so it is different based on the school enrollment, and Dr. Goree said that is feasible, and they have learned the need for the contingency positions to use anytime staff feels like students' education is being compromised by not giving additional staffing. Mr. Riall also asked about the opportunity for a roll forward, and Mr. Lee explained that the deadline is in July and it could affect this budget by approximately \$1 million in revenue. Requirements would be to advertise two times in the Official Journal before July 15 and it will require a 2/3 vote of the Board. Mr. Riall asked if the maximum amount is approximately \$1 million and would the District receive the \$1 million dollars every year. Mr. Lee said that is correct until the next reassessment in four years.

Mr. Riall also asked staff to look at the number of people in the Transportation Department. Dr. Goree stated that does include the number in the Vivian office. Mr. Lee explained that every four years the parish assessor reassesses all properties in Caddo Parish. In non-reassessment years is added only if there has been a lot of new construction. When a reassessment is done, a total assessed value for Caddo Parish is determined, and the intent is not on the number of millages you receive, but on how much money is received. Having just done a reassessment this year and the millages went down approximately 2% as a result of increase in property values, and the Board will adopt millages in June and they reflect a decrease from last year. Mr. Lee further explained that a roll forward will say that even though the assessment went up, we want to go back to the higher millage rates and bring in more dollars to the District, and this would happen without allowing the taxpayers a say-so in the decision. Dr. Goree reiterated that there will be conversation among the employee organizations and employees looking for the easiest ways to generate funds; and from a historic perspective, the Board has not done many roll forwards.

In response to staff's presentation on Board additions to the budget, Mrs. Bell clarified that she is not requesting a new position for Fair Share/Minority Owned Businesses, but she is only requesting that this responsibility be assigned to someone currently on staff. Superintendent Goree explained that the Board previously approved eliminating the Fair Share Department and placing the responsibilities for Fair Share under Lisa Lloyd, director of Purchasing, and Steve White for Capital Projects/new construction.

Mr. Ramsey stated he is awaiting to see what additional positions can be cut, because he realizes we are weighing on the side of employees and there will be a need to look at programs versus employees and come up with the best mix possible in addressing these and future difficult choices. Dr. Goree again stated that staff did bring forth approximately \$9 million in reductions but there remains an additional \$1 million to balance the budget and staff has brought forth some options for the Board's consideration in this area. After listening to the Board's comments, staff will relook at everything in order to balance this budget. Also, he reminded everyone that staff has not recommended a reduction in force but has attempted to let the impact on the campus be as minimal as possible and direct as much as possible to the classrooms. Dr. Goree also said that he believes every conversation needs to be led by what has caused this problem and that is reduction in sales taxes as well as charter school expenses. He also stated that it is important to strategically look at how these type things will be addressed in the future, i.e. if charter schools continue to be added, we will continue to see approximately \$5 million paid out to each charter every year and is something the Board needs to consider as it makes decisions.

Mrs. Trammel stated she believes it vital that the Board knows how the budget will be affected by overtime payments; and regarding the staffing formula, she supports K-3 class sizes remaining as small as possible, and she sees the impact on high schools if that number is increased, but she believes we need to keep the classrooms as small as possible. She also thanked Mr. Watson for his input relative to the insurance costs. Mrs. Trammel also stated this is why she supports a lobbyist for the District, which she will explain at another time, and having someone at the Legislature to monitor and stand for issues that affect the District, i.e. cost to the District for charter schools.

Mrs. Bell stated that the City and Parish have Fair Share programs, and she asked about the formula for Caddo's Purchasing Department and the possible elimination of one position; as well as if someone will be designated to take care of minority and women-owned businesses. She said she wants someone to deal only with minority and women-owned businesses, and possibly someone in the department with expertise in this area in Purchasing can be designated as that person.

Mr. Riall asked about the \$5 million for each of the charters and if there are any checks and balances to what it actually costs to educate these students as opposed to what we are paying. Dr. Goree responded that Caddo is very unique because if you take 900 students from Caddo and place them in a charter, one would think staff could also be reduced; however because Caddo is so large and students are being pulled from so many places, we are not losing enough students from one location to make a difference in the staffing. With a smaller district, a charter would reduce the students from a school by enough to where a district can reduce staff numbers, but that is not the case with Caddo. After looking at hard line numbers at Central Office, staff has seen the need for a staffing formula for Central Office in order to generate the dollars needed. He stated as superintendent, it is his responsibility to receive the information from the Board and staff will work on positions requested by the Board, but he respectfully asked the Board to remember we are \$1 million short of a balanced budget and the budget sessions were pushed back to allow staff to do its very best job of generating the revenues presented and bring forth a balanced budget.

Mr. Riall asked about the practice of when eliminating programs, the District moves people laterally which is not saving money and he believes it is something that needs to be addressed.

There being no additional business, the meeting adjourned at approximately 3:42 p.m.

May 31, 2016

The **Caddo Parish School Board (CPSB)** met in a budget work session on Tuesday, May 31, 2016 at approximately 2:00 p.m. in its offices at 1961 Midway, Shreveport, Louisiana with President Mary Trammel presiding and the following board members present constituting a quorum: Steve Riall, Jasmine Green, Margaret Brown, Susannah Poljak, Bonita Douzart, Denee' Locke, Barry Rachal, Larry Ramsey, and Dottie Bell. Also present were Dr. Lamar Goree, superintendent, and Reggie Abrams, legal counsel. Dr. Douzart led the prayer and Pledge of Allegiance.

VISITORS

Jackie Lansdale, president of Red River United, and Kim Burton with APEL, brought to the Board's attention the involvement of the employee organizations in getting the recent bond renewal passed. She said while they worked hard to convince the employees to support that renewal and that the school board would be there for them, they are not so much convinced of that anymore. After looking at the budget, they believe their backs are against the wall and that the budget is being balanced on the backs of teachers and the classroom, with secretaries and security coordinators being told they must work 10 additional days based on the calendar. She said employees are disheartened and feel disrespected by the possibility of the Board passing this budget. She reminded the Board that the MFP has not been decided and will be in a Special Session, as well as the need to consider a roll forward which will generate approximately \$1 million.

2016-17 CONSOLIDATED ANNUAL BUDGET

Mike Irvin, principal of Oil City Elementary/Middle Magnet School, brought to the Board a proposal for North Caddo Parish that would consolidate Oil City Elementary/Middle Magnet School and Vivian Elementary/Middle Magnet School into one school at the Vivian E/M School site under the new name of North Caddo Elementary/Middle School. He cited the accomplishments of each school while also asked about the future. Being principal of a school (Oil City) that was built in 1925, and the current need for a \$1.5 million renovation to install elevators and making restrooms handicap accessible, it was important to look at the age of the building as well as the other things that needed updating which could become a major expense. Mr. Irvin stated that in looking to be good stewards of taxpayers' dollars, he asks the question of what would be in the best interest of the children. He further shared his suggestion to unify the northern end of the parish and increase opportunities for the children and community by combining the student populations at Oil City and Vivian, housing both on the Vivian school site, beginning in the fall of 2016. Consolidation would mean a school population of approximately 900 students and also opportunities for the students and creating a more united community. He added he believes it will allow more advanced accelerated classes for students, with the State accountability and focus on Carnegie credits in middle school, expand the gifted and talented program as well as the enrichments and electives, as well as share Oil City's very successful environmental science program, combining financials and teacher resources, as well as eliminate a lot of transferring students out of Oil City. Mr. Irvin added this will also add a natural feeder to North Caddo High School and provide a more modern facility for the K-8 school, as well as additional curriculum for Oil City. This could all happen by closing Oil City, closing Vivian, and combining them under a new name, a new mascot, new school colors that would bring both groups together under the name of North Caddo Elementary/Middle School. Facility benefits include better utilization of taxpayers' money, school will be close to capacity, Oil City will benefit from a newer facility, will redirect the funds needed to repair Oil City to other areas. He detailed the problems with the Oil City campus, as well as highlighted the emotion behind closing a school; however, he must separate himself from the emotion and look

at what is best for the O.C. students by providing additional resources and better utilization of funds, creating a stronger feeding pattern to North Caddo High School.

Mrs. Poljak thanked Mr. Irvin for bringing forth a difficult discussion and asked about the distance between the two schools. Mr. Irvin responded 9 miles between Vivian and Oil City.

Miss Green thanked Mr. Irvin for bringing this to the Board and asked about the staffing at Oil City, and Mr. Irvin responded 31 including the principal, assistant principal, librarian. Miss Green asked if there had been any discussion with the principal at Vivian, and Mr. Irvin stated there currently is not a principal at Vivian.

Mr. Rachal also shared his admiration for Mr. Irvin bringing this to the Board and how consolidating our schools can bring more benefits for Caddo's students. In response to Mr. Rachal's comment about preliminary work on this, Mr. Irvin stated that he has not spoken with either community and he is looking at the facts and opportunities. Also, because Oil City is in a slump because of the oil prices, Oil City lost about 40 students; and also, their environmental program has been very successful for the students. Mr. Irvin stated he also has concerns about what you will find if you begin tearing down walls on a building as old as Oil City that will cost even more. Mr. Rachal stated he is in full support of this proposal and asked Dr. Goree his thoughts on this proposal. Superintendent Goree stated that the discussion came about looking at the needs and wants in the Vivian community when looking for a principal, and the community expressed their desire to have a principal that was vested in their community, a principal with strong instructional knowledge of a K-8 school, as well as someone with a good handle on student discipline, all of which Mr. Irvin has. He also said when you have two K-8 schools that are 9 miles apart, one with 500 kids and one with 300 plus kids and a building that is newer and a capacity of over 1,000 students, they believes this makes sense.

Mr. Rachal also asked about the logistics of this happening so quickly, and Dr. Goree responded that because Vivian already has the capability of housing over 1,000 students, staff believes Vivian is prepared to receive the kids. He said if the Board chooses to go in this direction, staff believes it will be a smooth transition. Mr. Rachal inquired about the savings for this proposal, and Dr. Goree said it is about \$.5 million.

Mr. Riall shared, for the benefit of new Board members, that Oil City was once the only K-6 school in Caddo and became a K-6 when a wing was built at Vivian for the 7th and 8th grade to be moved to Vivian. He said when he came on the Board, Oil City expressed an interest in getting back their 7th and 8th grade. Despite meeting some resistance, he reported that they wanted it, they put the Environmental Science Program there which has been extremely successful, so the Board approved adding back the 7th and 8th grade. He further explained that the Oil City program was an extended year program and it was relatively expensive. When budget cuts were being made, they moved it to a year-round program; however, it still did not offer opportunities for students to excel as it had in the past. Mr. Riall added that with the recent changes of moving the 5th grade from Blanchard to Donnie Bickham, and changes in populace with the continued development of I-49, and when looking at the elevator situation at Oil City, a title search confirmed that the land at the school is owned by about 10 different people. Since learning this, the school system began the process of getting the land on which the school sits transferred to the school system and this has been completed. Further as things continue to change, it is apparent that a move is necessary even though he realizes this decision will be a devastating one to the Oil City community. He also noted that this change will address and correct a lot of transportation problems, as well as the fact that we currently, with Donnie Bickham and Herndon as well, have four K-8 schools in close proximity of each other. Because everything in northern Caddo is changing, and he believes this proposal has been well thought out and will offer some great opportunities for the students.

Mrs. Bell also thanked Mr. Irvin for bringing this to the Board, and asked him if he thought the building could become a career center in northern Caddo and enhance opportunities for those students. Mr. Irvin recognized the passion for Oil City School and that he has that same passion; however, he asked himself what is truly best for northern Caddo students, including what is happening at North Caddo High School.

Mr. Ramsey asked with the transformation of Oil City he became a fan and began to see gains and growth. Knowing how hard it is to close any structure, it is good to see those in the community to step up and support moving forward with this type of plan.

Dr. Douzart asked Mr. Irvin if the publishing company still exists in Oil City, and Mr. Irvin said it does. She also reiterated concern over an empty building in Oil City. Dr. Goree explained that in the strategic plan there is a step-by-step plan on managing Caddo's vacant buildings and we will go through that same process for Oil City. Dr. Douzart shared her concern for the community relative to these changes and applauded Mr. Irvin for looking out for those in the community and using his experience and dedication to bring this forward.

Mrs. Locke applauded Mr. Irvin for this unselfish gesture for the community, and she asked, for clarification, and that North Caddo High School is in Vivian and is the high school Oil City students attend. Mr. Irvin said there is a drawing area from North Highlands, Blanchard, Timmons, Mooingsport for Oil City. For high school, some attend North Caddo, some attend Byrd, some Northwood, and some attend Magnet High.

Mr. Riall asked if Vivian presently has a magnet program, and Mr. Irvin said he believes it does. Mr. Riall asked if the new school will carry the environmental science magnet component, and Mr. Irvin said that is correct, and Mr. Riall also asked if the new name would be the North Caddo Elementary/Middle Magnet School, and Mr. Irvin stated not a part of the name, but it would be North Caddo Elementary Middle School with Environmental Science.

Mrs. Brown expressed her appreciation to Mr. Irvin for always being professional and accommodating to work with as she came through the ranks of middle schools at the same time.

Miss Green asked when will it be appropriate to vote on this so work can begin on making this change. Dr. Goree explained that he wanted the Board to look at this today to afford opportunity between today and the June 21st Board meeting to meet with the communities. He said staff will do everything to prepare for June 21st in the event the Board approves this proposal, and will begin immediately on the work required to make the change for the start of the 2016-17 school year. Dr. Goree also thanked Mr. Irvin for this very unselfish act.

Ms. Trammel asked about the staffing, and Mr. Irvin stated the staff at Vivian is larger, but they will be looking to determine any over staffing that may need to be addressed. Mr. Irvin also shared that there is a natural attrition of teachers who come for one or two years and then move closer to town, but there are those who have been there for years and want to stay.

Mrs. Bell shared her concern that in this turn around the communities will meet two times before the Board votes, and she asked if parents, transportation, etc. can all be notified in the month of July. Dr. Goree said yes, because we would be consolidating and a lot of the Oil City students live close to the Vivian site. Mrs. Bell asked about the students from Ida, Hosston areas, as well as the faculty members that will stay or be transferred to other sites, cafeteria and maintenance workers, etc.

Ms. Trammel thanked Mr. Irvin for stepping forward with this proposal; and she believes as long as we notify and hear input from the parents and know what is needed, then we just need to move forward and do what needs to be done to make it happen.

Jim Lee, chief financial officer, stated that today is the second work session for the proposed 2016-17 CPSB Consolidated Annual Budget and he reminded the Board of the timeline and what has to take place to approve a budget in June. Today's work session will focus on the budgeted positions with vacancies, answers to last week's questions, and a presentation on the special budgets.

Mr. Lee stated that staff has continued to work on balancing the budget and doing away with the \$10 million deficit since there is no additional revenue that will come in; and at this time, he must budget conservatively. Since last week's work session, Mr. Lee reported that staff has reduced the deficit from \$10 million to \$931,000, and he highlighted items in the four divisions where additional cuts are being made. He also thanked Mr. Irvin for the proposal he brought forward today, because if the Board approves this consolidation, it will save the District approximately \$.5 million. He stressed to the Board had this not come forward and if additional consolidations are not looked at in the future, there will be no way to avoid cuts that will affect the classroom.

Mr. Lee stated that in responding to Board members' questions from the last budget session, i.e. additional expenditures to the General Fund budget of a Fair Share person (approximately \$60,000), a grant writer (\$110,000) and a lobbyist (approximately \$110,000), these changes will create a recurring expenditure in these amounts with no money coming in to offset or no recommendation of what to cut to allow for these positions. Mr. Lee reminded the Board that while there is not a fulltime Fair Share employee since that position was eliminated several years ago, the District did add this responsibility to the Director of Purchasing. Regarding the request for a grant writer, he also reported there are people in the District and it is part of their job to seek grant funds for the District, i.e. main person is Director of Professional Development and also employees at the schools. In the efforts to reduce costs and balance a budget, Mr. Lee reminded the board that these three positions add to the budget a recurring expense of approximately \$300,000 annually.

Mr. Lee also shared a summary of the special revenue funds that total approximately \$58 million as follows: Child Nutrition Program, \$19 million; Title I, \$17 million; IDEA, \$9 million; and Title 2, \$6 million. He added that these funds, with only a few exceptions, are considered reimbursement funds, i.e. we spend the money first and then seek reimbursement from the State. Also, these funds must be used for specific purposes. While the District can use these funds to supplement what is being done in the General Fund, it cannot eliminate and must follow specific requirements.

Mr. Lee explained that the parishwide capital projects fund receives its funding from two millages, one being renewed in 2013 for 10 years, and the second one recently renewed for 10 years. He reported that capital projects budget is included in this proposed budget and a summary of the Board-approved projects for next year is also included in the information provided. Most of these projects are from the principals since they know the needs at the school, but the funds are also used for critical capital repair needs.

Regarding Debt Service, Mr. Lee explained that these funds are used to pay back the debt from the General Obligation bonds issued over a specific time. He reported there are five property tax mills used to pay these and they are set every year based on the need. The total expenditures in this budget are approximately \$10.5 million, a vast majority of which is the principal and interest paid annually on the outstanding bonds. He also reported we currently have approximately \$79 million in outstanding General Obligation bonds. Also, while the District no longer receives the QZAB funds, the amount budgeted here is to pay back the debt.

Mrs. Bell clarified that she never said Fair Share, but she said since the Fair Share position was eliminated a few years ago, she wants someone already in a position to be assigned the

responsibility of taking care of minority contractors and women-owned businesses. Mrs. Bell also asked for clarification on the grant writer she sees in the budget. Mr. Lee clarified that is what he explained earlier in his presentation and that it is not just a grant writer, but that person is the director of professional development and also has the responsibility of grant writer. Dr. Goree explained that Lisa Lloyd, director of Purchasing, also has the responsibility of Opportunity Caddo; and she has conducted seminars, etc. in this capacity. He said he believes staff can come back with something that is budget neutral and will meet these needs, some of which is already being done, and also do a better job of communicating. Mr. Lee also explained that he put \$60,000 in this budget item because when making reductions staff had eliminated the person who retired; and if we wanted an individual to have this total responsibility, this would be the cost. She also asked about the elimination of jobs, i.e. librarians, library clerks, school secretaries, full-time custodians, bookkeeper, dispatcher, bus aides; and asked if she understands no one will be losing their job and that these positions are currently vacant or those currently holding them will retire. Mr. Lee explained that everything listed as being eliminated is attrition. Dr. Goree confirmed it is a vacancy, a retired person, or we are right sizing and moving people within the District, which we can do without any Reduction in Force.

Mrs. Brown stated her publics look to her to help change things and they are saying we need a Fair Share person. She also shared her concern about the elimination of 15 maintenance workers, and Mr. Lee confirmed these are through attrition vacancies. Dr. Goree stated that he met with small groups of principals, and these are currently vacant positions, and discussed how this will be managed and everyone is confident that it can be done without these 15 people. Mrs. Brown asked about conversations she is hearing about outsourcing, and Dr. Goree explained there is no plan to outsource any position. Mrs. Brown also noted the \$3.2 million in grants that she was a part of as a grant writer/principal/teacher, etc., and this position requires a great deal of time reading, researching and writing. While the Board has within its power to approve this position, Dr. Goree said when you are \$10 million short and adjusting ratios and increasing class size, he questions adding additional positions to Central Office. He understands the position can pay for itself, but this is a concern of staff.

Mr. Ramsey asked if a position is added, he would also like to know what will be eliminated to fund that position. This is a severe situation and another special session is being held in Baton Rouge; and the Board needs to be in a position where it can reasonably make cuts and still provide quality instruction for all the students. In his opinion, he does not believe adding a Central Office position at this time would be spending money wisely, unless a Central Office position is removed from the budget to offset it.

Mrs. Poljak asked how staff determines what the MFP amount will be? Mr. Lee stated he looks at the formula for MFP; and other than enrollment changes each year, the question is if the State will allow the 2.75% increase each year. Mr. Lee reported that districts did not receive the 2.75% increase for 5 or 6 years and last year they gave all K-12 district \$44 million and Caddo's shares was approximately \$2 to \$2.5 million. At this time we have not received confirmation that this will continue; and the attempt to write this amount in the formula was rejected by the Legislature. He did confirm that MFP will be discussed in the Special Legislative Session; however, anything can happen. If they do add it in, we can make that positive change in the budget much easier than if they do not and we have to go back to principals and tell them to cut some more. She also asked Mr. Lee if the \$500,000 for the school closure is a conservative figure and Mr. Lee stated it is. Mrs. Poljak also asked about the \$1.5 million for Oil City renovations out of capital project funds; and if the consolidation is approved, will the \$1.5 million go back into capital projects. Mr. Lee explained none of the changes in Special Revenue, Debt Service or Capital Projects will benefit the General Fund. Mrs. Poljak also asked about the reduction in the Summer Food Program of 42%, and Mr. Lee explained that is what we expect to receive from the Federal Government and it is based on the number of meals we serve, student enrollments. Mrs. Poljak asked if we are feeding fewer children or are we receiving less money

to feed the children? Mr. Lee explained that the Summer Feeding Program is specifically the Summer Food sites over a short period of time in the summer; and with other organizations providing the same services, we are not serving as many children. For example, last summer the District began with between 15 and 20 sites and after a week, that number was reduced to less than 10.

Mr. Rachal referenced the first draft budget and the projected \$10 million deficit and noted that the second draft indicates the inclusion of General Fund reductions. Mr. Lee explained that when it says the reductions were already included, it means there still remains a \$9.8 million deficit. Mr. Rachal asked how many of the budgeted vacancies have not been reduced and the new numbers in the budget. Mr. Lee explained there are three categories where there were a lot of vacancies that have been adjusted. The Special Ed teachers are all funded through the General Fund, and HR and the Special Ed Director look at the actual needs because there is no formula for these teachers like it is for regular ed classroom teachers. Based on their discussion, this number of vacancies was reduced by 20 positions and this was already included in the first draft. Mr. Rachal asked Mr. Lee for a breakdown of the vacancies in each area and how many vacant positions were reduced in each area. Mr. Rachal asked Dr. Goree if staff is still leaning toward Option #3 as far as pupil-teacher ratios. Dr. Goree said they are and have already had some of these conversations with principals because of the time sensitivity with this budget. He further stated that staff believes Option 3 brings about manageable changes in our schools, and the other options would mean too great a loss for the schools. Mr. Rachal asked about the increase in the number of assistant principals. Mr. Lee said he will provide a list of these assistant principals, who are the last handful of former principals that have been placed in positions other than the classrooms. Relative to the grant writer, Mr. Rachal asked if he understands staff's reason for not considering the hiring of a grant writer to be because the benefits do not come back to the General Fund. Mr. Rachal asked if a grant writer brought in \$400,000 and the grant writer cost is \$100,000, is it a bad thing. Mr. Lee said it is not a bad thing, but we currently have employees working on grant writing, and a lot of the publicity we received with the previous grant writer were grants the District would have automatically received, i.e. Federal and State grants where the money is allotted to the District, but the District only had to write the grant to receive them. Mr. Lee further stated that a lot of the grants we received during that time period were Federal funds we receive every year, i.e. Title I, IDEA, Title II. Mr. Rachal stated that he remembers during that time receiving approximately \$3-\$4 million, and Mr. Lee responded that much of that is grants we would have received anyway. Mr. Rachal said he would like to know what we receive that is not a part of what we would receive anyway and would like to see this on a quarterly basis. Mr. Rachal asked about the Central Office budget and the fact that it is approximately the same as it has always been, approximately \$400,000. Mr. Lee explained that Central Services is comprised of three departments ... Communications & Marketing, Information Technology, and Human Resources; and positions have been eliminated in each of those departments. Unfortunately, the total for the benefits in these three departments is a lot and the Board may not see a huge decrease when staff has placed in the budget a 9% increase in healthcare as well as the 25% in retirement. Mr. Rachal stated that he believes the public needs to know that when comparing the first draft to the second draft and the estimated revenue increases by \$1.6 million, that \$1.6 million is from the drug subsidy being moved into General Fund this one time.

Mrs. Locke asked if next year we could revisit the process so the Board receives the budget ahead of time. Mr. Lee clarified that normally staff attempts to get a proposed budget to the Board in advance; however, this year, staff worked on this budget up until approximately an hour before the first work session. Mrs. Locke asked why there is an increase in the number of school counselors as well as school administration. Mr. Lee stated that school counselors are based on the formula, and the school administration numbers include the 9 assistant principals. She also asked about the proposed board room remodel, and Mr. Lee explained it was, but the project has been placed on hold. Dr. Goree stated there have been no changes because the board room

renovation project was approved by the Board in capital projects; however, the time line for implementation has been put on hold.

Ms. Trammel noted that while she understands putting on hold the renovation, it is important that we move forward with the technology piece since the equipment currently being used in the board room needs upgrading to support what we are using. Dr. Goree explained that the technology will happen and the remainder in phases. Ms. Trammel thanked the staff for staying with Option 3, and asked about the lack of a formula for Central Office departments and the large number of clerical persons in one area. Mr. Lee explained that even though the numbers in HR are being reduced, the budget indicates a reduction of 18 to 15 positions; however, that number is not all secretaries, but it also includes 2 benefits specialists, employees who work with the subs. Ms. Trammel said while she understands that having worked in the system, but there are those who do not know that the number includes positions other than secretaries. She also asked if we have a plan where employees are multi-tasking or crossover in job responsibilities, do the employees receive stipends for added responsibilities. Mr. Lee stated if it can be done during the normal work day, then there will be no additional pay. In a situation of adding the Opportunity Caddo responsibilities to a current position, Mr. Lee said he believes that is something that would be sent to Mr. Rahmberg. Dr. Goree stated that is correct if it is something that changes the structure of a position to determine if the pay grade is still appropriate.

Mrs. Brown asked if emergency situations are covered in the budget, i.e. building burning down. Mr. Lee explained that is what reserves are for and why staff does not like to dip into those funds for regular operations and recurring expenses.

Mrs. Bell stated that the explanation about job descriptions and that some may be listed under clerical even if they are a specialized position, i.e. benefits specialist, because this is what she is asking for in the Opportunity Caddo responsibilities. She also expressed her concern about the Career Center and the 48 teachers and teacher aides, and how important this program is for students who may not be college-bound, but need a trade. Also, she thanked Ms. McKinney for explaining to her about the Jump Start program and asked for a report on how Jump Start will be incorporated in the programs at the schools. Ms. Trammel asked if the Career Center uses the same staffing formula as is used for the high schools, and Mr. Lee responded he believes their staffing is based on need, but will check with HR.

Mr. Riall asked about Mr. Rachal's comment that the Board always hears that Central Office is top-heavy, and if every employee is classified as either a certified or classified employee. Mr. Lee stated certified, classified and administrators. He asked if the only staffing formula in the District is for certified (teachers, principals), and how a staffing formula was eluded so long from the Board for all the other positions. Dr. Goree said while he does not know, but did discuss at last week's budget session that it is time to develop a staffing formula for the Central Office and non-school-based positions. Mr. Riall expressed the need to begin addressing these areas.

Mrs. Brown also asked about replacing the Director of Communications and Ms. Trammel indicated we will not.

Mr. Rachal asked about the quantity of positions in the General Fund only and that staff provide funding for all positions in the District because he notices moving Special Ed Director and Supervisors to the IDEA fund. He doesn't want to begin shifting people to other budgets and not really addressing the problem. Mr. Lee stated his disagreement because when someone can be legally paid from a Federal grant, this does benefit General Fund. Mr. Rachal said that he understands while the money may be coming out of General Fund, everyone else is benefiting from it, and Mr. Lee said he hesitates putting new people in grants because the grant may only be for one or two years. Mr. Rachal stated he understands but would like to see where all the positions are funded.

Mrs. Poljak asked if we are only needing to find another \$300,000. Mr. Lee said that is correct and he believes we will be able to find those without further impacting staffing, and he will have this by the next session. Dr. Goree clarified that we will still have to use Option 3 and this would be above that because the gap will still be there after implementing Option 3.

There being no additional discussion, Mr. Ramsey moved, seconded by Mr. Riall, to adjourn. Vote on the motion to adjourn carried and the meeting adjourned at approximately 4:00 p.m.

June 7, 2016

The **Caddo Parish School Board (CPSB)** met in special session on Tuesday, June 7, 2016 at 4:30 p.m. in its offices at 1961 Midway, Shreveport, Louisiana with President Mary Trammel presiding and the following board members present constituting a quorum: Steve Riall, Jasmine Green, Margaret Brown, Susannah Poljak, Dr. Bonita Douzart, Raymond Green, Denee' Locke, Barry Rachal, Larry Ramsey, and Dottie Bell. Also present were Dr. Lamar Goree, superintendent, and Reggie Abrams, legal counsel. Mr. Albritton was absent. Ms. Trammel led the prayer and Pledge of Allegiance.

CAPITAL PROJECTS BID (HILLSDALE)

Mr. Ramsey moved, seconded by Mrs. Poljak, to approve the following bid as recommended by staff and submitted in the electronic mailout on the bid tabulation sheet: (1) Thrash construction, with a Base Bid, for the sum total of \$427,500 for Project 2017-021, "Relocate Alexander to Hillsdale".

Dr. Goree brought to the Board's attention a document placed at their stations that provides additional information on the relocation of Alexander Learning Center to Hillsdale, and he reminded the Board that the District currently receives lease payments from AMIKids for a portion of Hillsdale as well as we will receive lease money from MoonBot Studios for the Alexander property. Miss Green asked if the renovations will be ready by the start of school, and Steve White responded it is staff's full intent to have Hillsdale ready for occupancy at the beginning of the school year. Preliminary meetings have been held with the contractor, and pending Board approval, the contractor will begin work on Wednesday morning with a schedule for completion in 55 days, which is 7-10 days before teachers start. Miss Green asked what all will be done at Hillsdale for this amount of money, and Mr. White explained that the restrooms (3 female and 3 male) must be upgraded in the older part of the facility to make them ADA compliant, general cleanup in the classrooms, re-lamping of all light fixtures, replacing ceiling tiles, reinstalling the air conditioners which were removed when closing Hillsdale to avoid them being vandalized, replacing all exterior doors and frames, re-keying, reinstalling the intercom system, data upgrades, and possibly constructing a severe and profound restroom. Dr. Goree said AMIKids Charter will be located there as well as Caddo's Alexander Learning program. He said it will be an easy transition for some of the Alexander students since AMIKids will be serving over age elementary grade students. Miss Green asked if this amount will cover everything that needs to be done and Mr. White said it will and if the severe and profound restroom is not needed that will be a savings to the total. Staff put it out for bid and this was the low bid for the project.

Mr. Rachal stated he doesn't remember discussing the cost for this renovation. Dr. Goree reminded the Board that when the Board approved closing the Alexander Learning Center and moving forward with the leasing of the Alexander property, it was originally discussed to move the Learning Center to the Ingersoll campus which renovations at Ingersoll would have been a similar cost. Instead it will go to the Hillsdale campus. Mr. White explained that in looking at the renovations in order to move to Ingersoll, there would have also been a need for additional parking because of staffs from the Ombudsman sites and for Alexander. Dr. Goree further explained that the decision to go to the Hillsdale campus was confirmed by the fact that it will create a natural feeder pattern from elementary to middle whereas Ingersoll is a high school program and you would have elementary students on the same campus. Mr. Rachal shared that he likes the transition as well as the staff's wisdom to remove the HVAC and store it to save in that area.

Mrs. Locke asked if when leasing to AMIKids did we know renovations were needed. Mr. White said no renovations were needed for the portion of the building for AMIKids, and these renovations are for our students only. Dr. Goree said these renovations are a result of the MoonBot Studios desire to lease the Alexander School and the need to relocate the Alexander Learning Center, and these renovations are to accommodate the students relocating to Hillsdale.

Mrs. Locke also asked about the shooting range location, and Dr. Goree explained that the active shooter training is being moved strictly to the Linear campus.

Mrs. Brown stated she believes for the cost of these renovations, more is happening on this campus, and Dr. Goree said no because the new wing to be occupied by AMIKids is in great shape.

Mr. Riall asked if the renovation cost will be offset by the lease amount received from AMIKids over the next five years, and Dr. Goree said it will. Mr. Riall asked who handles the utilities and operating costs incurred by the lessee at these two properties, and Dr. Goree responded that they will be incurred by the lessees.

Mrs. Bell defended the administration because they came to the Board and told the Board how much would be saved by closing and only having one Ombudsman site at Ingersoll. Staff also shared with the Board at that time that the students at Alexander will be moved.

Mr. Rachal asked if the \$885,000 lease amount for Alexander from MoonBot will go directly into the General Fund. Dr. Goree responded that it will. Mr. Rachal said he assumes this \$885,000 is in the budget, and staff stated that this amount is over a 5-year period and it is in a lease line.

Mr. Riall asked about the \$885,000 going into the General Fund budget and if the cost to renovate the building will come from Capital Projects, because he believes if it is coming out of Capital Projects, the lease income should go back into Capital Projects. Dr. Goree responded that is a conversation that can be held. Mr. Riall asked that this be looked into. Mrs. Bell said it goes back into Capital Projects, but maybe a little in General Fund to hopefully do something for the employees.

Dr. Douzart reiterated that it will beautify the neighborhood and she is very impressed with what is happening.

Vote on the motion carried unanimously.

CREATION OF CADDO VIRTUAL ACADEMY FOR THE 2016-17 SCHOOL YEAR

Mr. Ramsey moved, seconded by Mrs. Poljak, to approve creation of a Caddo Virtual Academy for the 2016-17 school year as recommended by staff and submitted in the mailout.

Mr. Ramsey stated this is the right time to move forward on this and he appreciates staff bringing it forth. Dr. Goree commented that positive feedback has been received on this locally and from other districts, and staff sees this as a very viable option for children who are not the traditional high school student.

Mr. Rachal stated this has been a long-time coming; and he appreciates how Dr. Goree brought forth this opportunity for Caddo's students.

Mrs. Bell echoed the comments supporting the Caddo Virtual Academy, and she asked that the staff clarify to the media that this is not a magnet school. Once approved, Dr. Goree said staff will do a news release to clarify this offering.

Miss Green asked about the location, and Dr. Goree responded that initially the conversation has been to locate it on one of Caddo's high school campuses; and while no final decision has been made, staff is looking to do this, but will first have four testing sites in the city. The central location will house the principal, counselor and four Core teachers. Miss Green stated she believes the location is important when something like this is put on the agenda for discussion as she would like to be able to respond to questions with accurate information.

Mrs. Brown announced that Captain Shreve and Booker T. Washington have begun some parts of virtual school with the Google classroom.

Vote on the motion carried unanimously.

Adjourn. *Miss Green moved, seconded by Mr. Rachal to adjourn. Vote on the motion to adjourn carried and the meeting adjourned at approximately 5:00 p.m.*

T. Lamar Goree, Ph.D., Secretary

Mary A. Trammel, President

June 6, 2016

The **Caddo Parish School Board (CPSB)** met in a budget work session on Monday, June 6, 2016 at approximately 4:00 p.m. in its offices at 1961 Midway, Shreveport, Louisiana with President Mary Trammel presiding and the following board members present constituting a quorum: Steve Riall, Jasmine Green, Margaret Brown, Susannah Poljak, Bonita Douzart, Denee' Locke, Barry Rachal, and Dottie Bell. Also present were Dr. Lamar Goree, superintendent, and Reggie Abrams, legal counsel. President Trammel led the prayer and Pledge of Allegiance.

VISITORS

James Clifton, Oil City Town Council, requested the elevator and handicapped bathrooms be put back in the plan for Oil City Elementary/Middle, and another option besides the consolidation of Oil City and Vivian be looked into. He doesn't believe this is a win-win situation. With Oil City being a school that is doing well, he doesn't understand why we are not adding a wing rather than moving it 10 miles away to another school. He shared with the Board rumors he is hearing; and asked the Board to remember that a school is not built by educators alone, but it is built by a community and Oil City has worked hard to educate the children and parents by working with the school. Mr. Clifton also shared that he believes the problem is the School Board and the principal that has been there 17 years; because with the legislation in place for almost 30 years, he questions why the elevator and handicap restrooms have not been addressed long before now. He noted schools older than Oil City and in the same vicinity that have an elevator.

Jackie Lansdale, president of Red River United, stressed that schools, hospitals, fire and police protection, and roads are financed through taxes. She asked the Board to think about this in making decisions and have the courage to do what is right for the school district.

2016-17 CONSOLIDATED ANNUAL BUDGET

Mr. Lee, chief financial officer, stated that today is the third budget work session and noted that a copy of the proposed budget has been made available for public inspection in order to meet the 15 day legal requirement if the Board does adopt the budget on June 21st. He reported that the notice will be published in *The Times* in order to meet the 10-day requirement.

Mr. Lee announced that today staff is presenting a balanced budget and highlighted additional cuts in spending to present today's proposed budget with a \$41,000 surplus. He highlighted the changes in the proposed budget presented today from the last proposed budget and that a third and a fourth column were added to reflect where we were in the process last week and today reflecting the changes. He pointed out there was no change in the class size nor the funding for teachers supplies, but additional cuts were made in all expenses in the General Fund where staff felt they were best served, and cuts reflected in regular ed M & S, Special Ed M & S and Vocational Ed travel will not affect the classroom but come from accounts controlled and maintained by Central Office staff, i.e., instructional staff in professional development, inservices, legal expenses, election fees, Finance M&S, security operations and custodial vacancies totaling \$255,000. The remaining amount is incorporated in the consolidation of Oil City and Vivian Elementary/Middle Schools.

In response to a request of the Board to provide staff with additional questions they may have on the budget, using vacancies to balance the budget was a key topic. He explained most of the vacancies are in two areas, Special Ed teachers and Transportation; and staff did not look at these lightly, but looked at every vacant position and determined the need. While we may have 70-80 vacancies in Transportation (bus drivers), it does not mean that we do not need bus drivers. Staff did use some vacancies to help balance the budget; however, staff looked at this prior to

submitting the first draft budget to the Board. Regarding Special Education, Mr. Lee noted there have historically been many vacancies (50-60 annually); but this year the Director and the Human Resource Officer reviewed staffing needs and after looking at the needs, reduced certified positions to 606 from 626. He reiterated that staff used some of the vacancies to help balance the budget and reduce the deficit by approximately \$3.2 million, but this was done at the very beginning of budget preparation. Mr. Lee noted that when staff prepared its first draft budget, the deficit was approximately \$14-\$15 million and staff worked it down to a budget with a \$10 million deficit before bringing it to the Board. In the area of Transportation, Mr. Lee reported there were about 80 vacancies at the end of the school year and staff used approximately one-half of these (approximately \$1.5 million) to help balance. He stressed the importance to not cut vacancies too much because of the needed positions, and staff has done so only to the point that staff feels comfortable in doing so.

Other questions covered the elimination of the Drivers Education Program, and Mr. Lee explained this is an area staff has continued to monitor because it is losing money and the number of students participating declines each year. At this time, he reported students are charged \$400 which is not much less than what local driving companies charge; and if a Board member wishes to bring this program back, it would be his recommendation that our fee be increased to \$475 or \$500. Relative to the vehicles, Mr. Lee reported they are leased and could be retained as staff cars or turned back in and the lease eliminated.

Regarding refreshments and food for meetings, Mr. Lee reported that this is not tracked; and there is an account number set up by the State for school districts to track food and the specific department's M & S account being charged. Staff could do a more in-depth study, which would take some time to do; however, the number of lunch time meetings at which meals are served has been reduced tremendously over the past two years.

Regarding a breakdown of fuel costs, Mr. Lee explained this account is reflected in one of the summary lines in the General Fund ledger and fuel is paid out of two accounts, Transportation pays for buses and some staff cars (approximately \$1 million) and Maintenance (Operations) pays for fuel for their vehicles (approximately \$300,000). With the historical low prices for oil over the past year, Mr. Lee added a positive variance in this expenditure has been seen.

Mr. Lee also reported that in response to the question about provisions made for the smaller high schools to have compatible programs with the larger schools, staff will make sure this happens through the use of contingency teacher positions built in the budget. He also provided a breakdown of staffing at the Career Center in response to Board member questions.

Superintendent Goree explained that in looking at the Drivers Education Program, there is no plan to expand the number of staff cars by using the leased drivers education cars, but if they are used, they would replace some older cars that are at a point of high, recurring maintenance costs.

Denee' Locke asked for clarification when reference is made to "we looked at this", and Mr. Lee explained that early in the process input on needs is sought from principals, supervisors and directors. These persons meet with the chief staff person they report to and review the requests. The division chiefs have the responsibility of looking at the requests to determine what is reasonable to meet the need. At this point, the information comes to him as the Chief Financial Officer, and a budget is put together based on the information received and a decision is made if there is ample revenue to meet the list of needs. Using this year as an example, Mr. Lee reported that the budget process began with an approximate \$15 million deficit and he began to look at those things that did not have a major impact and could be eliminated, i.e. vacancies. He reported that at this point, he met with the Superintendent to share with him where we were in the budget planning; and the budget was returned to the division chiefs with the instruction of getting with their staffs to determine spending cuts. At this point, and with additional cuts, the

proposed budget was developed for presentation to the Board with an approximate \$1 million deficit. One on one discussions with the division chiefs were held and the consolidation, if approved by the Board, will help the budget tremendously. Mr. Lee said he continued to scan the budget to determine if staff was asking for increased amounts from the previous years and the increase addressed to determine the necessity.

Dr. Douzart asked Mr. Lee about the contingency for SPED teachers, and Mr. Lee explained there is money in the budget in the event a need arises at a school so staff can fill that needed position without coming to the Board every time. Dr. Douzart also asked about the professional development director/grant writer and if we will continue to pursue grant possibilities through this position; and Mr. Lee confirmed that is correct unless a Board member makes a motion to add another person. She also asked about the possibility of keeping old cars versus leasing new cars for drivers education, and Mr. Lee responded not only are the vehicles very old, but he believes there are requirements on vehicle age and mileage that must be followed.

Mrs. Poljak asked staff to clarify if MFP for the State is cut by approximately \$44 million, what the District needs to do if these proposed cuts are not made. Mr. Lee said it is his understanding the Board does not wish to make any changes that result in reduction to the classroom; however, if the cuts proposed are not made, it will be almost impossible to do so without affecting the classroom. With a lot of small schools in the District, and because small schools cost a lot of money, the only way to do so, if you don't increase the class size, is look at a major RIF of other employees, but even with that, a big savings would not be seen the first year. He noted that the largest areas with the most employees and the most logical areas to outsource would be transportation and custodial services; but unfortunately both groups of employees pay into the Louisiana School Employees Retirement System; and the LSE law states that if you outsource/RIF/layoff, you must still pay for one year the unfunded liability for that employee. When you have 300 bus drivers and 300-400 custodial staff, this represents several million dollars for the first year. He also explained if the District decides to outsource, the savings will come because the company that wins the outsourcing contract will not pay the benefits we pay. Mr. Lee said another option would be to close/consolidate more schools, possibly five to eight, to save \$4 million; and he does not believe the communities are prepared for that nor could operations make that happen by the start of school in August. Mr. Lee reminded the Board that they are currently moving Alexander, Barret, and, if the Board approves it, consolidating Oil City and Vivian. He also noted Mrs. Poljak's comment regarding State funding and that unless something is done during the Special Session, we will see a reduction in the State funding in addition to sales tax revenue being down and an annual decline in enrollment.

Mrs. Brown asked about projections on fuel cost, and Mr. Lee explained that while gas prices are slowly rising, prices are still much lower than the past 2-3 years. Mrs. Brown asked Mr. Lee about his projection and Mr. Lee said he looks at a small increase as well as where it stands from the budgeted amount last year. Mrs. Brown asked the Board to not close the door on Drivers' Education because she believes there is a definite need. Also, she said she believes the District could get a competent grant writer who could help bring in additional monies for the classroom which would help the budget. She also asked if travel is local or National? Mr. Lee said it is not the local mileage reimbursement, but is for conferences (in state and out of state). Regarding custodial staff, she stated her concern about cuts in the custodial staff and security operations, specifically where the will impact a school. Mr. Lee said he will work with Mr. Woolfolk regarding the custodians; and relative to security, he explained this is an operating account that covers maintaining the software, re-keying, etc. and does not include security coordinators.

Miss Green asked about the Option 3 staffing formula and if she understands correctly this increases high school staffing (grades 9-12) from 25:1 to 26:1 and will smaller schools lose teachers. Dr. Goree responded there will be a smaller loss in the smaller schools; and when there are difficult situations at our small high schools, this is where contingency positions are used to

make sure we offer a quality program and meet the needs at the school. Miss Green expressed her concern that she does not want to lose more students from her schools as a result of the school not offering what the student(s) need. She also asked about the Drivers' Education cars and if a definite decision has been made, because it is her feeling they should be returned and not kept. She asked what the cost would be if they were kept, and Mr. Lee responded approximately \$48,000 a year.

Mr. Riall asked for clarification and if the certified vacancies are mainly Special Education, and Mr. Lee confirmed that is where we have the majority of vacancies. Mr. Riall also asked if he assumes correctly that these are currently being filled with subs, and Mr. Lee responded that is correct. Mr. Riall asked where the money comes from to pay the subs, and Mr. Lee explained there is an allotment in each area for regular ed, special ed, and vocational ed teachers for substitutes, which is not a separate line item, but it is included in the salary number. Mr. Riall asked why subs are not being paid out of money allocated for the vacant positions. Mr. Lee explained that you can eliminate the sub money and keep the money in the teachers, or you can reduce the teacher amount and keep the sub money; but it will all be about the same. Staff eliminated the vacant teacher positions and kept the sub money and subs are paid from that amount. Mr. Riall asked who teaches Drivers Education and how much money will they lose if the Board eliminates this program? Mr. Lee responded mostly coaches, and the amount will be between \$4,000 and \$5,000 a year. Mr. Riall asked if this will be significant to keep or lose coaches; and Mr. Lee said while he does not know, he knows the coaches are also teachers in the system. Mr. Riall asked what Bossier does, and Dr. Goree said he is not sure but can research whether or not Bossier will outsource this program and bring that information back to the Board.

Mr. Green shared that relative to substitute pay, he would like to know if the District has fully qualified teachers that are not regularly employed, and the process for determining if a person in a substitute position can be employed as a regular teacher. To his knowledge, Mr. Lee said he would probably defer to Human Resources but he believes certification would be key when looking to hire subs to fill full time positions. Mr. Green asked if they are certified, who makes the decision to move them into a permanent position? Mr. Lee responded staff will research and provide a response to the Board. Mr. Green asked, when establishing needs in the schools based on principal input, how a situation is addressed if a principal leaves out something for their school. Mr. Lee responded if a principal left out a needed program at this point in the process, it is a good chance it will not be added in the current year without a revision to the budget; and then, staff would let them know the surplus, how much the project costs and what would be eliminated in order to give this to a principal. If after the budget is adopted, basically the same process is followed and a budget revision brought to the Board; however, if brought to staff's attention two or three weeks sooner, staff can look at the possibility of incorporating this into the budget presented for approval.

Mr. Rachal asked for a summary of what has happened since the first proposed budget was presented and how many teacher positions are held in contingency at the high schools? Mr. Lee said there is a contingency of teachers, but it is not by grade level. He asked how many teacher positions there are and how much money does this represent. Mr. Lee responded there are approximately \$1.7 to \$2 million (25 positions). Mr. Rachal asked what amount is being used for certified teachers, and Mr. Lee responded \$71,500 (inclusive of benefits). Mr. Rachal asked if he understands correctly there is approximately \$1.7 to \$2 million in the contingency for teachers as well as approximately 60-80 teachers. Mr. Lee reminded Mr. Rachal that we are not using Special Ed money in this situation because Special Ed dollars are being used to help eliminate the deficit. Mr. Rachal asked about additional contingencies, and Mr. Lee responded there are no other contingencies, but there are contingencies in classified as well. There are also M&S contingencies for emergencies. In saying that the District cannot find Special Ed teachers, Mr. Rachal asked about the 60 vacant positions and how many vacancies do we normally have from year to year. Mr. Lee responded approximately 40-50. Mr. Rachal stated that when

looking at this year's budget and comparing to the previous year, we were over 100. Mr. Goree said that is correct and those positions were figured into that number. Dr. Goree said it is important to leave these on the books because of Human Resources' efforts to provide certified teachers for these positions. Mr. Rachal asked about the average in Transportation vacancies; and Mr. Lee responded that while it has not been 80-90 for long, the school year ended at that number. Mr. Rachal stated his concern that we never fill all the vacancies, but the funds are budgeted for all the vacant positions; then at the end of the year, the money is gone without filling the positions. Mr. Lee explained staff issues this past year in over staffing at some schools, and Dr. Goree added that the two unique things this year were the \$4 million reduction in sales tax and the overage in administrators on campus that were not a part of any budget line item. The Superintendent reported that staff diligently worked last October to clean this issue up since they were not reflected in any line item in the budget when they were removed as principal in one school and placed in another administrative position. Mr. Rachal stated his concern that we budget \$71,500 per teacher (over \$4 million for 60 positions); and if we average 40-50 positions, approximately 10-20 budgeted positions are never filled. While he is not suggesting cutting any vacancies, he believes if we cut the average by half, this would put the District at budgeting approximately 20, and Mr. Lee stated that this reduction has already been made (money associated with Special Ed positions). Mr. Rachal asked how much money did this represent, and Mr. Lee responded it was the \$2 million mentioned earlier in his comments.

Dr. Goree stated that staff did not just look at the vacancies, but Mrs. Atkins and Dr. Lockett looked at the specific needs of the department and determined how to move from a "Cadillac" model and make sure we continue to meet all the needs of the students. He also added he doesn't like to say staff did away with the vacancies, because technically a lot of processes and procedures were revamped and staff ended with \$2.3 million less in services; and the remaining positions are believed to be viable positions and staff's goal is to find teachers to fill them. Mr. Rachal asked how many vacancies are in the current proposal, and Mr. Lee said for Special Ed teachers approximately 20 and he did not want to reduce bus drivers by a lot, because we need bus drivers and are able to fill these vacancies; but, staff did reduce that number by approximately one-half which is the \$1.5 million mentioned. Mr. Rachal asked about the allotment for subs, and Mr. Lee said it depends on which group of subs, regular ed or special ed teachers; but it is approximately \$.5 million. Mr. Lee reiterated the importance of leaving some of the budgeted teacher vacancies in the budget since the District's full-time recruiter will be working diligently to fill these positions with certified teachers. Mr. Rachal stated his concern over the large amount of money built into the budget for vacancies, yet he doesn't understand why we still have these vacancies at the end of the year, but the money has been spent. Mr. Lee reminded Mr. Rachal that revenue dropped this year by approximately \$4 million as well as the increase cost for the charter schools. Mr. Rachal stated that he believes he is hearing we need to continue to make reductions wherever possible and that the public needs to be aware of what the District is facing in the future; and asked what will be done between this budget and next year's budget. As mentioned at the last work session, Mr. Lee said unless the hard decisions are made, i.e. school consolidations, we will continue to be in the shape as long as there is a declining enrollment, as long as the State continues to fund stagnant or reduced, and as long as local spending and sales taxes are down.

Dr. Goree stated that the Strategic Plan outlines the process the District will follow over the next four years to insure we are as fiscally responsible as possible; and in looking at the vacancies from a historic perspective, Dr. Goree said there are some years where those dollars (vacancies) were used to balance a budget even in a system where there were as many as 17 people drawing administrative pay not in a line-item. At this time, staff is working very hard to get to where those dollars are budgeted to be used where they fall in the budget while at the same time asking the Board to make some difficult changes. He further added that the Long Range Development Committee will look at RFQ for energy management when it meets next because this is where the District can look to decrease energy costs and ultimately increase dollars in the classroom.

Mr. Rachal reiterated that unless someone can emphatically show him that a grant writer does not bring in what they are paid, he will still suggest using one of the vacancies and shift that amount to be used for a grant writer.

Mrs. Bell stated her agreement of using contingency teachers to meet the needs in the smaller high schools. She asked if all required courses for a student to graduate from high school will be met, and Dr. Goree said absolutely and is why contingency teachers should not be looked at as extra dollars budgeted but as necessary dollars used to afford every student a quality high school education. Mrs. Bell stated she is aware of teachers not being available to teach such required courses as foreign language and asked that HR direct applicants to the schools where teachers are needed and not just let them choose where they will teach. Dr. Goree explained that a priority for the full-time recruiter will be to work first with priority and zone schools, because these are the schools with the majority of vacancies; and staff will continue to point persons to open spots in those schools. He further stated that teachers some time have the attitude they only want to work at certain schools; and while there is not much staff can do to address this, staff does direct them to where there are vacancies, and some schools who cannot find a teacher use the virtual school program. Mrs. Bell also said she wants to know when parents call about placement of their children in required courses that staff will immediately respond to that need. Dr. Goree responded he does not like to say he will immediately respond, because he does not believe that to be a fair answer; but when principals come and request additional teachers, staff will work with the area directors, HR staffing personnel, as well as with the master schedule, to make sure staff is being as efficient as possible. Mrs. Bell requested a list of 9-12 grade required courses for a high school student to graduate. Also, she is concerned about the safety of all children; and when reporting the large number of vacant bus driver positions, she likes the ability to be able to address issues such as too many children on the bus and would ask that Mr. Jones make sure there are not three students on each bus seat. She also stated she will not agree to eliminate all vacancies in the budget, because she understands the importance of having this availability when teachers and parents approach Board members about a need in their child's school.

Ms. Trammel asked about the reduction in security operations, and Mr. Lee explained again that this does not cut security personnel at the schools but it is the Security Department's operating cost. She also asked about the large number of budgeted vacancies and what schools have the greatest number of vacancies because she would like to make sure the vacancies are spread across the district and not impact one school more than another. Relative to leasing, she asked if a lease is stopped, will it cost the District a large amount of money. Mr. Woolfolk stated that to his knowledge there is not a penalty, but the vehicles would be returned and re-evaluated and a determination made when the vehicle is sold as to any difference in what we owed under the lease and the sale price to determine if there is a penalty to be paid. Ms. Trammel referenced the information provided on the number of students and class sizes at Caddo Career and shared this with other Board members.

Mrs. Brown shared her concern about the Virtual Academy and expressed her gratitude to Captain Shreve and BTW for sending a team to Texas to be trained for Google Classroom which is a part of the Virtual Academy. She looks forward to everyone across the district being offered this opportunity and experience. Dr. Goree stated this will come before the Board on Tuesday for discussion.

Mr. Riall asked Mr. Lee if he remembers correctly that at the beginning of the budget session there were approximately 60 funded certified vacancies and 90 certified bus driver vacancies, and Mr. Lee said that is correct. Mr. Riall asked how long the District has carried funded vacant positions, and Mr. Lee explained for years, but only for the last 2-3 years have we reduced the number of vacancies and used that amount to help balance the budget. Mr. Riall stated that a teacher basically makes \$71,000 for salary and benefits and if there are 60 funded vacant positions of \$71,000 (\$40,000 of which is salary and the remainder in benefits), this means there

is \$40,000 budgeted for that teacher's salary. If that position is filled with a sub, is the salary $\frac{1}{2}$ of the \$40,000, and Mr. Lee responded probably less. If the sub is \$15,000, there remains \$25,000; and if there are 60 positions at \$25,000 and the following year there is another 60 positions at \$25,000, over a period of 7-8 years, that is a lot of money and he questions where the money is that is dedicated to teachers. Mr. Lee explained as stated earlier, this year the District saw a \$4 million reduction in sales tax, and that money was used. Dr. Goree further explained that in looking back to 2010, one can see how those funds have been reallocated around April of each year to cover some uncertain situations that have happened, i.e. the administrators continuing to be paid a principal's salary when removed from that position and the amount was not in a budget column. Mr. Riall asked if the freedom to allocate funds to cover mistakes and inadequacies is cutting the teachers short; because if the money is dedicated to teachers, it should not be used for anything else. Dr. Goree stated his understanding of Mr. Riall's concerns and as we move forward, we must also forecast the budget more realistically so we do not end up in situations where a \$4 million cut in sales tax revenue or million dollar increases to charter school costs hits the district so hard. Mr. Riall said he believes that some of this money should be dedicated to stay in the budget and not be at the discretion to be used in other areas.

Mr. Rachal said he believes if we allocate 30 funded vacancy positions that represent \$2.1 million, the working teachers are paying the price because we do not have all the teachers needed. If 50% of the \$2.1 million is not spent, he believes it would be a wise decision to give the teachers some additional money (not a pay raise). Dr. Goree explained that part of the UVA research indicated one of the issues with the District is the vacancies were in the priority and Zone schools, so technically the money should not go to all teachers, but to the teachers in these schools. He added really it is the children who are paying the price because they do not have a certified teacher in front of them in the classroom. The goal is to get certified teachers, and every effort will be made to do so; and if any type reduction is done with these positions, and wherever you do not have certified teachers, that is where the money comes from to pay them when the positions are filled. Dr. Goree further stated that it is the goal to fill these positions and the District's full-time recruiter has the challenge of doing so; and he agrees with Mr. Rachal that the number needs to be adjusted to a manageable number. One of UVA questions was in looking at a school with seven long-term subs, why isn't the money going to that particular school to provide additional support and provide opportunities for those students. Mr. Rachal said that he believes we do have schools with long-term subs and the funds allocated should be going to those schools; and he asked how the Board can go about dedicating these funds specifically in order to augment the supervision, the teaching, etc. Dr. Goree shared that is one of the things staff is working on and we must first make certain the budgeting process is an actual reflection of what is happening which is something the District has struggled with in the many uncertainties with talent management. Mr. Rachal asked if a motion is needed to make it emphatic that these funds need to go to where there are vacant positions; and if it does not, it should remain in the budget and not be used to fill in elsewhere in the budget. Mr. Lee stated that is a fine line, because would you then be saying there is a need to RIF another group of employees because we can't find the teachers, but we need to leave the money budgeted. Mr. Rachal said that is not what he is saying, but if this were the case, the Board could come back to the budget and make necessary adjustments. Mr. Lee said at this point, he is saying that is what it will take if the Board wishes to leave the money allocated to Special Education, then cuts will need to be made elsewhere to offset it. Dr. Goree reminded everyone that cleaning up the budget is a work in progress and asked the Board to give staff the opportunity to continue in that direction to address all the staffing needs. Mr. Rachal also asked if there are schools with 5 or 6 long-term subs in teacher positions, he believes there must be more than 60 vacancies in the certified area. Dr. Goree said staff can provide additional information and noted that approximately 75% of the vacancies will be found in the District within the Transformation Zone. Mr. Rachal asked when ending the school year, he would like to see a list of the long-term subs, and subs, filling positions that should have been certified. Dr. Goree responded the number should be pretty close to what the number is and is how we can determine the number of vacancies. Mr. Rachal

reiterated his concern that there is a lot of money in the budget (close to \$3 million) not actually spent on what the money is budgeted for. Dr. Goree also reminded Mr. Rachal that anyone on any type of long-term sick leave, maternity leave, will also be noted in this number, but staff will make some adjustments to present this.

Mrs. Bell asked staff if it is known how many teachers are on sick leave and how many days. She said that is a number the Board members need to know so it does not take any money away from teachers. She noted the teachers that have retired, have resigned, are on sick leave for long periods of time; and it is important to protect the students; so she believes it will be Human Resources to let the Board know in July how many vacancies there are. She said she believes if someone would check the number of teachers that retired last year, the number that resigned, etc., it will be larger than what is being held out and this number is needed as a cushion. She encouraged the Board that if it cuts anything to not cut in this area. Mrs. Bell said she can't and won't vote for anything that will cut a teacher or affect the classroom. Dr. Goree stated his agreement with the need to make sure the budget accurately reflects where the dollars are going.

Ms. Trammel cautioned that anytime it is said we can't find \$3 million in the budget, everyone must believe that someone is listening to that and she is one that would want to know where it is. She cautioned everyone in making statements without a clear understanding since there are many that like to say things about the Board in general. It is also important that the Board move forward working to get out of this situation and making an effort to never get in this situation again. She also expressed her appreciation to Mr. Rachal for requesting a summary since the budget work session began so the Board can follow revisions/cuts made to the proposed budget.

Mr. Riall thanked Mr. Lee and staff for the good job in working on the budget. Mr. Green said he is hearing there was a tremendous reduction in taxes and other areas and he believes it would be nice to know to the penny what the District's funds are funding and hopefully not experience the issues currently being experienced. He also stated his joy in the fact that the Board has been able to present the budget in such a manner that it was not necessary to implement a Reduction in Force in spite of the reduction in revenue and increase in expenditures.

There being no additional discussion, the meeting adjourned at approximately 5:45 p.m.

June 7, 2016

The **Caddo Parish School Board (CPSB) Executive Committee** met in regular session on Tuesday, June 7, 2016 at approximately 5:00 p.m. (immediately following the CPSB Special Session) in its offices at 1961 Midway, Shreveport, Louisiana with President Mary Trammel presiding and Denee' Locke and Raymond Green present constituting a quorum. Also present were Board members Steve Riall, Jasmine Green, Margaret Brown, Susannah Poljak, Bonita Douzart, Barry Rachal, Larry Ramsey, and Dottie Bell. Dr. Lamar Goree, superintendent, and Reggie Abrams, legal counsel, were also present. The prayer and Pledge were omitted.

PRESENTATIONS

Update on Strategic Plan – Finance. Jim Lee, Chief Financial Officer, shared with the Board an update on the Strategic Plan for the area of Finance. Mr. Lee explained that the Randy Watson, director of insurance; Lisa Lloyd, director of purchasing; Kristi Willis, supervisor of accounting/accounts payable; Tasheka Ellison, payroll manager; Kaye Lynch, budget supervisor, and risk manager (currently vacant) all report to him

Mr. Lee highlighted the Finance Division's goal to responsibly address the financial needs of the school system, to maximize utilization of resources and insure financial stability, which means they desire to provide as many services to the schools and to the children as possible and still remain financially stable.

With financial stability leading the list, it is important to spend what is needed in order to provide all the students the best education possible. Another priority is full utilization of grant dollars; and in looking at the proposed special revenue funds, Mr. Lee stated there will be approximately \$60 million in that account in the coming year; and staff is prepared to do anything that can be done to offset the cost to General Fund. He explained staff wants to spend the grant dollars, because anything not spent at the end of the year the District will lose. He added staff also wants to continue to manage the health care liability to the best of staff's ability; as well as maintain the S&P bond rating since the higher the rating, the lower the interest rate on any money borrowed.

Mr. Lee highlighted the two objectives to maximize efficiency and increase financial stability as measured by the percentage of total fund balance to expenditures so in the event of a shortfall in revenues, there is ample money in reserves to cover it. The goal set in policy is 10-15% and the goal for year 2020 is 15%. Action steps for achieving these objectives are (1) develop a balanced budget every year and spend within that budget; (2) fully utilize the State and Federal grant dollars, and staff has begun by moving expenditures to be paid out of appropriate grant funding as opposed to General Fund; (3) develop a five-year plan for an employee pay raise; and (4) reduce healthcare costs.

Mr. Lee reported on achievements/progress to date toward meeting objectives and began by explaining the need to look at the interim targets for fund balance. While the starting target was 13%, he explained there was a drop in 2014-15 with an operating loss so it is 11.5% which is within the policy guidelines; but staff is working diligently to reverse this trend. Mr. Lee also stated that next year's budget is balanced and is fairly conservative with savings built in; and even though the District experienced a setback last year, they believe they will meet their 15% goal by 2020. Relative to the employee pay raise, it first will be necessary to get the finances in order, but assured the Board that staff will continue to work on this objective during the interim time. Since there has to be a funding mechanism for a pay raise, he believes if we stay within the budget in the coming year it will go a long way toward looking at a permanent pay raise.

Regarding healthcare costs, improvement has been seen in pharmacy changes and staff continues to monitor and look at how the plans in place are working, and they are seeing reductions in the

pharmacy cost as well as other benefits. Mr. Lee noted that at this time, there is nothing that will cost the District its “grandfather” status, but staff continues to look at this area and see where the District cost can be reduced.

In the objective to maintain the District’s S&P bond rating of AA-, Mr. Lee stated they will continue to develop a balanced budget which S&P looks at closely as well as be prudent in spending, and continue to grow the OPEB trust. Caddo has done so every year and staff is recommending to only postpone the contribution to this trust for one year in order to help balance the General Fund budget, and begin again next year putting approximately \$1 million in the OPEB trust annually. He added staff met its baseline target; and at this time it is unrealistic to think it will be higher because of the OPEB liability (unfunded liability for retirement and healthcare).

Mr. Rachal asked about Objective 1 and shifting budget items to grants, because he continues to bring adding a grant writer because of the benefits of grants. While he understands there are budget concerns and we do not want to spend any more monies from General Fund than is needed, he asked if hiring a third party to seek grants has been considered. Mr. Lee said he has not and reminded the Board that the Director of Professional Development’s job description includes grant writing. Mr. Rachal said he would like a quarterly report on what we receive in grants including the grant dollars we receive regardless. He also asked staff if the thinking is there is no need to hire a third party for grant writing or would it hurt to put out an RFQ to see what is available. Dr. Goree responded staff can follow through and see what is out there. Regarding healthcare cost, Mr. Rachal asked if we hired a third party company to help manage pharmacy; and Mr. Lee said the District did. Mr. Rachal stated he would be interested in the savings we have seen since this was approved (approximately 4 months ago). Mr. Lee said we have seen savings in the short time this has been in place with the annual pharmacy costs of approximately \$30 million being reduced by \$50,000 to \$100,000; and staff will continue to look at this to determine if any additional tweaks can be made to see a greater savings. Mr. Rachal asked if this is because the company is focused on this one thing, and Mr. Lee agreed; and Mr. Rachal reiterated the purpose of having a grant writer or a third party. Mr. Lee added the difference is General Fund does not pay for the Third Party Pharmacy, but it comes out of the healthcare costs. Mr. Rachal added that is o.k., but it is savings in the District that can be put back into the classroom. Regarding the S&P rating, Mr. Rachal said we do not have control over all the items that make up that rating, i.e. economics; and Mr. Lee stated that is correct. Mr. Rachal asked if he remembers Caddo’s rating going up in the last few years, and Mr. Lee said it has gone up in the last 7 years, going from A to A+ and to AA-. Mr. Rachal asked Mr. Lee how many school systems have a AA rating, and Mr. Lee responded probably 5-7 of the 68.

Mrs. Poljak asked staff about Action Step 2 and what needs to be done to improve the OPEB trust; and Mr. Lee explained some of it is out of the District’s control, because they not only look at healthcare, but also unfunded retirement costs (which was just added to the financial statement this past year). The board could make drastic cuts to healthcare that would help a lot; but it will not help enough until retirement costs are under control. Regarding the unfunded retirement liability, Mr. Lee clarified that the State tells the District what percentage it will pay.

Mr. Ramsey stated he believes Grant Schleuter, bond attorney, made the comment that one can just claim the AA rating and not have to talk about the minus. Regarding the grant writer, he believes at one time the District had a Third Party grant writer and the arrangement was a percentage; and while he doesn’t believe there is anything wrong with bringing in grant dollars, he believes it would be appropriate to review this and see if it is possible to do more with this type of assistance from a Third Party. Mr. Ramsey expressed appreciation to Mr. Lee and his staff for the job done in the area of insurance costs and staying on top, always getting special recognition when audits are conducted each year.

Mr. Riall asked about a network of grant writers specializing in education grants, and Mr. Lee responded that is something they would hope to learn when researching. He added if we hire a grant writer, it will cost the district a salary and benefits; however, if we contract out that service, he believes it will be based on a percentage of productivity.

Mrs. Bell asked for clarification on the director of PD/grant writer position listed in the budget, and if this could be done with the Purchasing director, add Purchasing/Opportunity Caddo to the job description; as well as ask for a Third Party grant writer. Dr. Goree explained it is his understanding the Board wishes staff to explore the availability of Third Party vendors that provide educational grant writing. Mrs. Bell said she would expect the director of PD to be the one that writes and secures grants; and Dr. Goree explained the staff development department has what the District has utilized to get grants, but staff is being asked to research and see what else is available.

Ms. Trammel asked about the objective for a 5-year plan for an employee pay raise. Mr. Lee responded the goal is and has been to take care of the District's employees the best way possible; and a couple of years ago staff presented, and the Board approved, a 2% across the Board increase for employees. Staff continues to look at this, but at the same time realizes that it first must get its financial house in better order.

POLL AUDIENCE

James Clifton, Councilman, Town of Oil City, commended the Board on the great job it is doing, but asked Board members to realize that by closing Oil City School, it will not only hinder children but will hinder the Town of Oil City as well, the same as what happened to Rodessa and Hosston. Mr. Clifton urged the Board to keep in mind when making this decision how it will tear up the town to close this school.

Donald Rowens, Oil City resident, stated they do not want to close Oil City School. He shared that Vivian's school performance is not as good as Oil City's, and Oil City has been recognized across the country for its accomplishments so it does not make since to him. He commended Mr. Irvin for the job he has done for Oil City and the problems that will need to be addressed at Vivian as well. Mr. Rowens said he doesn't understand why, when the Federal Government regulates requirements and has monitored and regulated ADA requirements for approximately 30 years, that these upgrades have not been done at Oil City and a proposal is being considered to close Oil City and consolidate it with Vivian.

Rev. James Sims, Interim Mayor of Oil City, discussed the closing of Oil City School and the magnitude of what it will do to Oil City if it loses its school. He said the Oil City tax base has been stifled by the decline in oil prices; and as oil prices rise, the school is the second best revenue base for Oil City. If the Town now loses its school, Oil City will lose the second largest component of the economic structure. He shared the names of communities he has witnessed die as a result of closure of the school. Rev. James noted he and several are present at the meeting to let the Board know their concern for the economic well-being of Oil City. Having fought for the passage of the recent millage renewal for the Caddo Parish Schools, he said they only want their voice to be heard; and he asked the Board to consider the fact that if it closes Oil City School, it will destroy their town.

Chad Smith, Oil City parent, stated that his son is a straight A student at Oil City, and he asked the Board to consider the students and how they will be affected in moving from their school to a school 10 miles away. He encouraged if the Board likes what is going on at Oil City to duplicate it and not tear it down. While the school is 91 years old, he knows it is aging and he and his family have worked and invested in the school and the community; but they are now being forced to go to Vivian. He also encouraged the Board to ask itself questions such as "why do

parents not trust the CPSB enough to keep their children in the schools”, as well as why has Oil City continued to get T Buildings when this money could have been used to build a new wing. He believes a new gymnasium should be built, as well as a new cafeteria, so they could host North Caddo boys’ and girls’ basketball games, etc.

ESTABLISH AGENDA AND CONSENT AGENDA FOR JUNE 21, 2016 CPSB MEETING

Superintendent Goree presented items for the Board’s consideration at the June 21, 2016 CPSB meeting and the following discussion ensued.

Property and Casualty Insurance Renewals 2016-17. Jim Lee explained that these are not handled by director of insurance, Mr. Watson, but are policies on our properties, i.e., terrorism, liability coverage, boilers and machinery, all schools and sites, workers compensation, etc. Mr. Lee also reported they work with the Agent of Record Arthur J. Gallagher, they go out for the District and bid these with various companies. Some changed from last year and there is no change in the coverage and the total premium is approximately \$13,000 less than it was last year. Mr. Rachal asked why the use of Andrew Gallagher, and Mr. Lee explained that they basically serve school districts all across Louisiana and they shop it and sometimes provide two to three different companies to choose from to write these policies. Mr. Rachal inquired as to why we use a third party for this service, and what the cost is. Mr. Lee explained the cost is built into the premium and we do not write a check to Arthur J. Gallagher, who has the expertise of going out and getting the best possible policy. Mr. Abrams explained that a few years ago the insurance committee met; and while we were using a local company that actually used Arthur Gallagher, it was costing us a fee and Debbie Kappus was able to work with them and save the District \$30,000-\$40,000 in fees by going directly to the company. Mr. Rachal said it is obvious that we gain tremendously by having someone who specializes in this; and the premiums are extremely low even after a \$3 million claim two years ago as a result of a fire and BTW.

Approval of Settlement of Replacement of Building Panels at Donnie Bickham. Mr. Rachal asked for clarification, and Mr. White explained the CPSB will not be out any money on this settlement as the contractor is paying for all of it. He said while the contractors attempted to fix the pre-finished panels, it was not possible; so the best solution was to remove the panels from the west side of the building, replace the damaged panels on the long (south) side of the building with panels that are of the same age and color, and then replace 15 panels on the west side with the best match possible. He further explained staff did receive a quote on this. Mr. Rachal asked why this needed to come to the Board if no dollars are involved, and Mr. Abrams explained because it is a settlement and settlements require Board approval.

Consent to Assignment of Lease BA#001789 JW Operating. Denee’ Locke asked for clarification of this item, and Mr. Woolfolk explained that in the areas where we have mineral rights and have sold those to operators such as J-W Operating, and they wish to sell those to a third party, they must have the CPSB’s consent. The requests are for George Washington Carver property, Norris Ferry Rd. property, as well as the Gayle property (close to Carver). Mrs. Poljak asked if what we negotiated with J-W is only transferred to the third party developer; and Mr. Abrams clarified that it is correct and is what our standard lease requires.

Consideration of CPSB Resolution Petitioning Annexation of Donnie Bickham Middle School into the Boundaries of the Town of Blanchard. Mr. Riall explained that the Mayor of Blanchard approached him about annexing Donnie Bickham Middle School into the Blanchard city limits, the same as was done with Northwood. He said it is a win-win for Blanchard and for Caddo because they will provide streets, lights, water at cheaper rate, police protection, etc.

Consideration of Consolidation of Oil City Elementary/Middle Magnet School and Vivian Elementary/Middle Magnet School at the Vivian Elementary/Middle School site with the new name of North Caddo Elementary/Middle School.

Margaret Brown stated that she has learned the Board has a lot of heart but her heart goes out to those of Oil City because of her similar experience years ago with West Shreveport. Mrs. Brown said she believes before this move is finalized, the Board needs to understand clearly what it is doing and listen to the people of Oil City before a decision is made. She asked if we can provide additional time before a decision is made on this item. Mr. Riall stated the community is very concerned over this situation; and since it did come quick, he doesn't want it to be placed on consent so that it can be discussed in detail on how this decision will affect this town.

Mr. Rachal asked Dr. Goree about the scheduling of meetings with the communities regarding this proposal. Dr. Goree began his response by stating his understanding that these are emotional decisions, but he also understands the mammoth task of managing this school district and making sure we are providing every student with the best possible education we can. He said this conversation has surfaced in the past when discussing how to right-size the school district; and when the discussion came about the elevators, the conversation began on how to fix and do what is best for the future of the School District and this community. From staff's perspective, no meetings have been scheduled but Mr. Irvin is scheduled to meet with community persons on Thursday at North Caddo High School to afford the community the opportunity to express concerns. With the School District facing a \$10 million shortfall, when this opportunity came to staff, and he understands the money aspect is black and white, but the emotional aspect is not, it was a way to balance the budget and live within the tax dollars allotted. He also concurred with Mr. Riall that any topic of this sensitive nature needs additional conversation, and he believes over the next two weeks Mr. Irvin will set times for that to happen. Mr. Rachal asked that the Interim Mayor be provided a copy of the information presented today. Dr. Goree said staff can make sure he receives all the information and that anytime a Board must make these type decisions, there is no projection of the changes that have been seen; but the shrinkage in enrollment has resulted in the closing of approximately 13 schools. He also said the Board has never looked at any situation nor would they put a student where it is not equal to, or better than where they are. Staff will continue to look at ways to create academic opportunities in the new school that will be just as competitive as the students had in the Oil City building. In looking to combine these two schools, Dr. Goree said staff prays it will bring the communities together and hopefully see some type of growth if the Board chooses to move forward in this direction. Mr. Rachal asked that, since the Interim Mayor took the time to attend and share with the Board today, staff contact him and share this information with him. Superintendent Goree stressed to everyone that staff sympathizes and understands the emotional aspect of these decisions and these decisions are not made lightly.

Ms. Trammel asked about the reference that Mr. Irvin will do what needs to be done, because she would like to know what staff is doing. Dr. Goree responded that at this point the effort has been driven from the campus level; and when Mr. Irvin has needed additional information, staff has supported him in that respect. Today two staff persons attended the ministerial alliance meeting to receive and answer questions, but staff has supported the campus in driving the conversation regarding this consolidation. Ms. Trammel noted statements by some Board members that they were blind-sided by this decision and clarified that it did happen quickly, but she wants the communities to understand they are not alone in this. Dr. Goree stated it is staff's responsibility to present these proposals to the Board and there will be a first time that everyone hears it, and it happens that today is the first time those attending may have heard it. Ms. Trammel said she believes the staff must stand together through this process; and Dr. Goree assured the Board that Director Leisa Edwards is walking through this with the principal.

Mr. Riall noted that Mr. Irvin is currently in Colorado with Oil City students, but he will be in attendance at the community meeting on Thursday at North Caddo High School, 6:00 p.m. in the library for a community meeting to answer questions.

Mrs. Bell asked why, since this is affecting Oil City, a meeting has not been called to discuss this. Dr. Goree explained the decision was made to hold the meeting on a neutral site (North Caddo High School campus). Mrs. Bell stated her agreement with Mr. Rachal but she would like for the information to be shared in Oil City. Dr. Goree explained this information is based on what staff has heard and has put together on the benefits of consolidation. Mrs. Bell stated she has worked at Oil City and understands how close-knit the community is. Mr. Riall announced there was a community meeting at Oil City on Monday night, and he did discuss with Rev. Sims the information provided to Board members.

Ms. Trammel stated that several schools have been closed, consolidated, revamped in Caddo; and she believes we have done it fairly; but she reminded everyone we are not about buildings, but education and children, and there will be those that do not like the decisions the Board makes but will have to live with it. She also shared she believes we are at a crossroad at what is attempting to be done in Oil City and Vivian; and while she does not live in that area, the 12 Board members must make the decision for that community.

Mr. Rachal Dr. Goree if he supports this, and he said absolutely, because at this point, this decision is one that is in the best interest of the entire school district, which is his responsibility.

Consideration of Resolution to Adopt the 2016-17 Consolidated Annual Budget

Mr. Rachal asked if it is possible to get anything in the next two weeks relative to a Third Party grant writer. Mr. Lee said while he is not sure there would be something to report in two weeks, staff will move forward and collect data. Ms. Trammel asked Mrs. Bell to add this (Third Party) to the Finance Committee for researching information relative to a Third Party grant writer.

President Trammel announced the following items as the consent agenda: 7.01, 8.02-8.04, 8.06-8.09, and 8.11-8.12. *Mrs. Locke moved, seconded by Mr. Green, to approve the proposed agenda and consent agenda for June 21, 2016 CPSB meeting as submitted. Vote on the motion carried unanimously.*

ANNOUNCEMENTS

Dr. Douzart stated she hopes we will eventually have homework and textbooks online.

Mrs. Bell thanked staff for the information on the number of long-term substitutes and vacancies and provided Board members copies of the information.

Adjournment. *Mrs. Locke moved, seconded by Mr. Green, to adjourn. Vote on the motion to adjourn carried and the meeting adjourned at approximately 6:30 p.m.*

June 21, 2016

The **Caddo Parish School Board (CPSB)** met in regular session on Tuesday, June 21, 2016 at approximately 4:30 p.m. in its offices at 1961 Midway, Shreveport, Louisiana with President Mary Trammel presiding and the following board members present constituting a quorum: Steve Riall, Jasmine Green, Margaret Brown, Susannah Poljak, Dr. Bonita Douzart, Raymond Green, Denee' Locke, Barry Rachal, Larry Ramsey, John Albritton and Dottie Bell. Also present were Dr. Lamar Goree, superintendent, and Reggie Abrams, legal counsel. Ms. Trammel led the prayer and Pledge of Allegiance.

CONSIDERATION OF MINUTES OF THE MAY 17, 2016, MAY 24, 2016, MAY 31, 2016 AND JUNE 7, 2016 (Special Called) CPSB MEETINGS

Mr. Ramsey moved, seconded by Mrs. Locke, to approve the minutes of the May 17, 2016, May 24, 2016, May 31, 2016 and June 7, 2016 (Special Called) CPSB meetings as submitted. Vote on the motion carried unanimously.

RECOGNITIONS AND PRESENTATIONS

Mary Nash Wood, assistant director of communications, on behalf of the board, recognized the following staff members and students for recent achievements. President Trammel and Superintendent Goree congratulated and presented each one recognized with a certificate acknowledging their accomplishments. Newly appointed administrators were also introduced. Administrators, family and friends present were also recognized.

Shreve Island Musical Group. Fourth grade students from Shreve Island performed musical numbers from their 2016 "Red, White and Blue" patriotic musical show.

I-Sweep International Science Fair. Northwood High School 2016 graduate Hunter Fertenbaugh was recognized for winning a Medal of Honor for his Environmental Maintenance and Pollution Project: "Best Wood for Outdoor Heating and Cooking" at the 9th Annual International Sustainable World (Energy, Engineering and Environment) Project Olympiad (I-SWEEP) Science Fair in Houston, Texas.

2016 National Beta Schools of Merit. Herndon Magnet Elementary/Middle School and C.E. Byrd High School were recognized for receiving the 2016 National Beta School of Merit status.

James Madison Memorial Fellowship Winner. Jennifer Traweek, a Caddo Middle Magnet teacher, was awarded a James Madison Fellowship by the James Madison Memorial Fellowship Foundation of Alexandria, VA. This Fellowship will fund up to \$24,000 of each Fellow's course of study towards a Master's degree.

Newly Appointed Administrators. Charles Lowder, director certified personnel, introduced William G. Fields, Sr. as the newly appointed principal at Sunset Acres Elementary School.

Annual Strategic Plan Update. Carolyn Spaht Gonzalez reminded the Board that she presented the mid-year evaluation in January and that report was much more subjective than the end of the year report, as well as there being no specific mid-year targets. She shared the scorecard as well as the detailed rubric and thanked the staff for the tremendous work in this effort. She said she worked with each department's goal leaders and outlined the base line (using data), the mid-year target (because it was not in the strategic plan), and the end of year targets (for those that were outlined). She said the department goal leaders also provided updates and documentation on the status which she used to create the scorecard as well as the end of year status on each objective. Mrs. Gonzalez highlighted targets on the 30 objectives that were met, targets that were not met but progress made, and targets not reached nor progress made. She also made the Board aware that all the documentation is in a notebook and is available for review in the Superintendent's Office. Mrs. Gonzalez reported that of the 30 objectives, approximately 57% of the targets were met, one objective showed a 3% improvement because the target was not met even though

progress was made, and about 9 objectives did not meet the target nor make progress toward meeting the target. She also reported she could not give a ranking on some objectives because the data was not available yet, i.e. 3rd and 8th grade reading and math; or because the initiative is so new. Mrs. Gonzalez added that she did look at all the action steps for each objective and whether or not the action step was met given the timeline outlined in the Strategic Plan.

Having done this in a number of organizations, both private sector, government and non-profit, she realizes that when first seeing 57% one might not think this is a great number, but putting it in context, (1) it would have been an indication of something wrong in the plan if the District had met 100% of its objectives at this time. (2) Because this is the first year in the plan, she explained that typically fewer objectives are met than in the following year because the first year is getting adjusted to what can and cannot be done with the new initiatives. (3) The main purpose of a metric is not to meet the metric, but to help the organization focus on and measure the areas that will most likely get the organization to its vision. She detailed the Scorecard by Divisions highlighting the goals, the objectives, baseline data (where the District was last school year), the 2020 target, the end of the first year targets, the end of the first year status, progress made, some of the action steps toward reaching the targets, and next steps. She noted that in reviewing the data, she shared the amount of work done in the interim assessment and the reams and reams of data analyzed. She commended the District for the improvement seen in the graduation rates, noted the weakest area being Family and Community Engagement largely because the work was not done at the level expected as laid out in the Strategic Plan, and the need for additional conversation with the principals in this area.

In summary, Mrs. Gonzalez also shared that at this time she believes the District's strengths far outweigh the areas needing intense focus; and the biggest areas of strength are the increase in Kindergarten reading by 36%, 11% increase in cohort graduation rate, STEM initiative and using data to track student performance, hiring and staffing of highly qualified teachers and reduction in surplus and overages, more and better computers, shortened time for school repairs, reduction in property related crimes, decrease in energy costs per student, plans for uses of vacant buildings, and the media coverage. She also stated that areas needing intense focus include Grades 1 and 2 reading, Community and Family Engagement, school buses (accidents and substitute drivers), improved fund balance and the HR data analysis. Mrs. Gonzalez highly commended staff for all the hard work in the first year of implementation; and she encouraged the Board to continue to revise the Strategic Plan annually, to communicate the changes internally and externally, and to measure what is being done through use of a third party.

The superintendent thanked Mrs. Gonzalez for her time and attention to this project as well as her level of expertise from a National perspective and holding the District accountable, because the result is a Strategic Plan with a lot more validity and credibility in the community and within the system. He also noted those areas of red indicating we do have room to grow and he believes staff is up to that challenge.

Mr. Rachal expressed appreciation for the report and for the Superintendent bringing this forward, because he can see where it is helping tremendously. He asked Dr. Goree about the area under #2 "Family and Community Engagement" and the initiative to building trust, because they appear to be linked to one another, and what is being done to help us move forward. Dr. Goree responded that in looking at the objective, we look at how to redefine our objectives so when bringing it back to the Board in August, they are set and they will meet the needs of the community. He noted the changes in the Communications Department mid-stream and constantly trying to determine who was doing what, but this transparent process points this out to those who have been working on this plan. He also added that through the process, they have begun to look at how to redefine the Communications Department and how to effectively deliver information to the community and the stakeholders, which will also be a part of the July-August conversations as the plan is updated. Dr. Goree reminded the Board that the State Department has been in contact with staff regarding the increased cohort graduation rates, and this is something they are seeing across the State.

Mrs. Brown stated that she believes it important that our heads stay on the chopping block a little longer and suggested that there be a second year of this program. Dr. Goree noted that he and staff meet and discuss the Strategic Plan on a regular basis, and there is a lot from evaluating to holding staff members accountable, something staff plans on continuing.

VISITORS

James Clifton Sr., Oil City Town Councilman, first commended the program presented by the Shreve Island choir, and he spoke in support of keeping Oil City's school open. Hearing rumors that this is a done deal, he encouraged the Board to hear from the people before the vote. He noted students attending Oil City out of district because of the school's magnet and if they will be allowed to attend Vivian (North Caddo Elementary/Middle), how will uniforms be addressed (Oil City students do not wear uniforms, but Vivian students do wear uniforms), the distance students will have to ride the bus, et.al. He questions being able to make this happen in two months' time, but thanked the Superintendent and others for taking the time to listen.

Tammy Hawks, Oil City, addressed the Board on the consolidation of Oil City and Vivian schools; and after attending the meetings and hearing all the information, she believes a decision to merge these two schools will be an incredible mistake. She said she believes doing so will bring detrimental consequences to the Town of Oil City; and that the best decision would be to build a new school between the two towns and bring both towns together. If it cannot be done, she asked that the Board consider leaving Oil City where it is and focus on bringing Vivian back up to par until it can be done. She also shared her thoughts on how Oil City upgrades can be made and the funds for elevators be put away for another school. Ms. Hawks noted an email sent to the Board challenging them to visit Oil City and their school so they could make a decision that is in the best interest of the children. Understanding the business and financial aspects, she believes the Board is dedicated to implementing a plan to get back to being financially set and encouraged the Board to vote no on the merging of these two schools and wait until both the educational and community parts of both towns can be served by building a school for both on neutral ground.

Mayor James T. Sims, Oil City, pled with the Board to leave Oil City School open. He said in order to understand what is best needed for a community, he encouraged Board members to visit and know what is going on in their town. Also, while he understands the various issues the Board must address, he stated this decision was made before everyone knew about it and someone should have at least spoken with the City officials to get input. He talked about the economic impact to the Town of Oil City and encouraged Board members to also visit Rodessa, Ida, and Hosston to see how closing a school affected these communities. Mayor Sims asked Board members to consider the people's feelings and look at other ways to balance the budget so Oil City's school can remain open.

Virginia Sims, Oil City educator, stated that closing a school and placing 25 students in one class is putting the children's education at risk. Ms. Sims explained that not all students learn at the same pace; and the smaller the classes, the more one on one time a teacher has with the students. She shared the importance of knowing each student's learning ability and the extra time these students may need. Putting a monetary cost in place over what is best for the students' learning environment does not sit well with the citizens of Oil City, and she asked the Board to think about the children's education and not put a price on their learning.

Jackie Lansdale, Red River United, shared that factors needed to raise achievements include (1) quality of the educator in the classroom (teachers with advanced degrees in the subject areas); (2) teacher pupil ratio (class sizes); and (3) materials, supplies and facilities (communicates to students that we care enough to provide the very best). In talking about accountability, Mrs. Lansdale said this includes everyone; and asked the Board to consider if the District has done due diligence in assuring quality teachers, adequate teacher pupil ratios and materials, supplies and facilities when it comes to raising student achievement. She shared starting salaries in surrounding school districts and how it impacts student achievement. Mrs. Lansdale said with Caddo having the lowest new teacher salaries, she believes this is a strong indicator of why

positions are filled with subs and non-certified. She noted the concerns that those in the education community have regarding the District's current direction and the coming school year without hearing some concrete plans from the Board as the policy makers in how to move the District forward. Mrs. Lansdale also thanked the Superintendent and staff, as well as Committee Chair Larry Ramsey, for beginning the conversation on how to move the District forward.

PUBLIC HEARING ON 2016-17 CONSOLIDATED ANNUAL BUDGET

President Trammel announced the public hearing open on the 2016-17 consolidated annual budget. There being no speakers, Ms. Trammel closed the public hearing.

ESTABLISH THE AGENDA AND CONSENT AGENDA FOR THE JUNE 21, 2016 CPSB MEETING

Superintendent Goree highlighted items for the Board's consideration at the June 21, 2016 CPSB meeting and the following discussion ensued. Ms. Trammel announced the following as the Consent Agenda: 6.01-6.04, 7.01, 8.02-8.04, 8.06-8.09, and 8.11-8.13. There being no discussion, *Mr. Ramsey moved, seconded by Mr. Green, to establish the agenda and consent agenda for the June 21, 2016 CPSB meeting as presented. Vote on the motion carried unanimously.*

CONFIRM THE CONSENT AGENDA

Mr. Ramsey moved, seconded by Mr. Rachal, to confirm the consent agenda. Vote on the motion carried unanimously. The following is a summary of the Board's action on the consent agenda items.

Item No. 6

6.01 Personnel Recommendations. The Board approved the personnel recommendations as submitted in the electronic mailout.

6.02 Personnel Transaction Reports-Resignations. The Board approved the personnel transaction reports (resignations) for May 1-31, 2016 as recommended by staff and submitted in the electronic mailout.

6.03 Administrative Contract Renewals. The Board approved renewal of Administrative Contracts as recommended by the Superintendent and submitted in the electronic mailout.

6.04 Requests for Leave without Pay. The board approved the requests for leave without pay as recommended by the Superintendent and submitted in the electronic mailout.

Item No. 7

7.01 Consideration of Purchasing Bids. The board approved the following bids as recommended by staff and submitted in the electronic mailout on the bid tabulation sheets: (1) Various bidders for the purchase of Comprehensive Educational Supplies – Catalog; (2) CF Biggs Company for the purchase of Digital Duplicator Supplies; (3) Angus Fire and Safety System for the purchase of Fire Alarm Systems Inspections; (4) John Auzenne, Jr. dba M & M Concessions as the service provider for Concession Sales – Lee Hedges (Caddo) Stadium; (5) Multiple Vendors for the purchase of Milk and Dairy Products; (6) Multiple Vendors for the purchase of Fruit Juice; and (7) Multiple Vendors for the purchase of Bread and Bread Products. *The bid tabulation sheet is filed in the permanent file for the June 21, 2016 CPSB meeting.*

Item No. 8

8.02 Out of State Travel (General Fund). The Board approved the requests for out of state travel as recommended by staff and submitted in the electronic mailout.

8.03 Adopt Millages for 2016. The Board approved the following resolution adopting millage rates to be levied on taxable property in Caddo Parish for 2016, with the total recommended levy being 73.30 mills, as submitted in the electronic mailout.

RESOLUTION

BE IT RESOLVED, that the following millage(s) are hereby levied on the 2016 tax roll on all property subject to taxation by Caddo Parish School Board:

	<u>MILLAGE</u>
Constitutional Tax	7.70 mills
Operations and maintenance	16.77 mills
Operation & Maintenance Support Tax	11.04 mills
Technology Tax	1.23 mills
Salaries & Benefits Tax	19.78 mills
Building & Equipment Tax	6.73 mills
Renovation Tax	5.05 mills
Bond & Interest Tax	5.00 mills

BE IT FURTHER RESOLVED that the proper administrative officials of the Parish of Caddo, State of Louisiana, be and they are hereby empowered, authorized, and directed to spread said taxes, as hereinabove set forth, upon the assessment roll of said Parish for the year 2016, and to make the collection of the taxes imposed for and on behalf of the taxing authority, according to law, and that the taxes herein levied shall become a permanent lien and privilege on all property subject to taxation as herein set forth, and collection thereof shall be enforceable in the manner provided by law.

8.04 Property and Casualty Insurance Renewals 2016-17. The Board approved the property and casualty insurance renewals as recommended by the Superintendent and submitted in the electronic mailout.

8.06 Approval to Name a Wing at Caddo Parish Magnet High School for Mary Rounds. The Board approved naming a wing at Caddo Parish Magnet High School for Mary Rounds as submitted in the electronic mailout.

8.07 Approval of Settlement of Replacement of Building Panels at Donnie Bickham. The Board accepted the settlement offer of \$28,400.81 and authorized the Board President to sign a Property Damage Release of All Claims for the replacement of nine damaged wall panels at Donnie Bickham in Wall Tile Project 2016-225 as recommended by staff and submitted in the electronic mailout.

8.08 Consent to Assignment of Lease BA#001789 J-W Operating. The Board approved assignment of J-W Operating Lease BA#001789 located in Caddo Parish, Louisiana to Aethon United BRLP, a subsidiary of Aethon Energy Operating, as recommended by staff and submitted in the electronic mailout.

8.09 Consideration of CPSB Resolution Petitioning Annexation of Donnie Bickham Middle School into the Boundaries of the Town of Blanchard. The Board approved the resolution petitioning the annexation of Donnie Bickham Middle School into the boundaries of the Town of Blanchard as recommended by staff and submitted in the electronic mailout.

8.11 Consideration of Agreement with Coca Cola for Lee Hedges Stadium. The Board approved the beverage agreement with Coca Cola for Lee Hedges Stadium as recommended by staff and submitted in the electronic mailout.

8.12 Approval of AMIKids Charter Agreement. The Board approved the agreement between the Caddo Parish School Board and AMIKids Charter as submitted in the mailout.

8.13 Proposed Revisions to CPSB Policy GCA: Professional Staff Positions (School Staffing Formula). The Board approved proposed revisions to CPSB Policy GCA Professional Staff Positions (School Staffing Formula) as recommended by staff and submitted in the mailout.

APPOINTMENT OF OFFICIAL JOURNAL FOR 2016-17

Mr. Ramsey moved, seconded by Mr. Rachal, to approve The Times as the Official Journal for 2016-17 as recommended by staff and submitted in the electronic mailout. Vote on the motion carried with Board Member Riall opposed.

CONSIDERATION OF CONSOLIDATION OF OIL CITY ELEMENTARY/MIDDLE MAGNET SCHOOL AND VIVIAN ELEMENTARY/MIDDLE MAGNET SCHOOL AT THE VIVIAN ELEMENTARY/MIDDLE SCHOOL SITE WITH THE NEW NAME OF NORTH CADDO ELEMENTARY/MIDDLE SCHOOL

Mr. Ramsey moved, seconded by Mr. Rachal to approve the consolidation of Oil City Elementary/Middle Magnet School and Vivian Elementary/Middle Magnet School at the Vivian Elementary/Middle School site with the new school being named North Caddo Elementary/Middle School and effectively resulting in the closing of the Oil City Elementary/Middle Magnet School facility in accordance with the information submitted on BoardDocs.

Mr. Ramsey expressed his appreciation for Mr. Irvin's presentation and his leadership. Mr. Rachal echoed Mr. Ramsey's comments relative to the incredible job Mr. Irvin has done at the Oil City School and for the opportunity to duplicate and help the students at Vivian Elementary/Middle School. He said he looks forward to these two schools growing together rather than being separated.

Mr. Riall moved, seconded by Mr. Ramsey, to approve the consolidation of Oil City Elementary/Middle Magnet School and Vivian Elementary/Middle Magnet School at the Vivian Elementary/Middle School site with the new school being named North Caddo Elementary/Middle School and effectively resulting in the closing of Oil City Elementary/Middle Magnet School facility in accordance with the information submitted on BoardDocs; and that a year round school proposal will be provided to the parents and community for approval for the 2017-2018 school year; and to insure the Environmental Science Program support an optional extended summer program will be available for all students during the summer of 2017.

Mr. Riall stated he realizes this is an extremely painful situation for the people of Oil City, as it is for him. He reminded everyone that seven years ago Oil City was changed from a K-6 to a K-8; and he understands the work Mr. Irvin and staff have done to put together a successful program for north Caddo Parish. Also, while he is aware that the people wanted him to make a different motion, he believes if he made a different motion and it failed, there would not be another shot; and his main concern is the students. Mr. Riall said he has met with staff and questioned the decisions to insure the children are protected in this change and they will be given the best opportunity possible. He noted that while he does not like making this decision, it is a decision that is inevitable because of the budget and the fact that the Board is fiscally responsible for the entire District and not just an area. Mr. Riall stated promises have been made in putting together this new program and clarified some of the ideas about what will happen to these students and this school system. He asked the Superintendent about Oil City's year-round program and that part of the motion that provides for an extended year for the 2017-18 school year, but how will this be addressed in the 2016-17 school year? Mr. Burton explained that there was a great deal of concern with the year-round calendar and staff felt that a year-round calendar could not be presented for implementation in 2016-17. Because of this, he further explained an extended school year allowing the students in the Environmental Science offerings at Oil City to continue their participation in these offerings through an extended year. As soon as the school year ends in May 2017, there will be a one-week break and these students will return to North Caddo Elementary/Middle School for a four-week optional camp. Mr. Burton explained Oil City

has established many quality partnerships through the Environmental Science Program, and it is Mr. Irvin's and staff's desire that nothing be done in the consolidation that will hurt these partnerships and reduce the academic offerings to these students. He added that staff sees this as an opportunity to expand those offerings not only to the existing Oil City students but also those who will now be merged through the consolidation of Vivian and Oil City.

Mr. Riall summarized a discussion with Mr. Abrams on the immediate implementation of the year-round program where the Board of Elementary and Secondary Education has policies in place that do not allow us to do this. He further said this is not like Shreve Island where parents have an option to send their students to a year-round school; but it is a decision that must be voted on by the community. Mr. Burton added a feasibility/sustainability study must be a part of the program to implement. Mr. Riall also asked, since Vivian and Oil City each has a full staff, how staff will proceed with merging the two staffs. Mr. Burton explained that all students from Oil City merged into the new school will be counted in the allotment according to CPSB Policy and on the date it is approved staff will begin immediately to support the principal at the school. Dr. Goree stated for the record that in this merger, everyone is promised a job. Mr. Riall asked how the uniform issue will be addressed, and Mr. Burton responded they will look to the communities for selecting the school colors, school uniforms and school mascot; and because of this they will be very lenient on school uniforms, spirit squads, athletic squads that have uniforms. They will provide a dual uniform policy to start and students can wear their existing uniforms for the 2016-17 school year. Mr. Riall asked if students living out of district attending Oil City will be grandfathered into the program. Mr. Burton explained that has been the established precedence of the board when attendance lines change, and mergers take place.

Mr. Riall asked about a family that currently has a third grader yet they also have a student starting kindergarten and will that kindergartener be grandfathered in, and Mr. Burton said Yes because they want to keep the family together.

Mr. Riall asked if these items will be given priority, and Dr. Goree said absolutely and he has walked every step of that school to make certain we are putting every student in the very best educational environment possible. While staff does understand that it is very late in the summer, staff feels very comfortable with having the necessary projects complete before teachers return to school. Mr. Riall asked how staff will deal with the Oil City vacant school building; and Dr. Goree stated while we sympathize with the community and the need for the school to be vital and used, the Strategic Plan outlines a very specific process on how to address vacant buildings and this building will go through that process. He added their goal is to make sure something is done to bring value to the community and that the community is a part of how that facility is repurposed in the community. Mr. Riall also addressed the elevator situation at Oil City and that in talking with Mr. White and the architect, the Fire Marshall turned down the proposal and the architect stated he did not know of anything he could recommend that the Fire Marshall would approve. Mr. Riall also asked if there is a time frame in which the District (the School) must be handicap accessible. Steve White explained this is part of a Federal program implemented 30 years ago and there is a caveat that it can't place an undue financial burden on an entity. He further explained that approximately 10 years ago a meeting was held with the Department of Justice and a proposal submitted committing to installing at least one elevator a year working toward the vertical accessibility problem. A year was skipped at the Oil City School last year under the pretense that two elevators had to be installed; and as this interior renovation project would be so disruptive, it was recommended to combine the money and disrupt the school only one time. At that time, the current consolidation proposal was brought to the table, so the elevators were put on hold. Mr. Abrams agreed and the District has worked to install at least one per year. Mr. Riall asked if understands correctly that it is inevitable the District would have to spend the funds to follow through. Mr. White confirmed that is correct and staff submitted three plans to the Fire Marshall and during the approval process, he did not like any of the alternate plans or the plans for providing emergency egress from the building.

Mr. Riall reiterated a lot of work has been done to put this program together; and he has attempted to clarify by asking these questions so they will be recorded in the minutes because at times things get lost in the translation. He closed his comments by quoting Psalm 15:4.

Mr. Ramsey asked about transportation and if the Transportation Department will be on top of these changes. Dr. Goree responded that even though there has not been a vote to approve, transportation will be part of the discussions and how we will insure students' timely delivery.

Miss Green stated her understanding of what the community is going through with the closure of Oil City, because when she came on the Board, she closed two schools in one neighborhood in her district. She also reminded everyone that it was mentioned we need to make sure the old Oil City School is not an eyesore to the community.

Mr. Rachal stated he believes this to be a good time to allow Dr. Goree to publicly assure the communities of the transition and its completion in a timely manner. Dr. Goree stated that he does his job as Superintendent with a lot of passion and absolutely sympathizes with the community in this difficult situation; and in moving forward, and based on the vote of the Board, staff assures the Board that every effort will be made to insure protection of the children and that all aspects of the school are prepared to receive the children when the 2016-17 school year begins. He also addressed the Oil City community members present assuring them that staff hears them, sympathizes with them; and that every effort will be made to make sure that at the end of this process they feel staff has done the very best it can to repurpose the school located in the heart of Oil City. Mr. Rachal stated that without this assurance, he would vote no; and he asked the Superintendent and staff to be proactive in scheduling a community meeting at the school mid 2016-17 school year to bring the communities together and report to them.

Dr. Goree reminded everyone that this has recently been done in the Highland community and staff will offer brainstorming opportunities with the community and work through the ideas to determine what is the best use for the facility.

Mrs. Brown stated that a function of education is not economic development because she lives in an area that has lost three schools. She asked that in dialogue with the community, the superintendent include things that will help make that area economically sound. Dr. Goree said the school system always acknowledges that the quality of schools in a community has an impact upon those who wish to move into or live in a community. He believes through the School System's work, the effort is made to provide wonderful opportunities for the families and they will work with Mr. Irvin to make this a thriving school in North Caddo.

Mr. Riall stated that Oil City Elementary/Middle Magnet was a national acclaimed award winning school; and the same leadership will be at the new school, so he believes we are looking for some wonderful things to happen; and on the positive side, there will be opportunities for students that they have not had, i.e. sports programs, increased staffing, extracurricular activities.

Vote on the substitute motion carried with Board member R Green opposed and Board members Riall, J Green, Brown, Poljak, Douzart, Trammel, Locke, Rachal, Ramsey, Albritton and Bell supporting the motion.

APPROVAL OF RESOLUTION ADOPTING 2016-17 CONSOLIDATED ANNUAL BUDGET

Mr. Ramsey moved, seconded by Mr. Rachal, to approve the resolution adopting the 2016-17 Consolidated Annual Budget as recommended by staff and submitted in the electronic mailout.

Mr. Ramsey stated that numerous meetings have been held, it has been thoroughly vetted and he is ready to move forward with the proposal from staff. Mr. Rachal stated that while going through the process, discussions were held to reduce staffing numbers and repeatedly discussed the reduction of the SPED numbers. He added he is unsure if the regular education vacancy numbers had been adjusted. Dr. Goree responded that reductions were accounted for in the staffing formula for the regular education staffing as well as changes in the regular education classroom, which is on tonight's agenda. Mr. Rachal asked about the 128 budgeted teacher vacancies in regular education. Mr. Lee explained there was not any savings figured on the

regular education side, but only on the SPED side, because it will be hard to fill these vacancies. Dr. Goree clarified that the regular education staffing formula will dictate the number of regular education teachers in place; and there was no reduction in positions based on vacancies, but staff looked at how it can be done differently and better meet the needs of the students. He further explained that with 41,000 students, it is a huge feat to fill these positions. Mr. Rachal asked if we have ever filled every position; and Dr. Goree said we have not, but staff works very hard every day to get to this number. Mr. Rachal noted individuals who spoke to the board on the truancy program and requested \$30,000 to help keep the work going; and if we have 50 positions we are not filling each school year, *he would like to set aside a one-time \$30,000 contribution to the Truancy Program by reducing one of the regular education vacant positions.*

Mr. Riall called for a point of order because you cannot make a motion after speaking to it.

Dr. Goree further stated that it is not staff's intent to budget positions and intentionally not staff them; and he asked which school would lose a teacher since it is staff's goal to provide every school with the teachers they qualify for.

Mrs. Bell stated her concerns and that she wants to make sure what she asked for, i.e. Opportunity Caddo responsibilities, are included in the budget, not adding any additional money. Also, in looking at the vacancies, she asked how many employees are retiring this year. Dr. Goree stated that staff can get that information through Human Resources. Mrs. Bell also asked about the number of retirees for this school year, training for para professionals and the need to take care of these things before adding anything to the budget. When talking about reducing the number of funded vacancies by one, she stated her concern for Huntington because they have eight vacant positions and Woodlawn has 16 vacancies.

Mr. Rachal moved, seconded by Mrs. Brown, to amend the budget by reducing the regular education vacancies by one and paying a one-time amount of \$30,000 to the Juvenile Court for Truancy. Mr. Rachal stated this program has been successful and Ted Cox and Clay Walker reported to the Board that over 3000 conferences have been held, over 1800 in-depth conferences held, and approximately 1800 cases prepared for prosecution. With these being Caddo's students that are missing school, he believes it to be counterintuitive to disregard this need. He also noted that the other governmental entities are donating \$30,000 each. Ms. Trammel asked Mr. Rachal if the vacant position being reduced will come from University Elementary, because she has a school in her district with 16 vacancies and she only wants to understand what school will be affected by this reduction. Mr. Rachal said he is not suggesting one school or another because this isn't one school competing against another; and the District always has vacancies. Dr. Goree stated he cannot tell a school it will lose a vacant position because of the Truancy Program; and he suggested the Board consider a deficit budget, if this \$30,000 is worth it to the Board, because staff cannot recommend or support taking a teacher from children.

Mr. Ramsey asked the Superintendent if all the vacant positions are needed and if each one represents a classroom with students in it. He also reminded everyone that the budget is a living document; and stressed the importance, as staff has done, of these positions remaining in the budget. Mr. Ramsey also reminded the Board that to be in compliance, it is required to present a proposed budget to the State by June 30th and the issues being discussed can be brought back for consideration. He asked the Board to support staff by giving them the tools they need, an approved budget, and then have these conversations in the future.

Mrs. Brown stated that at the last meeting the Board was informed it was \$41,000 in the black and that did not come from a teacher. Mr. Lee said that is correct, and Dr. Goree agreed that the Board could approve taking part of that \$41,000 and reallocating this amount without affecting teachers. Mr. Rachal stated that based on Board members' concerns and because Dr. Goree has indicated this could be looked at in the future, he is withdrawing his motion to amend the budget. Mrs. Brown agreed to pull her second to the motion.

Mr. Riall moved to call for the question. Vote on the motion to end debate carried with Board member Brown abstaining.

Vote on the main motion carried with Board member Brown abstaining and Board members Riall, J Green, Poljak, Douzart, Trammel, R Green, Locke, Rachal, Ramsey, Albritton and Bell supporting the motion.

SUPERINTENDENT'S REPORT

Superintendent Goree announced that all items listed under Superintendent's Report are for Board members information.

ANNOUNCEMENTS AND REQUESTS

Ms. Trammel reminded Board members that there will be one meeting in July and it will be held on July 19, 2016.

Miss Green stated that she serves as the liaison on the professional employee organization team and reported on discussions held on the maternity policy. She asked that this item be placed on the agenda for July and she will provide a proposed policy drafted by the organizations for consideration and would like for the current CPSB policy to be also added as backup. Ms. Trammel announced her recommendation that this be sent to the Insurance and Finance Committee to review. Miss Green asked if since this is coming from a committee why it is being referred to another committee. Ms. Trammel explained if she desires to bring a policy for the Board's consideration, she is asking that one of the Board's committees look at the proposed policy.

Mr. Green shared his very unique week in that his 91 year old brother was honored at a Veterans Program and on Saturday he had the opportunity to speak at a former student's celebration of 40 years in the priesthood.

Adjournment. *Mrs. Locke moved, seconded by Miss Green, to adjourn. Vote on the motion to adjourn carried and the meeting adjourned at approximately 7:50 p.m.*

T. Lamar Goree, Ph.D., Secretary

Mary A. Trammel, President

July 19, 2016

The **Caddo Parish School Board (CPSB)** held a retreat on Tuesday, July 19, 2016 at approximately 11:30 a.m. in the Community Foundation's Community Central Room, 401 Edwards Street, Shreveport, Louisiana. Those in attendance were President Mary Trammel and Board members Steve Riall, Susannah Poljak, Dr. Bonita Douzart, Raymond Green, Denee' Locke, Barry Rachal, John Albritton and Dottie Bell. Also present were Dr. Lamar Goree, superintendent, Reggie Abrams, legal counsel, and Mary Nash-Wood, assistant director of communications/marketing. Mr. Riall led the prayer and Pledge of Allegiance.

Superintendent Goree welcomed everyone and shared the importance of the Superintendent and the Board getting together to make sure we are doing the very best job possible to represent the people. He also complimented Board members on the remarkable job the Board is doing in coming together as one voice.

Individual Board members shared their perspectives on longevity on the Board, respecting one another despite differences of opinions, serving on the Board again, importance of committees, etc. Mary Wood led the Board in several icebreaker activities and team building exercises. Dr. Goree led the Board in discussion of the Board's priorities in the District Strategic Plan's goals and objectives.

Legal Counsel Reginald Abrams shared updates on new and proposed policies and policy revisions.

Following closing comments by Superintendent Goree, the retreat was adjourned at approximately 2:30 p.m.

T. Lamar Goree, Ph.D., Secretary

Mary Trammel, President

July 19, 2016

The **Caddo Parish School Board (CPSB)** met in regular session on Tuesday, July 19, 2016 at approximately 4:30 p.m. in its offices at 1961 Midway, Shreveport, Louisiana with President Mary Trammel presiding and the following board members present constituting a quorum: Steve Riall, Jasmine Green, Margaret Brown, Susannah Poljak, Dr. Bonita Douzart, Raymond Green, Denee' Locke, Barry Rachal, Larry Ramsey, John Albritton and Dottie Bell. Also present were Dr. Lamar Goree, superintendent, and Reggie Abrams, legal counsel. Mr. Green led the prayer and Pledge of Allegiance.

CONSIDERATION OF MINUTES OF THE JUNE 6, 2016, JUNE 7, 2016 AND JUNE 21, 2016 CPSB MEETINGS

Mrs. Bell moved, seconded by Mr. Riall, to approve the minutes of the June 6, 2016, June 7, 2016 and June 21, 2016 CPSB meetings as submitted. Vote on the motion carried unanimously.

PRESENTATIONS AND RECOGNITIONS

Mary Nash-Wood, assistant director of marketing/communications, on behalf of the board, recognized the following staff members and students for recent achievements. President Trammel and Superintendent Goree congratulated and presented each one recognized with a certificate acknowledging their accomplishments. Newly appointed administrators were also introduced. Administrators, family and friends present were recognized.

Destination Imagination Teams. Destination Imagination Teams from Riverside, Eden Gardens (2 teams) and Caddo Middle Magnet were recognized for winning 1st place in the state tournament competition. Destination Imagination is a creative problem solving organization for youth and young adults whose educational goals are to foster creative and critical thinking, to develop teamwork, collaboration and leadership skills, and nurture research and inquiry skills involving both creative exploration and attention to detail.

2016 National Association of Student Councils' National High School Adviser of the Year. Martha Goza, Captain Shreve High School, was recognized as the 2016 National High School Adviser of the Year. Ms. Goza has served as the Captain Shreve's student council adviser for more than 30 years and has been a part of Captain Shreve since its opening in 1967.

Louisiana Finalists for Presidential Awards for Excellence in Mathematics and Science Teaching. Shannon Southwell, Barret Paideia Academy, and Stefani Farris, Fairfield Elementary Magnet, were recognized as 2016 Louisiana finalists in the Presidential Awards for Excellence in Mathematics and Science Teaching.

Administrative Appointments. Charles Lowder, director of certified personnel, recognized the following administrative appointments: (1) Alton Dozier, assistant principal, Oak Park Elementary/Middle School; (2) Brandy Holcomb, principal, A. C. Steere Elementary School; (3) Beverly Cole, principal, Alexander Learning Center; (4) Marjorie Manuel, principal, Atkins Elementary School; (5) Kristi Young, principal, Booker T. Washington New Technology School; (6) Renata Mahoney, principal, Broadmoor Middle Laboratory School; (7) Dr. Grady Smith, principal, Caddo Middle Career & Technology; (8) Tom Thomas, principal, Herndon Elementary/Middle Magnet School; (9) Tellauance Graham, principal, Huntington High School; (10) Billy Williams, principal, Keithville Elementary/Middle School; (11) Mike Irvin, principal, North Caddo Elementary/Middle School; and (12) Angela Henry, Director of Curriculum.

VISITORS

Jon Glover, employee, addressed the Board on the fact that 21 Caddo Schools are ranked a "D" and 15 schools are ranked an "F" for the 2014-15 school year. Ms. Glover shared her concern that she has continued to come before the Board with issues; however, the results have not changed and the number of students sent out into the world without being properly prepared for

survival continues to grow. She said no feedback of substance has been shared with the people regarding the plight of the school system, and she asks why. Ms. Glover expressed there were those educators who invested in her life so she was prepared and ready to enter the world and could function outside the norm. With failing schools not being an option, no one should accept this. Disadvantaged education continues to persist in Caddo Parish and she noted the demographic makeup of these 36 “D” and “F” schools that should be of concern. Ms. Glover reminded the Board that all are accountable to each other and can stand if united, but will fall if divided. In beginning a new school year, true change is needed and is the key in all students being successful academically.

Whitney White, parent, stated that her children are assigned to Oak Park Elementary; and because Oak Park is a failing school, she doesn't want her children to attend Oak Park. She asked that someone please contact her about the possibility of her children transferring to another school such as Shreve Island or Arthur Circle.

Omari Ho-Sang, concerned citizen and Director of ASAP Shreveport, commended the Superintendent, Board and staff in the recent reported gains in Kindergarten readiness (36% increase) as well as gains in the graduation co-hort (11% increase). She congratulated staff on the use of data to track student performance and continued support for highly qualified teachers. Ms. Ho-Sang also invited all to consider the fact that education should prepare students to acquire knowledge that can directly be translated in the communities in which they exist, which means the community should be a direct reflection of what is taking place within the walls of an educational institution. If others believe this, then she asks where the schools have failed, and if there is hope. She also introduced ASAP Shreveport which is a movement into parts composed of citizens committed to the community of Shreveport and more specifically to stop the killings and start the living. They are committed to addressing this issue by addressing core causes of crime, i.e. lack of employment, inequity in education and economic and health disparity. Ms. Ho-Sang highlighted strategic actions being carried out throughout the City of Shreveport, i.e. volunteer led demonstrations, sitting in on meetings such as this one, training volunteers and engaging in dialogue about the core causes of crime. Through their efforts, she reported they will be in a position to implement a plan that will be a living and breathing platform to create and sustain change for the next century in Shreveport. She presented information on the newly formed ASAP Summer Jobs program through a partnership with the DA's diversion program offering the opportunity to serve boys and girls ages 13-25 years old by training them in job and interview etiquette and creation of a professional resume. ASAP also had dialogue through the City of Shreveport to talk to citizens about their concerns and solutions for implementation. Because education plays a fundamental role in the community, they understand the majority of the victims and perpetrators of rape and homicide are under the age of 18 or between the ages of 18 and 29, and the CPSB has identified family and community engagement as an area needing growth. Also, in order to meet its goals, a school system must have a consistent and compassionate engagement of the community in which it exists, which ASAP hopes to be able to do by integrating citizens and volunteers to address core causes. At their next roundtable, she announced they hope to include the education community in the discussion on August 2nd at 6:00 p.m. at Mamie Hicks Park regarding their relationship with the Shreveport Police Department.

Elizabeth Gibson, Red River United, stated they are pleased the Outsourcing for Facilities Management is being moved to committee.

ESTABLISH THE AGENDA AND PROPOSED CONSENT AGENDA

Superintendent Goree highlighted items for the Board's consideration and the following discussion ensued.

President Trammel announced that “Consideration of Outsourcing for Facilities Management” is being moved to the Building and Grounds Committee.

Mrs. Bell asked Legal Counsel if the Board has all information on **CPSB Policy ID DFA “Service Animals in Schools”**, and Mr. Abrams explained this is the Board's policy and it sets

out procedures for determining if a student with a disability has the need for a service animal. The policy covers all service animals and anywhere it could occur within the District. Regarding whether or not a student is entitled to bring a service animal, it must be presented to the school administration who must follow the guidelines set forth in order for it to occur.

Mr. Rachal asked if the **Policy CCA “Organizational Chart”** actually presents more detail on staff and those they report to, and Dr. Goree responded that is correct and noted some of the positions are being relocated to other leadership teams. Mr. Rachal stated he only wants the public to understand that the Board has not added all these positions, but is actually less and the Superintendent has only added showing these to the Org Chart.

Ms. Trammel asked if positions removed from the budget will be removed from the Organizational Chart? Dr. Goree explained some unbudgeted positions are still critical positions to the function of the District and hopefully as savings are seen, some of these may be reinstated.

Mr. Riall asked Mr. Abrams to explain the relationship between the Board, Superintendent and Chief Internal Auditor. Mr. Abrams explained that this org chart is correcting an error made several years ago, and that the Superintendent is really the only employee of the Caddo Parish School Board and the Chief Internal Auditor was listed as reporting directly to the CPSB and not the superintendent; and while the Chief Internal Auditor operates under the Superintendent, the Chief Internal Auditor, in the event there is an issue he cannot bring to the Superintendent, the Chief Internal Auditor can go to the Board President/Board to raise an issue that concerns something the Superintendent may not be able to handle.

Mrs. Bell asked about the **Louisiana Compliance Questionnaire** and Dr. Goree explained that this item is an annual standard procedure the Board must sign.

Revision and Renewal of the Ombudsman Program Alternative Education Services 3-Year Agreement. Jon Glover stated that in her review of this agreement, she would like to know what achievements Ombudsman made with students referred to them; and if Ombudsman is a 4.6, an F, why are we in agreement? She reminded the Board that we had Oak Terrace and Hamilton Terrace, and the Board made the decision several years ago that both were not needed. She again asked what is being done for the children, because she does not see evidence that much is being accomplished. Mr. Rachal announced that there is information at Board member stations on “Bridge to Success” which has a tremendous success rate with dropouts, any and all alternative students. While he understands it is late in the school year to implement this program, he stated he had a conversation with Superintendent Goree and Dr. Goree has assured him this information will be presented and discussed as a possibility next school year. Mrs. Bell stated she is glad it will be for the high schools since students are at school all day long. She also noted the students that graduated last year from the Ombudsman Program and she is excited that students will have this opportunity. Dr. Goree reiterated he and staff are always concerned about the academic success of all programs. He further explained that in looking at AMIKids only working with middle school students, they looked at Ombudsman and how they could be strengthened to serve only high school students. He also reported that the instructional day for these programs has been increased from four to six hours which they believe will be very beneficial to the high school students. Dr. Goree also announced that the District saw a reduction from \$3.9 million to \$1.9 million in the change of the contract. He said it is important that the Board allow the staff the opportunity to implement these changes in hopes of seeing more children graduate.

ADDITIONAL ITEMS

President Trammel announced the need to add an item to the agenda to change the first meeting in August due to conflicting dates with the Southern Leadership Conference in New Orleans July 30-August 2. *Mr. Green, seconded by Mrs. Locke, to add to the July 19, 2016 agenda an item to change the August 2nd Executive Committee Board work session to August 9th. Vote on the motion to add the item carried unanimously. Ms. Trammel announced this item will be 8.10.*

APPROVAL OF AGENDA AND CONSENT AGENDA

President Trammel recommended that the consent agenda items will be Items 6.01-6.02, 7.01, 8.04-8.07, 8.10 and 13.01. *Mrs. Locke moved, seconded by Mr. Rachal, to approve the agenda and proposed consent agenda for July 19, 2016 meeting as presented.*

CONFIRM THE CONSENT AGENDA

Mrs. Locke moved, seconded by Larry Ramsey, to confirm the consent agenda as presented.
Vote to confirm the consent agenda carried and 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 submitted by the Superintendent in the electronic mailout.

6.02 Personnel Transaction Reports – Resignations. The Board approved the Personnel Transaction Reports for the period of June 1-30, 2016 as submitted in the electronic mailout.

Item No. 7

7.01 Consideration of Purchasing Bids. The Board approved the following bid as recommended by staff and submitted in the electronic mailout on the bid tabulation sheet: (1) CDW Government LLC, for the purchase of Cases for Electronic Devices 36C-16. *The bid tabulation sheet is filed in the official papers of the July 19, 2016 meeting.*

Item No. 8

8.04 Consideration of CPSB Policy IDDDFA “Service Animals in Schools”. The Board approved the proposed CPSB Policy IDDDFA “Service Animals in Schools” as submitted in the electronic mailout.

8.05 Consideration of Revision to CPSB Policy CCA-Organization Chart. The Board approved the proposed revisions to CPSB Policy CCA “Organization Chart” as recommended by the Superintendent and submitted in the electronic mailout.

8.06 Revisions to CPSB Policy DLC (Travel Guidelines). The Board approved the proposed revisions to CPSB DLC (travel Guidelines) as recommended and submitted in the electronic mailout.

8.07 Louisiana Compliance Questionnaire. The Board approved the Louisiana Compliance Questionnaire as recommended by staff and submitted in the electronic mailout.

8.10 Change in August 2nd Executive Committee Meeting. The Board approved changing the August 2nd CPSB Executive Committee meeting to August 9, 2016.

Item No. 13

13.01 Student Readmission Appeal Hearings. The board approved staff's recommendation for Students D.G. and J.D. as submitted in the mailout and as in agreement with the students' parents.

2016-2017 INTERAGENCY AGREEMENTS & CONTRACTS

Mrs. Locke moved, seconded by Mr. Ramsey, to approve the 2016-2017 Interagency Agreements & Contracts for providing needed services to students in Caddo Parish as recommended by staff

and submitted in the electronic mailout. Vote on the motion carried with Board member Trammel abstaining.

REVISION AND RENEWAL OF THE OMBUDSMAN PROGRAM ALTERNATIVE EDUCATION SERVICES 3-YEAR AGREEMENT

Mrs. Bell moved, seconded by Mr. Ramsey, to approve the proposed revision(s) and renewal of the Ombudsman Program Alternative Education Services 3-Year Agreement as recommended by staff and submitted in the electronic mailout. Vote on the motion carried with Board members J Green and B Rachal opposed.

SUPERINTENDENT'S REPORT

Superintendent Goree reported that staff is in early conversation with the Shreveport Police Department and Sheriff's Office to insure that students in the System have an understanding and appreciation for the role that the Police provides to our community.

ANNOUNCEMENTS AND REQUESTS

Mrs. Bell announced that Walnut Hill High School will be holding its 50th and 51st class reunions this weekend. She also expressed condolences on behalf of the Board to Mr. Ramsey and Miss Green for recent losses in their families. Mrs. Bell also announced that Huntington High School will hold a community meeting Sunday, July 24th at 4:00 p.m. with the new principal.

Mr. Rachal asked that staff provide him with an update on filling the vacancies created by the retirement/resignation of 41 classified personnel and 75 certified personnel. He also announced that he will schedule probably next month a Buildings and Grounds Committee meeting for addressing the Outsourcing

Miss Green expressed her appreciation for the card, thoughts and prayers in the recent loss of her grandmother. She also asked about the plans for moving forward in filling the principal position at Oak Park Elementary School, and announced she will be attending her 10th class reunion.

Mr. Ramsey thanked the Board for the card and other expressions of sympathy in the loss of his father-in-law. He also expressed appreciation for the prayers relative to his health matters.

Mr. Green recognized the event sponsored by Bishop Caldwell's church last Thursday.

Mrs. Locke expressed appreciation to President Trammel and staff for the preparation for a Board mini-retreat held earlier today.

President Trammel asked that everyone be in prayer for our country and those places that are experiencing tragedies.

Adjournment. *Mr. Rachal moved, seconded by Mr. Ramsey, to adjourn. Vote on the motion carried and the meeting adjourned at approximately 5:44 p.m.*

T. Lamar Goree, Ph.D., Secretary

Mary A. Trammel, President

August 9, 2016

The **Caddo Parish School Board (CPSB) Executive Committee** met in regular session on Tuesday, August 9, 2016 at approximately 4:30 p.m. in its offices at 1961 Midway, Shreveport, Louisiana with President Mary Trammel presiding and Denee' Locke and Raymond Green present constituting a quorum. Also present were Board members Steve Riall, Jasmine Green, Susannah Poljak, Dr. Bonita Douzart, Barry Rachal, Larry Ramsey, John Albritton and Dottie Bell. Dr. Lamar Goree, superintendent, and Reggie Abrams, legal counsel, were also present. Board member Denee' Locke led the pray and Pledge of Allegiance.

PRESENTATIONS

Staffing Update. Chief Human Resource Officer Diane Atkins reported 196 new teachers have been hired as of 4:11 p.m., August 9th, all administrative positions (principals and assistant principals) have been filled, and there are only 20 regular education teacher vacancies and 27.5 SPED teacher vacancies. She also reported 160 new teachers attended new teacher orientation Monday, and today there were 165 in attendance. She also thanked Board members who attended the new teacher welcome reception for taking time to welcome and encourage the new teachers.

Recruiting Report. Dr. Karen Peace reported on recruiting efforts since she began in this position in May. Prior to that time, she said Dr. Robinson reported to the Board in December 2015 that there were approximately 108 vacancies throughout the year. In June, Dr. Peace reported 128.5 vacancies in regular education, 66 in SPED; and at this time, the current numbers are 20.5 regular education vacancies and 28 SPED vacancies, with the numbers continually changing as the staff processes new employees. She also added the only caveat is the few positions (11 in SPED and 15 in regular education) considered as vacancies even though they are not advertised as vacancies at the request of the principal and the director, and the request was made because a retiree or long-term sub has brought much expertise to a particular position and has almost completed the certification process and would then be able to remain in the position.

Dr. Peace highlighted action steps implemented to actively promote the District in attracting and retaining teachers. She shared she spent time analyzing the DOE work force report and noted the increase over a three-year period in the number of departures from 325 to 361, and the years of experience these represented. She reported on an on-line survey of all teachers across the District for their input on effective ways to recruit teachers as well as retain them, and also asking them to serve on an Advisory Council related to recruitment and retention. This group has been established and has met to discuss and come up with a plan that lines up with the District's Strategic Goals to promote recruitment and retention of teachers in Caddo Parish. Dr. Peace highlighted action steps implemented, including new concepts to identify future Caddo teachers at younger ages (middle school), community partnerships, ways to expand the relationships with colleges and universities in getting students on our campuses for their observations, student teaching and clinical residencies. She also highlighted the next steps staff will follow, including continued professional development, fall job fairs, Troops to Teachers, new community and college partnerships, and follow-up support in the classroom by visiting the new hires and teachers, etc. Dr. Peace closed by stating that Human Resources is committed to working together with all divisions to support teachers and student achievement.

Mrs. Bell thanked staff for the report on the number of new teachers and expressed her concern over the current vacancies, which is the lowest it has been, with long-term subs in the classrooms. Relative to the report that some vacancies are not listed as vacancies, Mrs. Bell asked what happens when a new teacher comes in and qualifies for one of the positions staffed with a long-term sub, are they told there is not a spot available? Dr. Peace confirmed that is correct and explained that even if those positions are not advertised as vacant, staff will continue

to recruit for those positions so if there is a reason not to keep a retiree or sub in a position, an applicant is available to fill that position. Mrs. Bell stated someone called her that was qualified to fill a position and she wants us to be fair in filling positions. Dr. Goree added staff is also concerned about long-term subs; and he believes some principals have become accustomed to working with some of the subs that have been in long-term positions. The staff over the next year will be training principals on some of the benefits of having full certified teachers which is something the community expects staff to do. He further stated because it has been so difficult for some principals to find certified teachers, they have become comfortable with the long-term subs, which is why staff is working to put programs in place to help them become certified. He noted if this number has not changed in a year, he believes there should definitely be a concern. While she understands, Mrs. Bell stated if she sends her child to school four years to be a teacher and a position is open, she believes we need to be fair. Mrs. Bell also expressed her concern about teachers taking long-term leaves and they are not actually ill.

Mr. Rachal asked Dr. Peace to share some of the major successes in her recruiting efforts. Dr. Peace said it is her belief that the theory behind recruiting is building relationships, making contacts, being dedicated, sending applicants to principals, etc. all help. Mr. Rachal asked about clarification on the Troops to Teachers Program, and she explained Troops to Teachers is an organization that works with any active military personnel leaving the military to coach them into their possible interest in serving in public education and what it would take for them to become certified. Mr. Rachal asked if this program also works with veterans, and Dr. Peace responded if there is an interest, they do. Mr. Rachal asked about exit interviews with teachers, and Dr. Peace responded she understands we do a survey that is required by the State and staff will look at this to determine how it can be refined and used more effectively. Mr. Rachal commended staff for the good job as he has never seen the vacancy numbers this low for the start of school. Dr. Goree supported the comments relative to exit interviews; because, as an organization, this is an instrument that must be used smarter to help redefine the District's practice and make the District more attractive.

Miss Green echoed Mrs. Bell's comments relative to long-term subs and asked Dr. Goree if she understands correctly there are still long-term subs in some places and it is across the District. Dr. Goree stated it would only be in certain schools which staff can provide, and further stated some schools are fully staffed with certified teachers and some schools are staffed with long-term subs in vacancies. Miss Green asked if everyone is feeling the pressure across the District; and Dr. Goree said while he believes that is a fair statement, he doesn't believe it is a fair statement that every school has long-term subs. Miss Green asked Dr. Peace where are the majority of the teachers coming from, and Dr. Peace responded most of the applicants come from the universities in the surrounding area (Louisiana Tech, LSUS, ULM, Grambling, Northwestern, et.al.). Miss Green asked if all 196 applicants are in compliance with state requirements, and Dr. Peace responded all are eligible to hire according to the state guidelines.

Ms. Trammel asked if long-term subs have an evaluation process the same as the teachers. Dr. Peace explained that subs do not have to participate in the formal performance evaluation plan since they are not District employees, but principals do observe them and provide them feedback on their performance. Dr. Goree noted this is an excellent recommendation and the District has piloted this in the Zone schools because it was determined that a large number of long-term subs were located in the Zone schools. Also, professional development will continue to be provided for the subs so they can do their very best possible, i.e. if there is a long-term sub in Biology who does not have a degree in Biology, it is necessary to provide the needed support. He also stated that he believes the long-term sub situation justifies the work done by Dr. Peace in the District to eliminate this problem across the board. Ms. Trammel thanked staff for supporting the new hires and for tracking them during their journey to provide them with support they need. She also asked if principals are satisfied with their staffing, and Dr. Peace responded she has had several who have thanked her for assisting them and she has not received any complaints.

Mrs. Bell encouraged staff to always look at first placing needed teachers in the regular schools and the schools in the Transformation Zone. She asked staff to provide her with a list of all the new teachers and their school assignment; and so schools with the highest number of vacancies can get staffed more quickly, Dr. Peace reported they were moved to the top of the list and staff sent teams to those schools to help them get staffed more quickly.

Community Eligibility Provision Program. Superintendent Goree shared with the Board the opportunity for the District to participate in the Community Eligibility Provision Program which is part of the Healthy Children Act that increases opportunities for children to participate in programs where they eat healthy in schools. He announced Caddo is proposing to offer breakfast and lunch every day to every child in all elementary, middle, K-8 and 7-12 programs. This opportunity will be for over 30,000 students in 51 of Caddo's schools and means students will be spending less time in lines and will offer relief to parents so they do not have to always worry about having money in their child's meal account.

Deborah Harris, director of child nutrition programs, shared her excitement over the opportunity to participate in this program and her belief if children are required to be in school, we should have the responsibility to feed them. She reported that with this program to make available a breakfast and lunch for every child, they anticipate an increase in participation.

Dr. Goree explained the District is beginning with a manageable pilot group of schools; and even though the high schools (9-12) will not participate, students still have the opportunity to participate in the free and reduced-lunch program by completing the necessary paperwork.

Mrs. Bell shared how thankful she is for this opportunity for Caddo's students and how, when she was teaching, she hated when a student did not have money for lunch and was given a peanut butter sandwich. She added she is grateful that all children are afforded this opportunity without filling out applications.

Mr. Riall asked staff how this will affect Title 1 funding. Superintendent Goree explained staff is working with Title 1 and Finance on this aspect, and how Title 1 allocations will be reassessed and noted that several districts in the area have implemented this program and will be used as an example of how to address allocated Title 1 funds. Mr. Riall asked when Title 1 funds are distributed, and Dr. Goree explained they are distributed at the beginning of the school year and the current percentage is 72% economically disadvantaged students. These schools are given their allotment and budget and spend that allotment throughout the school year. The number used to qualify will remain in place for four years for the schools participating in the program.

Miss Green shared how pleased she is with this and asked if this program sends us the food. Ms. Harris explained that Caddo will continue to prepare the food in the school kitchens. Dr. Goree added the program provides a reimbursement to the District based on the allocation of students that qualify for free and reduced lunch and the allocation is enough to cover the cost for all students participating.

Mrs. Locke asked if this program is new and Ms. Harris explained it was initiated in 2010 under the Healthy Hunger-Free Kids Act with a pilot study and in the 2014-15 school year it became available to all states. Ms. Harris added that while nothing is guaranteed, Caddo has agreed to a four-year cycle. Mrs. Locke asked if staffing for the cafeterias will be affected, and Dr. Goree explained we are committed to working with the current staff and how we can work smarter and continue to accommodate the students; and if that changes, staff will come back to the Board.

Mr. Rachal thanked staff for the quick responses to his questions; and asked if, in this change, staff assessed the financial impact due to the reimbursements. Dr. Goree explained that at this

time, staff would be guessing; however, staff did design Caddo's program so we could impact as many children as possible. Also, while the program could be designed to be a profit, staff did not want this to be about that, but about how we service as many children as possible. He further explained that the program was set so the District will be in the black; and the decision to not include high school students because they will do what they want to even if it is free thus the participation at the high schools was not such that justified adding them to the program. He also reported that in visiting with other districts and learning that their participation increased, there could be a profit as a result of participating in the program. Mr. Rachal expressed his appreciation for staff studying this program and implementing it properly, and he looks forward to seeing the results of our participation in this program. Dr. Goree added that the District also participates in several weekend backpack-type programs where students are provided food over the weekend, which he believes speaks to the importance of nutrition.

Mr. Green stated he has lived through many situations and he is overjoyed with providing uniforms and breakfast and lunch for students. He added he believes the next step should be students graduating and attending college should be given free tuition if enrolling in an education teaching program.

Dr. Douzart reiterated the comments about Caddo students getting two nutritious meals each school day. She also stated that we need to stress to students that in order to be productive in the classroom, it is important to eat these nutritious meals.

Mrs. Bell said she would like to see this in the news.

ESTABLISH THE AGENDA AND CONSENT AGENDA FOR THE AUGUST 16, 2016 CPSB MEETING

Superintendent Goree highlighted items for the Board's consideration at the August 16, 2016 CPSB meeting and the following discussion ensued.

Out of State Travel. Mr. Rachal asked for clarification on requests for staff to attend SunGard training, and Mr. Lee explained it is an annual training SunGard does for all users; and because we will be going through some major upgrades in the near future, staff will learn what to expect with these changes. Mr. Rachal also asked about the travel request to Washington, D.C. and Dr. Goree responded the highlighted one day of the five is when this employee will be presenting, but staff will provide a written explanation of his request.

Rodessa Demolition. Mrs. Locke asked about the cost for this demolition. Dr. Goree explained this project is part of the Strategic Plan, and Mr. White stated that Rodessa has been closed for approximately 16 years and the condition of the school is one of severe disrepair and is a structure staff deems is not economically feasible to repair. At this time there does not appear to be a future use of the building and the community has asked for a number of years to have the building demolished as it is a blight on the community. Mrs. Locke asked if Caddo has any plans for the property, and Mr. White said he is not aware. Dr. Goree added that there have been concerns and the problem of vandalism and people entering this dangerous structure.

Mrs. Poljak asked if the land might be something the Town of Rodessa is interested in. Dr. Goree explained Caddo will hold onto the land and it will go through the same process to determine if the land has worth to the District and whether or not it should be sold. Also, at this time, the superintendent stated that he cannot answer Mrs. Poljak's question of whether or not the land is something we want to keep and something we want to get off the books.

Mr. Rachal asked if this is in this year's capital projects budget. Mr. White explained it was not a specific line item and is something that will be paid for out of savings from capital projects

incurred over the course of one year. Mr. Rachal asked if staff is asking the Board to vote on whether or not we will receive quotes for tearing it down, and staff confirmed that is correct. Dr. Goree shared that although it was his understanding that if the quotes were within the approved budget, staff could move forward; however, staff will respect the request to get bids and bring it back to the Board. Mr. White stated staff has received some budgetary figures on this demolition project of \$90,000 to \$100,000. Dr. Goree also stated if the Board desires, a minimum amount could be approved by the Board; and in the event we have the quotes in that range, it would be possible to move forward and use our time wisely. Mr. Rachal said he would rather receive bids and Dr. Goree confirmed staff will move forward with that directive.

Mr. Riall asked about a timeline, and Mr. White said it will depend on who gets the bid and their schedule and if staff is going to establish parameters on the project. Mr. White explained it will take a real demolition company to complete this task and if there are parameters it must be done within 30 days, it is possible an increase in price may result. He believes we could give them a timeframe of approximately 30 days.

Mr. Ramsey asked if he understands correctly we are putting parameters on the bids and Dr. Goree said his understanding is we are not putting parameters on the bids and the vote next week will authorize staff to go out and get bids. The Board would vote on a recommendation from staff relative to demolition which is what staff normally does. Mr. Ramsey said if the Board does not like the bid, the bid can be rejected. Ms. Trammel reminded the Board that this particular property has previously been for sale.

Consideration of Cooperative Endeavor Agreement with Volunteers for Youth Justice.

Mrs. Bell asked for clarification and if she understands they will, with the help of the Sheriff's Office, DA and Police Department, monitor the truant situations. Dr. Goree said that is correct and staff is excited to partner with other agencies to provide true wrap-around services and get students back in school. Mrs. Poljak asked if this agreement is the same that Ted Cox and Clay Walker spoke to the Board about, and Dr. Goree said it is not and it is a different endeavor.

Mr. Abrams explained that they coordinated with VYJ who will work with our staff on the program, sharing data with the court and these agencies to determine truant students and why parents are not sending their children to school. He explained this will begin small, approximately 40 schools; and hopefully they will be able to determine what resources are needed to get their children to school. Mr. Abrams said he has talked to police officers, Sheriff's office and City Attorney; and they are all very involved to make sure all law enforcement entities are signing off on the confidentiality agreement so information can be shared among the agencies and the School District. He further stated the program is called TAC (Truancy Assistance Center) and Baton Rouge has tremendously lowered the number of truant students through this program. Dr. Goree echoed Mr. Abrams comments and that Caddo looks to grow this program and see the same success as Baton Rouge. He also stated that the idea has been suggested to repurpose one of Caddo's schools so that all services can be offered at one setting for students and families. Dr. Goree also clarified that District Attorney James Stewart is initiating this program and his efforts to partner with the school district in an effort to reduce trancies and get students back in school.

Mrs. Locke shared she is aware of experience serving on a non-profit board and visiting the VYJ center in Monroe to see how it affects homeless; and the program is an incredible one with all the wrap-around services it offers.

Mrs. Bell asked if the principals and parents will be made aware of this partnership and Dr. Goree responded that yes and especially those parents affected.

Intergovernmental Agreement with Caddo Parish. Mr. Lee explained that this agreement is an opportunity for the District to receive additional revenue via a contract between the Parish/Assessor's office and a company that will look at property taxes to determine any homestead exemptions that may have been filed incorrectly. Mr. Lee introduced Mr. Henington, Parish Assessor, who reported that the company will take and analyze Caddo's tax rolls to see if a person is receiving a homestead exemption and should not be receiving it. This could be someone who has passed away and the family did not file a succession, information which the tax assessor's office does not have access to. He explained the company will submit the information to the assessor's office in the form of a map and the staff will determine if a resident should or should not receive a homestead. At that time, the assessor's office would send them a letter notifying them that their homestead is being cancelled for the previous year. If the resident believes they should still receive the homestead, they would contact the assessor's office to determine the outcome. Mr. Henington shared with the Board how much each one discovered would generate in additional dollars and each tax body would receive their pro rata share. He also explained that every time this company collects this tax, they will bill the parish \$400, so in a similar situation, and the School Board's portion would be \$230 and the School Board would net out \$335; and this is only if the tax is paid and in turn the Parish would bill each tax entity who has receive a portion of that tax. He said this could also kill someone's assessment freeze which would generate extra tax dollars. At this, he explained it is unsure how the Assessor's office will work with the City on this, because the City does not receive homestead money, but they would receive it if the freeze is killed.

Mr. Ramsey asked for clarification on how the dollars transfer hands, because his concern would be the Assessor's office would collect the taxes and then distribute the pro rata share among the tax entities withholding any fees. Mr. Henington further explained that when a homestead is killed, it is determined the homestead should not be in place and the appeal process time has passed, the Assessor's office will write a change order to the Louisiana Tax Commission asking them to change the assessment plus the taxes on that particular piece of property; and when they approve it, they send it to the Sheriff's Office who in turn will send out a supplemental bill to collect the taxes. When the tax is paid, then the Parish gets billed for the \$400, which is for the first year (2015). If it goes back to 2014, the cost would be \$350, for 2013, \$250. Mr. Ramsey asked Mr. Henington how much other parishes are collecting, and Mr. Henington responded that Lafayette completed theirs last year and 4-6% of the homesteads were determined to be invalid which represents a lot of money.

Mr. Riall asked if the focus is primarily to cover homesteads being awarded that should not be, and Mr. Henington confirmed that statement, and to find those residents who are filing homestead exemption fraudulently. Mr. Riall asked how often is property reassessed, and Mr. Henington responded every four years with this year being a reevaluation year. Mr. Riall also noted a number of people who have upgraded or built new homes, but they never changed their homestead exemption. Mr. Henington explained the Assessor's Office has contracted with a company who takes new aerials and overlays the 2008 aerial with the new one to determine if the footprints of the homes match; and if not, how much it has changed.

Mr. Rachal asked if there are any fees after the past years and in moving forward, and Mr. Henington said there are not.

Consideration of Proposed Revision to CPSB Policy IGD-Athletic Policy. Mr. Rachal asked for clarification and if these proposed changes came through staff alone or did they come from Forethought. Mr. Abrams explained this is a staff policy and the main reason this policy was looked at was the M to M Transfer Policy and the question regarding eligibility and what Caddo's policy states versus what LHSAA allows. He stated that he determined the M to M Transfer Rule and the issue addressing homeless children moving frequently and they are protected by the McKinney Vento Act, as well as transfers from academically unacceptable

schools. Mr. Abrams stated the problem is when students in one of the above categories are kept from participating because of an arbitrary rule, so it is being recommended to add Roman Numeral XII which includes administrative transfers which is also the LHSAA rule and would address transferring between two Caddo Parish Schools. This change will address how this rule is applied throughout the State and Caddo will be on the same level as everyone else. Mr. Abrams also reported that he met with Mr. Tisdale to review and Mr. Tisdale met with the coaches to review proposed revisions and noted the major changes address outdated language, compliance with girl teams, Title IX guidelines, etc. It also addresses the Varsity Sports Seasons and lists which sports are fall sports, etc. Dr. Douzart thanked Mr. Abrams for his explanation.

ESTABLISH THE AGENDA AND THE CONSENT AGENDA

President Trammel announced that Items 6.01-6.03, 8.01, 8.03, 8.05-8.08 and 13.01 are the consent agenda. *Mrs. Locke moved, seconded by Mr. Green, to establish the agenda and the consent agenda for the August 16, 2016 CPSB meeting as presented. Vote on the motion carried unanimously.*

SUPERINTENDENT'S REPORT

Dr. Goree invited Board members to attend the Ring the Bell event on the first day of school on Monday, August 15, 2016 at 9:00 a.m. at North Caddo Elementary/Middle School.

POLL AUDIENCE

Jackie Lansdale, president of Red River United, addressed the Board on the reported 196 new teachers and asked to be provided this list; and she also asked since she asked for this information via a public records request, she has only received 106 teachers. She also addressed the Board's conversation on substitute teachers and retirees in the classroom and encouraged the Board to ask where they are and make certain these are highly qualified, as well as published as a critical shortage area. Mrs. Lansdale also stated that the MFP numbers are in and we know that \$40 million we had a couple of years ago has been cut, and for a couple of years Caddo had \$2,398,486 and this year, \$1,182,082 was received after a shortage of \$1,216,404. She also made Board members aware that one of the local members of the Legislative Delegation stated that Louisiana districts are paid too much in comparison to other states and encouraged them to look at this and contact Legislative members about this.

ANNOUNCEMENTS

President Trammel announced that thank-you notes were received from Jasmine Green's and Larry Ramsey's families.

Mr. Rachal asked staff to provide him an update on transportation since time has been added to the school day (before and after school) which has shifted the pick-up and drop-off times. Dr. Goree stated staff will provide a written response.

Adjournment. *Mrs. Locke moved, seconded by Mr. Green, to adjourn. Vote on the motion to adjourn carried and the meeting adjourned at approximately 6:15 p.m.*

August 16, 2016

The **Caddo Parish School Board (CPSB)** met in regular session on Tuesday, August 16, 2016 at approximately 4:30 p.m. in its offices at 1961 Midway, Shreveport, Louisiana with President Mary Trammel presiding and the following board members present constituting a quorum: Steve Riall, Jasmine Green, Margaret Brown, Susannah Poljak, Dr. Bonita Douzart, Raymond Green, Denee' Locke, Barry Rachal, John Albritton and Dottie Bell. Also present were Dr. Lamar Goree, superintendent, and Reggie Abrams, legal counsel. Mr. Ramsey was absent due to illness. Mrs. Locke led the prayer and Pledge of Allegiance followed by the National Anthem sung by Taylor Lafitte from Southern Hills Elementary.

CONSIDERATION OF MINUTES OF THE JULY 19, 2016 AND AUGUST 9, 2016 CPSB MEETINGS

Mrs. Locke moved, seconded by Mr. Rachal, to approve the minutes of the July 19, 2016 and August 9, 2016 CPSB meetings as submitted. Vote on the motion carried unanimously.

PRESENTATIONS AND RECOGNITIONS

Mary Nash-Wood, assistant director of communications/marketing, on behalf of the Board, recognized the following students and staff members. President Trammel and Superintendent Goree congratulated and presented each one recognized with a certificate acknowledging their accomplishments. Newly appointed administrators were also introduced. Administrators, family and friends present were recognized.

Kids State Dinner Introductory Speaker. Samuel Davis, student at Caddo Middle Magnet, was recognized for being invited by First Lady Michelle Obama to introduce her at this year's Kids State Dinner. He first met the President and First Lady at last year's Kids State Dinner upon winning the Healthy Lunchtime Challenge. He was applauded for representing Caddo Parish Public Schools, the City of Shreveport and the State of Louisiana in Washington, D.C.

American Legion Boys Nation. Andrew Miramon, senior at C.E. Byrd High School, was recognized for being selected to attend the American Legion Boys Nation in Washington D.C. and serving as a Senator from July 22-29, 2016.

Minority Business Opportunity Awards Top Business Professional of the Year Winner. Renee Ellis was recognized as the Greater Shreveport Chamber of Commerce's 2016 Top Business Professional of the Year at the annual Minority Business Opportunity Awards event.

Newly Appointed Administrators. Charles Lowder, director of certified personnel, recognized the following newly appointed administrators, congratulating and welcoming them to their new positions. (1) Tyron Lacy, principal, Caddo Virtual Academy; Crystal Barnes, assistant principal, Booker T. Washington High School; (3) Kenya Claiborne Roberts, assistant principal, Fair Park High School; (4) Seretta Johnson, assistant principal, Green Oaks Performing Arts Academy; (5) Justin Steele, Title I Instructional Technologist; and (6) Tonya Evans, supervisor, Title I School Compliance & Program Improvement.

VISITORS

Jackie Lansdale, president of Red River United, addressed the failure to appropriately fund salaries in Caddo. In talking about closing the academic gap in low performing schools, she applauded Caddo for the yeoman's job with less than optimal resources; but noted that many of the classrooms are still dependent upon substitutes and retirees even with 196 new teachers when a number of positions were reduced in the budget. Mrs. Lansdale said the teacher turnover cost is hidden in this, approximately \$10,000 (on the low end per teacher to rehire and retrain), which means an approximate \$2 million cost for Caddo. Adding that the employees in Caddo deserve better than to be the lowest paid in the region with no substantial pay increases in a number of years, and insurance costs steadily increasing, she asked the Board to recognize that when it fails

to recognize stale and stagnant salaries, they will be forced to make other choices. Another hidden cost is the correlation between salaries and teacher retention; and with the hiring of 196 new teachers, Caddo still has the lowest new teacher pay, and she cited the starting salaries for teachers in the surrounding parishes. As the president of the largest organization in this district and the state of Louisiana, Mrs. Lansdale said it is her obligation to request that the Board begin the process of seeking a tax increase for the purpose of salaries; because a substantial pay increase is the number one priority of teachers and school employees of the Red River United.

Omari Ho-Sang, director, addressed the Board on ASAP Shreveport (All Streets All People) and their call for all geographies, citizens, entities and agencies to work together to create urgent change. She explained that ASAP was developed in response to an increase in homicides, many of which involved young people under the age of 18; and they do not want to just address the crimes, but the core causes of these crimes, part of which is inequity in education. She stressed the urgency in addressing and solving the inequities in the school system, as well as treating the community as the stakeholders they are. Ms. Ho-Sang also congratulated the school system on participating in the program to pilot free nutritious meals for Caddo students, but questioned what good are free nutritious meals for those students who do not have them when they get home. She also shared a quote noting the difference in training versus collaboration.

Paul Lockard, mayor of the Village of Rodessa, expressed his appreciation to the Board for their support of the demolition of the Rodessa school building which has been a blight and liability to Rodessa for a number of years.

ESTABLISH THE AGENDA AND CONSENT AGENDA FOR THE AUGUST 16, 2016 CPSB MEETING

Superintendent Goree highlighted items for the Board's consideration and President Trammel announced Items 6.01-6.03, 8.01-8.08 and 13.01 as the consent agenda.

Mrs. Bell moved, seconded by Miss Green, to establish the agenda and consent agenda for the August 16, 2016 CPSB meeting as presented. Vote on the motion carried unanimously.

CONFIRM THE CONSENT AGENDA

Mrs. Bell moved, seconded by Mr. Rachal, to confirm the consent agenda. Vote on the motion carried unanimously. The following is a summary of the Board's action on the consent agenda items.

Item No. 6

6.01 Personnel Recommendations. The Board approved the personnel recommendations as recommended by the Superintendent and submitted in the electronic mailout.

6.02 Personnel Transaction Reports (Resignations). The Board approved the Personnel Transaction Reports for the period of July 1-31, 2016 as submitted in the electronic mailout.

6.03 Request for Leaves. The Board approved the requests for leaves as submitted in the electronic mailout.

Item No. 8

8.01 Property/Bus Rental Requests. The Board approved the request for long-term use of Eden Gardens Elementary as recommended by the Superintendent and submitted in the electronic mailout.

8.02 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 electronic mailout.

8.03 Consideration of Mental Health Interagency Agreements and Contracts. The Board approved Mental Health Interagency Agreements and Contracts for providing services to Caddo students as recommended by staff and submitted in the electronic mailout.

8.04 Consideration of Demolition of Rodessa Campus. The Board approved the demolition of the Rodessa campus utilizing funds from Capital projects savings not to exceed \$100,000.

8.05 Consideration of Cooperative Endeavor Agreement with Volunteers for Youth Justice. The Board approved the Cooperative Endeavor Agreement with Volunteers for Youth Justice as recommended by staff and submitted in the electronic mailout.

8.06 Intergovernmental Agreement with Caddo Parish. The Board approved the Intergovernmental Agreement with Caddo Parish as recommended by the Superintendent and submitted in the electronic mailout.

8.07 Resolution in Support of Participation in Community Eligibility Provision Program. The Board approved the resolution in support of Caddo's participation in the Community Eligibility Provision Program as recommended by the Superintendent and submitted in the electronic mailout.

8.08 Consideration of Proposed Revision to CPSB Policy IGD-Athletic Policy. The Board approved the proposed revisions to CPSB Policy IGD-Athletic Policy as recommended by staff and submitted in the electronic mailout.

Item No. 13

13.01 Student Readmission Appeal Hearings. The Board approved staff's recommendation for Students N.K., D.R., and G.T. as submitted in the mailout with agreement of the students' parents.

SUPERINTENDENT'S REPORT

Superintendent Goree thanked the community, the School Board, all the schools and everyone involved for a wonderful, smooth opening of the 2016-17 school year. He also thanked the new North Caddo Elementary/Middle School for hosting the wonderful "Ring the Bell" ceremony on Monday to kick off this new school year and open this new school.

ANNOUNCEMENTS

Mr. Riall expressed appreciation to the Superintendent and staff for the Ring the Bell ceremony at the new North Caddo Elementary/Middle School and to the two communities that worked together on this difficult situation. He also thanked the Green Oaks JROTC for their participation in the Shreveport Air Radio Control War Bird Fly In this past weekend.

Ms. Trammel announced that Mr. Ramsey was unable to attend today's meeting and asked that everyone remember him during this time.

Ms. Trammel also announced that today is Dottie Bell's birthday. Reggie Abrams led everyone in singing happy birthday to Mrs. Bell, and other August birthdays.

Adjournment. *Mr. Riall moved, seconded by Miss Green, to adjourn. Vote on the motion to adjourn carried and the meeting adjourned at 5:09 p.m.*

September 6, 2016

The **Caddo Parish School Board (CPSB) Executive Committee** met in regular session on Tuesday, September 6, 2016 at approximately 4:30 p.m. in its offices at 1961 Midway, Shreveport, Louisiana with President Mary Trammel presiding and Denee' Locke and Raymond Green present constituting a quorum. Also present were Board members Steve Riall, Jasmine Green, Susannah Poljak, Dr. Bonita Douzart, Barry Rachal, John Albritton and Dottie Bell. Dr. Lamar Goree, superintendent, and Reggie Abrams, legal counsel, were also present. Board member Barry Rachal led the prayer and Pledge of Allegiance.

PRESENTATIONS

JumpStart. Ellyn McKinney, director of professional development, shared information on JumpStart, a pathway to Louisiana's new diploma. She explained that beginning with the cohort of 2018 (this year's rising Juniors), Louisiana students will pursue one diploma with multiple pathways for achieving that diploma, i.e. TOPS University Pathway and the JumpStart Pathway. She further explained that the JumpStart Pathway also offers students with disabilities (Act 833) as well as the LAA1 students (students with significant disabilities) the opportunity to earn a standard high school diploma. While the previous Options Program also offered an opportunity toward credentials, it did not involve industry and business partnerships in its development; and with JumpStart, business and industry partnerships have been at the hub of aligning the work students will do and provide appropriate courses that lead to industry-based credentials. The opportunities for students to earn credentials under JumpStart include 47 different career pathways and within the 47 pathways, there are more than 100 offered credentials. Students will also be able to master academic content (23 credits) and nine of those credits are from CTE courses that align with the credentials students will earn. At this time, Mrs. McKinney stated that all Caddo Parish high schools offer the opportunity for students to earn credentials and work toward the JumpStart TOPS Tech half-way to the diploma. She also reminded the Board that the Strategic Plan goal is to add an additional pathway at each of Caddo's schools next year with approximately 350 rising Juniors pursuing the JumpStart Pathway this year. She reported that accountability points are awarded for the JumpStart Pathway just as with the University Pathway plus the opportunity to earn some of the highest accountability points for Caddo's schools. Mrs. McKinney further stated that Caddo Parish Schools provide opportunity for extensive training for its teachers and the opportunity to learn through internships as well as externships where they partner with business and industry to actually see what business and industry professionals today are required to do to attain a high need, high wage job. Opportunities are also offered for students to earn credentials in 16 of the 47 approved pathways, and the ability to take advantage of an extensive connection to post-secondary work (two year college, technical school or career launch).

Mrs. Bell asked if Pathways is for students with a career plan? Mrs. McKinney responded not necessarily because a JumpStart Pathway usually leads a student straight into a Junior College and could possibly be students who truly do not know what they want to do when they exit high school. If that is true, rather than going to a four-year college and have a failing experience, they have earned credentials and when they walk out of high school, they have a document (high school diploma and a list of credentials) stating what the student can do making them more employable. Mrs. Bell asked if the student could attend a four-year college and Mrs. McKinney explained that the work toward entry into a four-year university requires advanced courses; and, the coursework in the JumpStart Pathways prepares the students for a two-year experience rather than starting out in a four-year college and being required to take remedial courses. Dr. Goree also stated that it depends on the individual college's requirements for entry.

Mr. Riall asked if JumpStart is part of the career diploma program, and Mrs. McKinney explained it was in the past; but we now have one diploma with an additional pathway to attain it.

Mr. Rachal asked if students taking the JumpStart Pathway will not necessarily have to attend a two-year college, but could qualify to attend a four-year college, and Mrs. McKinney confirmed that to be correct. Also, because colleges have different requirements, Mr. Rachal asked is it correct to say that the norm would be they would not get in a four-year college? Mrs. McKinney responded that students would need to discuss this with the high school counselors. Mr. Rachal asked that staff impress upon students and parents that if they do choose the alternate pathway, it is possible they may not meet all the requirements for entrance into a four-year college. Dr. Goree responded that some reorganization has taken place to increase the training for high school counselors so they can and will have those conversations with students as they make decisions on which diploma track to follow. Mrs. McKinney further explained that students that choose the JumpStart Pathway might choose to take a technical English as opposed to English IV, or a more technical math than an Advanced Math, which is a new requirement for a student desiring to enter a four-year college. She reiterated that counselors are being trained to talk to parents and students about making these choices and to walk them through exactly what they need to do to get to a specific outcome. Mr. Rachal asked if the State is working with the State's four-year colleges to implement two-year programs; and while Mrs. McKinney could not confirm that, she did say they are working closely with the Board of Regents regarding an external component. Dr. Goree added that at the last Superintendents Advisory Council meeting conversation took place around the structure of Louisiana's colleges and universities being the opposite of what it should be – Louisiana has a high number of four-year colleges versus a small number of two-year colleges when traditionally it is the opposite since that is what industry dictates.

Ms. Trammel asked if we are doing one diploma, what determines if a student completed the JumpStart or the University pathway. Mrs. McKinney confirmed it is one diploma and both programs offer a pathway to receiving a diploma, but the student's transcript will indicate which pathway that student followed. Ms. Trammel asked for confirmation that parents and students are being made aware, and Mrs. McKinney explained that JumpStart has been in place since the 2013-14 school year and it is the rising Juniors who made the declaration at the end of their Sophomore year/beginning of their Junior year on which pathway they would take. She added it is better for students to choose after they have had some time in high school and there are structures in all of Caddo's schools that make it easier for a student who does not feel sure of which pathway to be able to transition from one pathway to the other. Staff has also plotted universal courses for the JumpStart pathway as well as a sequence of courses that will make it easy for students to move from one pathway to the other. Mrs. McKinney also explained Caddo has a JumpStart team that meets regularly to trouble shoot questions such as what the Board members are asking and to make sure the best possible safety nets are in place for students as well as opportunities for students who will graduate with the TOPS University Pathway to also earn JumpStart credentials which provides them with further opportunities.

Mrs. Bell further asked about the requirements for a career diploma (four years of English) and the universal courses and if JumpStart is offered at all high schools. Mrs. McKinney stated that the universal courses are offered throughout the District and will align with any pathway a student chooses. Mrs. Bell asked if a student chooses a course, will they be able to take the course at the school they attend or will they need to go to another location. Mrs. McKinney explained that some career pathways are offered in some schools but not in others; however, staff is working to grow those opportunities; and she assured that students will not begin the pursuit of a pathway that they cannot complete; because staff will not offer a pathway a student cannot complete. Also, the universal courses will offer students the ability to meet required courses should they move from Louisiana to another state while in high school. Dr. Goree added that the District's Strategic Plan addresses the number of pathway opportunities offered at Caddo's

specific high schools and there is within that strategic plan a plan to increase the pathway offerings at all the high schools.

Dr. Douzart asked if students complete the JumpStart pathway will they receive an equivalent to an associate degree (two-year program), and Mrs. McKinney responded that when students complete the JumpStart Pathway, they should not have to take remedial courses at a two-year college. Regarding receiving an associate degree, she added it is possible for students to achieve an associate's degree while participating in the JumpStart Pathway while still in high school.

Caddo Teacher Academy. Cassie Harwell introduced the following graduates of the cohort class from the pilot year of the Caddo Teacher Academy: (1) Lauren Duke, 4th grade Math & Science, Walnut Hill Elementary; (2) Brandon Graham, 4th Grade Math & Science, J. S. Clark Elementary; (3) David Hyde, Spanish II, Caddo Magnet High; (4) Kinda Kilgore, 7th Grade Reading/ELA, Huntington; (5) Brittany Richardson, 2nd Grade all subjects, Oak Park Elementary; (6) Charie Taylor, 3rd Grade all subjects, Southern Hills Elementary; (7) Connie Ward, 1st Grade all subjects, Mooretown Elementary; (8) Katina Williams, 4th Grade ELA, Oak Park; (9) Teresa Williams, 5th Grade ELA, Queensborough Elementary; and (10) Lauren Woodard, 5th grade Social Studies, South Highlands Elementary Magnet. Ms. Harwell announced that these teachers worked very hard to complete a program that takes some 2-3 years to complete. The following members of the 2016-17 Academy were introduced: (1) Annie McCulloch, Green Oaks, 7th Grade Science; (2) Jennifer Duhon, Summerfield Elementary, 5th Grade; (3) Sarah Jorgenson, North Caddo Elementary/Middle; 5th grade Math and Science; (4) Whitney Hadwin, Southwood Biology I; (5) Eric Chelette, Captain Shreve 9th Grade English; (6) Nicole Walsh, Turner, 5th Grade Math and Science; (6) John Patterson, Werner Park, 5th Grade ELA/Social Studies, (7) Terry Durst, Youree Drive Middle School, 8th Grade English; and (8) Steven Dix, 3rd Grade ELA.

Agreement with VYJ Program. Kelli Todd, director of Volunteers of Youth Justice, addressed the new TASC program for Caddo Parish and what it will do for the schools. Ms. Todd shared their excitement in the collaboration between the CPSB, Caddo Parish DA's Office, VYJ and Willis Knighton in this program to address truancy. Over the past five years, they have worked with Larry Anderson and his staff on truancy in grades K-12, averaging approximately 4,000-5,000 truant students a year; but after modeling a program in Baton Rouge, they made a decision to focus on grades K-5 since that is the area in which the number of truant students has grown (1/3 of total truant cases). She explained this program is a service to the families with truant students to determine their needs and how they can be helped as opposed to being punished. She said the DA's office has offered law enforcement support and an investigator, and they have also utilized the Child Welfare and Attendance Office in locating families.

District Attorney Stewart expressed his appreciation to Mr. Elrod and Willis Knighton for eagerly joining in this effort to fight crime. While holding parents accountable to have their children in school, they are also working with the parents and the issues they may have in providing their children an education. He also expressed how helpful law enforcement has been to knock on doors when they are unable to locate a student and get them in school. He reminded everyone that when students are in school and getting an education, they are not truant; and when they are not truant, they are not committing crimes; so it is their hope that this will be preemptive in keeping students out of the court system and in the schools.

Dr. Goree added that there have been a few opportunities to work through this program and staff is excited to offer this service in hopes of solving the truancy issues in the District. He said while VYJ has done a great job in the past, this opportunity is seen as one that will increase the ability to provide services and meet needs in these families before they become involved in the court system.

Mr. Rachal noted how critical education is in the community and the future of this area and in the world, and he extended kudos on this effort to work together and hopefully reach students that before have been unreachable.

Mrs. Bell noted how happy she is about this because a couple of years ago she made a statement when she began seeing children on the streets when they should have been in school that the parents should be arrested. Starting early and educating children about the importance of education is very important. She also asked DA Stewart how issues are addressed when the parents are the problem behind truant students. Ms. Todd responded they first attempt to implement services and determine underlying issues; but if the parents fail to comply, they would then refer it to the court (Judge) to rule.

Ms. Trammel expressed her appreciation to the entities for beginning the efforts in the younger grades (K-5).

Re-Imagine Caddo: The Plan of Excellence Update. Mary Wood, assistant director of marketing and communications, shared an update on Year 2 of the District's Strategic Plan and proposed revisions to that plan.

She reminded everyone that the purpose for Re-Imagine Caddo was clear and highlighted goals met during the first year relative to increasing academic performance. She stated that the effectiveness of this living document will continue to be evaluated externally and the District is committed to updating the Board throughout the school year on the progress of the Strategic Plan. She highlighted the areas the Strategic Plan encompasses including every level and division within the school system; as well as the accomplishments and focuses in Year 2. Specific changes for Year 2 will be enhancing professional development opportunities for the teachers to arm them with everything they need to be successful in the classroom, adding an additional diploma pathway for high school students, increase graduation rates for traditional and students with disabilities, and reaching/increasing parental involvement without adding burdens to the school house via community partnerships, parental involvement and stakeholder outreach. Additional focus in Year 2 will be expand media outlet partnerships, conduct surveys to determine strengths and weaknesses of school system, seek ways to meet individual needs of communities, growth of fund balance and S & P rating, continue to look at possibility of a pay increase for all employees, fill highly qualified vacancies, evaluate every District program, implement the iLearn initiative with Discovery Education, and grow the Caddo Virtual Academy. Mrs. Wood also noted additional focuses in Year 2 as follows: increase bus and substitute driver pool, reduce bus repair back log, participate in additional job fairs, decrease the time for subs to move into full-time positions, move evening maintenance assignments to more preventative maintenance, evaluate based on square footage energy costs as opposed to per student cost, continue to be vigilant in finding the best plan possible for vacated school buildings, and based on the data from Year 1, Security will continue to reduce the number of crimes and look at additional equipment to continue this decrease.

Miss Green asked if staff continues to work on JPAMS to improve the system, because parents continue to get calls when they do not have children in the system. Mrs. Woods confirmed that staff continues to work with school sites and families to make sure families have the most current information in the System. Also because more parents use text messages, many school have gone to texting parents. Miss Green asked if there is a way parents can opt out of JPAMS? Dr. Goree explained that while parents cannot opt out of JPAMS, parents can set their individual profile up to avoid many of the calls. He also said they encourage parents to receive these calls so they have the information they will need. While she understands we will not be able to please everyone, when parents come to her with a question, she only wants to make sure she has accurate information to share with them.

ESTABLISH THE AGENDA FOR THE SEPTEMBER 20, 2016 CPSB MEETING AND CONSENT AGENDA

Dr. Goree highlighted the proposed items for the Board's consideration at the September 20, 2016 CPSB meeting and the following discussion ensued

7.01 Consideration of Purchasing Bids. Mr. Rachal asked if this item is connected to Item 8.06, and Ms. Trammel noted they are two different items. He also asked about the out right purchase price of the buses on the bid? Mrs. Lloyd explained that it is a two-part bid, (1) we are paying for 8 refurbished buses at \$63,000 each and 8.06 is a resolution required by the finance company in such transactions. Mr. Rachal asked if this is a lease purchase, and Mrs. Lloyd said it is for six buses and two special needs buses. Mr. Rachal further asked for an explanation in the two total prices - \$778,696 on 8.06 and the bid has \$504,000. Mrs. Lloyd explained that the bid is only for the refurbished buses (8 buses) and the remaining two (special needs) were piggybacked off another district. Mr. Rachal asked what is the interest rate and Mrs. Lloyd responded that an interest rate of 1.58% was the best of three received for all the buses and it was granted to J P Morgan/Chase.

Mr. Abrams explained there is additional documentation that goes with the purchase of the lease purchase buses and this information will be forwarded to staff for uploading for everyone to see. Mr. Rachal stated he would like to see the specifications. Mr. Rachal also asked if the company has determined which buses we will receive, and Mrs. Lloyd explained these buses have been through a required check. He also asked about warranties on these refurbished buses? Mrs. Lloyd said there are depending on what comes with the buses. Mr. Rachal asked for confirmation that buses cannot be in operation for more than 20 years, and Mrs. Trammel confirmed no longer than 25 years.

2016-17 Pupil Progression Plan. Mr. Rachal asked if there were any issues that the committee reviewing this document encountered. Erin Redden explained that there were no issues in the meetings and there were no changes other than minor changes submitted by the LDOE.

Change in October 19, 2016 and January 2017 meeting dates. Ms. Trammel explained that due to the AdvancEd Accreditation Team completing their work in Caddo October 17-19, 2016 by presenting their report to the Board on Wednesday, October 19th, it is recommended that only one meeting of the Board be held and the regular meeting on Tuesday, October 18th be changed to Wednesday, October 19, 2016 beginning at 3:30 p.m. Also because the staff/schools will not return to their campuses from the Winter Break until Monday, January 9th, it is recommended that the Executive Committee meeting be moved to Tuesday, January 10th and the Board meeting remain on the third Tuesday.

Ms. Trammel stated that the Consent Agenda is Items 6.01-6.02, 8.02, 8.04-8.05 and 13.01. *Mrs. Locke moved, seconded by Mr. Green, to approve the agenda and proposed consent agenda for the September 20, 2016 CPSB meeting as presented. Vote on the motion carried unanimously.*

POLL AUDIENCE

Jon Glover questioned where the District is in meeting goals presented in the Mission Statement of the Strategic Plan Re-Imagine Caddo: The Plan for Excellence and its effectiveness, as well as where the District is in meeting the goal outlined in the Vision Statement. Ms. Glover stated that with more than 36 D and F schools she questions if either of these statements are being met. While she recognized the success seen at Green Oaks, she still questions if the students counted as ready for college are really ready; and she asked if staff is following these students to see how many needed remedial courses. She recognized the JumpStart program implemented in the 2014-15 school year and asked what is being done to make certain the District is actually

meeting the needs of students beyond 12th grade. In preparing students with skills and capacities for 21st Century citizenship, global awareness, creativity, collaborative problem solving and self-directed learning, she also questions how effective this goal will be for the 36 D and F schools. Ms. Glover also addressed the presentation in January 5, 2016 when the public was made aware of needed cosmetics to the ReImagine Caddo Plan in order to maintain the integrity of the document and asked what caused these changes. She expressed her concern that Caddo and too many of its students are in trouble, and she asked the Board, the Superintendent and the Administrative Staff to share with her and the public what will be done to address the students in the 36 D and F schools.

ANNOUNCEMENTS

Mrs. Bell expressed her appreciation for the new Student Handbook and asked if every parent receives a copy. Mr. Burton explained that this year we went virtual with the handbook; however, there are some copies in the lobby for those who cannot access it electronically. Mrs. Bell also recognized Huntington High School's principal for changing the pep rally to the evening and not during the school day and instruction time. He also took this time to recognize students who excelled in their ACT scores.

Mr. Riall expressed appreciation from the staff at North Caddo Elementary/Middle School to Tommy Smith, Steve White and their staffs for the work they did to prepare the new school for the opening of the 2016-17 school year.

Miss Green expressed appreciation to her principals for a smooth opening of school and successful back to school nights. She also recognized Travis Smith as the new principal at Pine Grove and the positive transition at the school.

Mr. Rachal asked staff to contact LSBA regarding retreat hours being applicable to the hours required for Board members in districts with failing schools.

Mr. Green complimented the schools in District 7 for the smooth opening of school.

Ms. Trammel announced that Caddo Heights held its back to school during the day last Friday with a great turnout by parents.

Adjournment. *Mrs. Locke moved, seconded by Mr. Green, to adjourn. Vote on the motion to adjourn carried and the meeting adjourned at approximately 6:00 p.m.*

September 6, 2016

The CPSB Insurance and Finance Committee met at 2:00 p.m. on Tuesday, September 6, 2016, in the Room 1, 1961 Midway, Shreveport, Louisiana. Those in attendance were Chair Dottie Bell, Jasmine Green and Susannah Poljak. Committee members absent were Larry Ramsey and Margaret Brown. Other Board members present were Raymond Green, Dr. Bonita Douzart, Denee' Locke, Steve Riall, John Albritton and Mary Trammel. Also present were Dr. Lamar Goree, Reggie Abrams, Diane Atkins, Keith Burton, Jim Lee and Randy Watson.

Chair Dottie Bell called the meeting to order and Steve Riall led in the prayer and Pledge of Allegiance.

Confirm the Agenda. *Mrs. Poljak moved, seconded by Miss Green, to confirm the agenda as presented. Vote on the motion carried unanimously.*

Group Insurance Renewals. Randy Watson, director of insurance, reported that the CPSB Health, Dental, Life, Disability and Cancer plans are up for renewal April 1, 2017 and there is a need for an item to be on the Board's October agenda with a recommendation from the Insurance and Finance Committee. Mr. Watson began his presentation by stating Caddo's dental coverage has been with Blue Cross/Blue Shield since 1998, but their network changed to United Concordia last year. James Bustillo with Blue Cross explained that when looking at the need for improving the Blue Cross network, how claims were being processed and the cost to do so, Blue Cross learned they could bring in United Concordia as a vendor and they were able to process claims more accurately than Blue Cross's antiquated system and at a savings to the members and employers. After the first year of this change, Mr. Watson reported there was a 6.6% reduction in cost for the same services. He further explained that with the District's Dental, Life and Disability plans, he negotiated a set fee paid to the insurance company and at the end of the year any money left over after payment of claims and fees is not profit but it is returned to the District in a Premium Stabilization Fund, which currently is at \$800,000. Further with the 6.6% savings and \$100,000 from the Fund, **staff is able to recommend renewing the dental plan with no change in benefits and decreasing the premium by 10%.**

Mr. Watson stated that with the District's **Life Insurance Plan** (which had changes several years ago), **staff recommends to renew with no change in benefits and no change in premiums.**

Regarding the District's **Disability Plan**, **Mr. Watson shared that it is staff's recommendation to renew with no changes in benefits and no change in premiums.**

Mr. Watson said for many years there have been many policies, i.e. cancer, heart attack, stroke, etc., which were technically not insurance since they did not pay the provider; but when a claim was filed, the money was paid to the holder of the policy. Because these many policies were actually making a profit off the members who had them, these were all cleaned up and there remains one free-standing cancer plan that has minimal benefits and a small premium. Also, because he was unsuccessful at negotiating a Premium Stabilization Plan, we have kept this plan since there were a number of retirees holding this policy.

Mr. Watson highlighted the health plan noting the age of the largest group being over 50 years old, and having 4,000 active members and 4,000 retirees. The result of the largest group being over age 50 is an increase in the claims, and he highlighted the factors that are driving the District's healthcare, i.e. the things that work against us and drive up the cost as well as those that work in our favor. In looking at last year's per member, per month (PMPM) cost, Caddo paid \$563.81 per member which is higher than the National Average and is an increase of 6.3% from last year. Mr. Watson also reported on PMPM cost for drugs, the percentage of crises claims, special pharmacy claims, inpatient, retail drugs and special pharmacy drugs, and noted

that the large claims are getting bigger. He also shared that because Caddo has a single dominant healthcare system, it is very difficult to negotiate discounts; pharmacy, crises claims, catastrophic claims, an aging population, Affordable Care Act mandates, and Medicare becoming more the primary policy. Mr. Watson further explained trends in the area of medical claims showing what was actually paid out on medical when the District went to self-funded. He reported that in the area of pharmacy management, costs have been lowered from approximately 27% to 17-18% which is a reflection that the management changes are working.

Following Mr. Watson's presentation, he shared options for the Committee's consideration at its next meeting toward making a recommendation to the Board in October to include the following.

- Medical Marijuana – Do not approve since FDA has not approved it to be safe to use.
- Networks for Physician's Assistants, etc. – Support expanding the list of providers to include
- Expansion of Drugs Requiring Pre-Authorization and Drugs limited to Quantity per Dispensing.
- Exclusion language for OTC Drug Alternatives, Prescription Drug Kits, Select Combination Drugs, Brand Name Proton Pump Inhibitors, Brand Name Sleep Meds and Brand Name Allergy Meds.
- Removal of Authorization Requirements for In-Home Sleep Studies, Continuation or Termination of PREVENT Program, Mandatory Scripts recommended by nForm and approved by physician, Change in POS Wellness Co-pay to match PPO Co-pay, tier new retiree health insurance premiums based on years of service, set premiums at 5% above medical management changes, and change percent of employee contribution to between 1% and 5%.

Mr. Watson also shared information on what the committee felt should be implemented relative to percentage of premiums to be paid by employees that retire with less than five years. He also clarified that if the Insurance and Finance Committee chooses to recommend this option to the Board, everyone currently employed will be grandfathered in.

Mr. Milam with United Concordia, via conference call, responded to questions relative to the prescription changes, re: prior authorization, quantity limits, drug kits. Discussion covered specifics such as medical overrides if a doctor insists; implementation of exclusion language for certain drugs being packaged as non-prescription (OTC) drugs; limits (30 day supplies); criteria necessary to override (strength of OTC drug available is same as prescription); override to allow for generic equivalent; comparison of out-of-pocket for OTC versus co-pay for prescription; time periods for prior authorization (turn-around time), etc.

Mr. Watson also highlighted alternative strategies for addressing health care costs, i.e. cost shifting which increases the employee's deductible and out-of-pocket cost, as well as transferring a greater percentage of the premium to the employee. He said he doesn't recommend these options at this time since it would cost the District its grandfather status in the Affordable Care Act and ultimately increase the District's cost by approximately \$4 million. Other options would be to the State's plan, Group Medicare Part D Plan for retirees, and how we buy our health care.

Mr. Watson summarized the recommendation of a **5% increase in the employee's health care premium**, and a **10% decrease in dental**. Staff was asked to provide 5% projections so school employees will know how they will be affected.

Next Meeting. Chair Dottie Bell announced the next meeting will be September 20th at 3:30 p.m.

Adjournment. Mrs. Poljak moved, seconded by Miss Green, to adjourn. Vote on the motion to adjourn carried and the meeting adjourned at approximately 3:55 p.m.

September 20, 2016

The CPSB Insurance and Finance Committee met at 3:30 p.m. on Tuesday, September 20, 2016, in the Room 1, 1961 Midway, Shreveport, Louisiana. Those in attendance were Chair Dottie Bell, Jasmine Green and Susannah Poljak. Committee members absent were Larry Ramsey and Margaret Brown. Other Board members present were Raymond Green, Dr. Bonita Douzart, Denee' Locke, John Albritton, Barry Rachal and Mary Trammel. Also present were Dr. Lamar Goree, Reggie Abrams, Diane Atkins, Keith Burton, Jim Lee and Randy Watson.

Chair Dottie Bell called the meeting to order and Dr. Bonita Douzart led in the prayer and Pledge of Allegiance.

Confirm the Agenda. *Mrs. Poljak moved, seconded by Miss Green, to confirm the agenda as presented. Vote on the motion carried unanimously.*

Group Insurance Renewals. Mrs. Bell asked the committee members if they had any additional questions or concerns. Mrs. Poljak asked Mr. Watson if the insurance premium is not increased by 5%, what will happen. Mr. Watson explained \$6.3 million is needed; however, if the changes discussed at the last meeting are made, we will need \$5.2 million. Claims will continue and if the Board or the employees do not pay them, it would become necessary to go into the reserves to pay them which he definitely does not recommend doing.

Mr. Rachal asked how much is in the reserves; and Mr. Watson responded because it is a running number, a rough estimate at this time is approximately \$11-\$12 million in claims reserves and another \$8 million in the contingency; however, it can vary by multiple millions of dollars on any day. Mr. Rachal asked if this is approximately what the District maintains in its reserves, and Mr. Watson confirmed it is.

Superintendent Goree asked Mr. Watson to share with the Committee a summarization of what staff is recommending to move forward and address some of the things distributed via email which prompted Board members receiving calls. Mr. Watson shared strategies that have been recommended to the Committee for its consideration to present to the Board, i.e. medical management (increase what employees pay by 5%) or drastic cuts (cost-shifting to the employees, raise the deductible to \$1,000, and decrease premiums). He further explained that the staff is recommending to the Committee that the Board do the minimum and healthiest for the District's plan (make medical management changes and a modest 5% increase). He asked Mr. Bustillo with Blue Cross to address the typical increase for group plans and Mr. Bustillo responded they see 9-12% increases. Mr. Watson also added that individual plans are seeing increases of 20%-30%. In needing \$5.2 million to cover this year's projected additional claims, Mr. Watson explained all could be passed onto the employee; and if the Board did, it would increase the employee's monthly premium by \$54.00. However, staff is recommending that the Board maintain the percentages currently in place, i.e. employee only, employer pays 80% and employee pays 20%; employee with one dependent, employer pays 75% and employee pays 25%; and an employee with two or more dependents, employer pays 70% and employee pays 30%. In response to reports from the media that the Board is taking money away from members (employees), the Board is paying an additional \$3.9 million of the \$5.2 million needed so the members only have to pay on their share of the premiums, which is \$8.90 to \$13.54. Mr. Watson also explained that the 5% increase is based on the employee's share of the premium and clarified that this affects what a new teacher is paid by three-tenths of one percent.

Ms. Trammel asked that staff prepare a one-sheet condensed summary of the insurance information; and Mr. Watson responded that it is shared in the insurance newsletter following approval by the Board. The committee requested that Mr. Watson prepare a brief presentation for the October work session to explain to everyone as he has explained it to the Committee

today. Dr. Goree noted that staff will prepare a limited (5-10 slides) presentation for the work session and if Committee members have specifics they wish pointed out to contact Mr. Watson. Ms. Trammel also asked that Mr. Lee point out in the information that employees receive a step increment every July 1 even though other entities are no longer doing this for their employees.

Mrs. Poljak moved, seconded by Miss Green, to recommend to the Board at its October meeting to approve the following recommendations

Plan	Carrier	Benefit Changes	Premiums
Health	Blue Cross	See Below	5.0% Increase
Dental	Blue Cross/UC	No Change	10% Reduction
Life	Standard	No Change	No Change
Disability	Standard	No Change	No Change

Other Actions

Cancer	American Public	Cancelation of Plan
Universal Life	American General	Cease Payroll Deduction

Health Insurance

The committee considered a spectrum of scenarios to deal with the projected rise in healthcare claims from \$104,500,000 to \$110,900,000 for the 2017 plan year. This will leave a shortfall of \$6.4 Million based on current employer and employee contributions.

The committee recommends the following considerations:

- Implementation of a number of medical management strategies, primarily oriented toward pharmacy management to reduce the needed funding to \$5.2 Million. (Please see the recommended changes following this section.)
- If the entire additional funding is passed on to employees, their average premium would increase approximately \$55/month. However, the committee is recommending that CPSB fund the majority of the projected shortfall by contributing an additional \$3.9 Million to the healthcare reserves.
- The remaining difference would be passed on to the subscriber in their monthly premiums. This average monthly increase would be approximately \$13.54/month. However, the majority of active employees would pay less than \$10/month. The increased amount for employees covering family members would vary depending on the number of dependents on their plan.
- This the third lowest increase in premiums in the last 20 years.

Options Considered and Recommended by Committee

- Exclusion of Medical Marijuana
- Implement Specialty Provider Network
- Expanded Testing for Colorectal Cancer Screening
- Annual Formulary Changes to Match Blue Cross Statewide
- Expansion of Drugs Requiring Pre-Authorization
- Expansion of Drugs that are Limited to Quantity Per Dispensing
- Exclusion Language for Over the Counter Drug Alternatives
- Exclusion of Prescription Drug Kits
- Exclusion of Select Combination Drugs
- Removal of Preauthorization Requirements for In-Home Sleep Studies
- Exclusion of Brand Name Proton Pump Inhibitors (PPI's)
- Exclusion of Brand Name Sleep Meds
- Exclusion of Brand Name Allergy Medications
- Non-renewal of Omada Program
- Mandatory Scripts Recommended by nForm and Approved by their Physician
- Change POS Wellness Copay to Match PPO Copay

Options Considered but Not Recommended by Committee

- Various scenarios of increasing deductibles, copays and coinsurance to active employees and retirees to reduce CPSB liability
- Various scenarios of cost shifting a portion of employer premiums to active employees and retirees to reduce CPSB liability
- Tiering Retiree Health Premiums Based on Years of Service

Dental Insurance

Blue Cross has contracted with United Concordia (UC) to provide administrative services and network for their dental plan. This has resulted in significant savings to members. The committee recommends using a portion of the PSF combined with the networks savings and reduce dental premiums by 10%. There will be no change in benefits.

Life Insurance

No change in benefits or premiums.

Disability Insurance

No change in benefits or premiums

Cancer Insurance

This is a supplement plan that was left over prior to the formation of the Insurance Department. It is the only plan that CPSB does not have a Premium Stabilization Fund (PSF). It was reported to the committee that on average over the past four years, only \$1 out of every \$3 collected from members goes toward claims. American Public retain \$2 out of \$3 dollars for administration, commission and profit. The company continues to refuse to lower premiums or enter into as PSF agreement.

This plans pays the member a limited benefit by reimbursing them for certain treatments that Blue Cross already pays for. It merely provides additional income that is paid directly to member if they file a claim. However, this plan is a poor value for our members, and there are many products that employees can purchase directly without the aid of CPSB. Therefore, the committee is recommending that CPSB not renew this plan because we cannot negotiate premiums based on claims experience on behalf of the members.

Universal Life Insurance

This is another plan that was implemented prior to the formation of the Insurance Department. There are less than 70 employees that we offer the convenience of payroll deduction. The members can continue their plan and make payments directly to the company. The committee recommends discontinuing payroll deduction.

Vote on the motion carried unanimously.

Adjournment. *Mrs. Poljak moved, seconded by Miss Green, to adjourn.* Vote on the motion to adjourn carried and the meeting adjourned at approximately 4:10 p.m.

September 20, 2016

The **Caddo Parish School Board (CPSB)** met in regular session on Tuesday, September 20, 2016 at approximately 4:30 p.m. in its offices at 1961 Midway, Shreveport, Louisiana with President Mary Trammel presiding and the following board members present constituting a quorum: Steve Riall, Jasmine Green, Susannah Poljak, Dr. Bonita Douzart, Denee' Locke, Barry Rachal, John Albritton and Dottie Bell. Also present were Dr. Lamar Goree, superintendent, and Reggie Abrams, legal counsel. Mr. Ramsey, Mrs. Brown and Mr. Green were absent. Mr. Rachal led the prayer and Pledge of Allegiance. The National Anthem was played by Sarah Gardner from Green Oaks Performing Arts High School Band.

CONSIDERATION OF MINUTES OF THE AUGUST 16, 2016 AND SEPTEMBER 6, 2016 CPSB MEETINGS

Mrs. Locke moved, seconded by Mrs. Bell, to approve the minutes of the August 16, 2016 and September 6, 2016 CPSB meetings as submitted. Vote on the motion carried unanimously.

PRESENTATIONS AND RECOGNITIONS

Mary Nash-Wood, assistant director of communications/marketing, on behalf of the Board, recognized the following students and staff members. President Trammel and Superintendent Goree congratulated and presented each one recognized with a certificate acknowledging their accomplishments. Newly appointed administrators were also introduced. Administrators, family and friends present were recognized.

Green Oaks Performing Arts Academy Jazz Band. Jeremiah Furlow, director/teacher, and members of the Green Oaks Performing Arts Academy Jazz Band performed various musical numbers as the crowd arrived at the meeting as well as during the recognitions.

Caddo Parish Magnet High School Gymnastic Team. The Caddo Parish Magnet High School Gymnastics Team was recognized as the reigning LHSA State Gymnastics Champions for the third consecutive year.

Yellowstone Youth Conservation Corps. Savannah McKnight, North Caddo High School, was recognized for applying and being chosen to participate in this past summer's Yellowstone Youth Conservation Corps. This program was established in 1984 as a joint effort between the National Park Service and Yellowstone National Park. Sixty-two students from across the country were chosen to participate in a month-long residential program at Yellowstone. With emphasis on work ethic, as well as introducing students to a spectrum of careers, this program supports resource education while building future stewards of green spaces. She is the only student from this region to earn this opportunity.

National PTA Healthy School Awards. As the program manager for the Louisiana Alliance for a Healthier Generation, and an active board member of the Caddo PTA, Erica Gilliam recognized and presented the Healthy School Awards to Alexander Learning Center and Shreve Island Elementary schools. These awards (in bronze, silver and gold) are only presented to 328 schools nationwide and of these, only five are in Louisiana, and two in Caddo Parish. She also added that since the program was launched in Louisiana in 2007, there have only been 13 schools to earn the National award.

Shreve Island Elementary and University Elementary were also recognized for receiving the National PTAs Healthy School Meals Grants. Both of these schools are in good standing with National PTA which made them eligible to apply, and the grant affords the National PTA the opportunity to help support the school meals program and advocate for an environment that promotes healthy behaviors. By being awarded this grant, these schools continue to meet National Best Practices in the Healthy Schools Program framework by reinforcing positive, healthy behaviors that the students can carry into adulthood. She noted the changes each school has made to enhance this program in their schools.

C. E. Byrd Soccer Coach Lisa Leverman. Lisa Leverman was recognized for being named All-State Coach of the Year by the National Soccer Association of America. She earned this title for her knowledge of the team, rapport with the players, work ethic, outside community involvement and commitment to promoting the game; and this title advances Coach Leverman in the competition toward the title of National Coach of the Year.

Lt. Governor's Award of Excellence. Christa Fanning, Caddo educator, musician, and three time Grammy education award finalist was recognized as the winner of the latest Lt. Governor Award of Excellence which recognizes individuals who instill love and passion for the arts in the lives of Louisianians.

Newly Appointed Administrators. Diane Atkins, chief human resource officer, introduced the following newly appointed administrators: (1) Geneva Feaster, instructional coordinator, Caddo Heights; (2) Wilbert Pharr, instructional coordinator, Sunset Acres; (3) Kasie Sparks, instructional coordinator, Keithville; (4) Monte Demars, assistant principal, Woodlawn Leadership Academy; (5) Willie Anderson, assistant principal, North Caddo Elementary/Middle; (6) Shaundred Houston, assistant principal, Caddo Middle Career & Technology Center; (7) Travis Smith, principal, Pine Grove Elementary; (8) Judy Langley, interim principal, North Caddo Elementary/Middle; and (9) Angela McCoy, Title One curriculum instructional specialist, Title I Department.

VISITORS

Jackie Lansdale, president of Red River United, addressed the Board on the proposed 5% increase in insurance premiums, and their disappointment in the Board when it reduced staff and increased the teacher-pupil ratio immediately following their efforts to help in the renewal of the last bond and then created Central Office positions. Mrs. Lansdale stated their dismay in the Board's position not to seek the roll forward money and now looking to increase insurance by 5% without considering how it will impact employee salaries. She reminded the Board of the information brought forward on Caddo's ranking of last in the region relative to beginning teacher salaries and how this impacts teacher turnover; and they are very disappointed that instead of finding ways to reduce funding in other areas that the Board continues to pass it on to employees. Because teachers continue to be asked to do more and more yet receive less and less, it is an insult to them when a 5% increase is brought forth without any mention of an increase in pay. She said if the Board cannot or will not find relief in the budget, they are asking that the Board do what the 1997 Board did and go to the public to bring in a much needed increase for teachers and support employees. Mrs. Lansdale shared their organization will be happy to work with the Board; but they can't if the Board does nothing; and Red River United is dedicated to serving the boys and girls of Caddo Parish and equally as dedicated in demanding dignity and respect for those who provide this service.

Jon Glover addressed the proposed 5% increase in insurance premiums and that many employees would like to come forth on this but fear reprisal. She questioned how many employees were aware of the proposal brought to the CPSB Insurance and Finance Committee; and why a 5% increase is being considered to the already high premiums and what services have changed to warrant a 5% increase. She asked if any consideration has been given to look at other vendors or even Caddo becoming self-insured again. Ms. Glover stated these are important questions that should have been answered before coming to the employees with a premium increase, including why Blue Cross/Blue Shield continues to eat away at employees' paychecks.

ESTABLISH THE AGENDA AND PROPOSED CONSENT AGENDA FOR THE SEPTEMBER 20, 2016 CPSB MEETING

Superintendent Goree highlighted items for the Board's consideration and the following discussion ensued. President Trammel announced that the following items are the Consent Agenda: 6.01-6.03, 7.01-7.02, 8.04-8.07 and 13.01-13.02.

Mrs. Poljak moved, seconded by Mr. Rachal, to establish the agenda and consent agenda for the September 20, 2016 CPSB meeting. Vote on the motion carried unanimously.

CONFIRM THE CONSENT AGENDA

Mrs. Locke moved, seconded by Mr. Rachal, to confirm the consent agenda. Vote on the motion carried unanimously. The following is a summary of the Board's action on the consent agenda items.

Item No. 6

6.01 Personnel Recommendations. The Board approved the personnel recommendations as submitted by the Superintendent in the electronic mailout.

6.02 Administrative Contract Renewals, September 2016. The Board approved the administrative contract renewals, September 2016, as recommended by staff and submitted in the electronic mailout.

6.03 Personnel Transactions Reports (Resignations). The Board approved the personnel transactions reports (resignations) for the period of August 1-31, 2016 as submitted in the electronic mailout.

Item No. 7

7.01 Bids (Purchasing). The Board approved the following bids recommended by staff and submitted in the electronic mailout on the bid tabulation sheets: (1) Harrison Paint Company for paint; (2) Southwest Sales for the purchase of transportation parts; (3) Highland Products Groups for the purchase of park equipment; and (4) Ross Bus Sales & Equipment for the purchase of refurbished buses. *A copy of the bid tabulation sheets is filed in the official papers of the September 20, 2016 CPSB meeting.*

7.02 Bids (Construction/Capital Projects). The Board approved the bid of Lou Chandler, Inc., with a Base Bid, for the sum total of \$132,500 for Project 2017-041, "Rodessa Demolition" as submitted by staff in the electronic mailout. *A copy of the bid tabulation sheet is filed in the official papers of the September 20, 2016 CPSB meeting.*

Item No. 8

8.02 Out of State Travel (General Fund). The Board approved the requests for out of state travel (General Fund) as recommended by staff and submitted in the electronic mailout.

8.04 Consideration of Change in October 18, 2016 and January 2017 CPSB Meeting Date(s). The Board approved changing the October 18, 2016 CPSB meeting to Wednesday, October 19, 2016 at 3:30 p.m. and to change the January 3, 2018 CPSB meeting to Tuesday, January 10, 2017 and leave the January 2017 Board meeting on Tuesday, January 17, 2017.

8.05 Consideration of Louisiana Spirit Crisis Counseling Program. The Board approved the Louisiana Spirit Crisis Counseling Program to provide services to Caddo Schools as recommended by staff and submitted in the electronic mailout.

8.06 Consideration of Resolution & Declaration of Official Intent for Refurbished Buses. The Board approved the resolution and declaration of official intent for the lease-purchase agreement for refurbished buses as submitted in the electronic mailout.

8.07 Consideration of Revisions and Updates to Strategic Plan. The Board approved the revisions and updates to the District's Strategic Plan ReImagine Caddo: A Plan for Excellence as presented in the electronic mailout.

Item No. 13

13.01 Student Readmission Appeal Hearings. The Board approved staff's recommendation for Students ZW, KW, SM and AG as submitted in the mailout with agreement of the students' parents

13.02 Legal Update: Darnell Duncan v. CPSB, Case #4715462 (Office of Workers Compensation). The Board approved the recommendation for resolution as submitted in the electronic mailout.

2016-17 PUPIL PROGRESSION PLAN

Ms. Glover asked who monitors Pupil Progression requirements for students moving from Kindergarten to the 1st grade and how did the students fare in the 36 D and F schools. Because her granddaughter attends one of the D and F schools and was not proficient in many areas in the Pupil Progression Plan, she is unclear how she was promoted to the 1st grade. She stated that she brought this issue to the principal's attention last year, as well as to the Board and the administration; and she questions if anyone ventured to see what was prohibiting students from meeting the criteria noted in this plan. She emphasized the importance of measures being in place to insure these students are successful.

Mr. Rachal moved, seconded by Mrs. Bell, to approve the 2016-17 Pupil Progression Plan as submitted in the electronic mailout. Vote on the motion carried unanimously.

SUPERINTENDENT'S REPORT

Superintendent Goree announced that beginning Wednesday, Caddo's JROTC cadets will be in their new uniforms.

ANNOUNCEMENTS

Mr. Riall addressed the transition for the North Caddo Elementary/Middle School and the great job being done by Mrs. Langley. He also asked that staff follow up on the needs yet to be met, i.e. students wanting to play football but they do not have helmets or uniforms, with the same being true for the upcoming basketball season. Dr. Goree reported on a meeting he had in Vivian with the PTO Executive Board; and while the transition is going well and there is much to celebrate, he too heard the concerns mentioned and staff is in the process of addressing and rectifying these issues.

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

T. Lamar Goree, Ph.D., Secretary

Mary A. Trammel, President

October 4, 2016

The **Caddo Parish School Board (CPSB)** met in special session on Tuesday, October 4, 2016 at 4:30 p.m. in its offices at 1961 Midway, Shreveport, Louisiana with President Mary Trammel presiding and the following board members present constituting a quorum: Steve Riall, Jasmine Green, Susannah Poljak, Dr. Bonita Douzart, Raymond Green, Denee' Locke, Barry Rachal, John Albritton and Dottie Bell. Also present were Dr. Lamar Goree, superintendent, and Reggie Abrams, legal counsel. Ms. Trammel led the prayer and Pledge of Allegiance. In addition to praying for Board members Margaret Brown and Larry Ramsey, Ms. Trammel asked that everyone remember Board member Raymond Green in the passing of his brother.

VISITORS

Roger Mosley, Jr., addressed the Board on the following concerns: bullying in Caddo Parish Public Schools, elementary students and middle school and high school students and the length of time students are having to wait at the stops, and the possibility of Caddo adding and teaching students the Stranger Danger curriculum. Regarding bullying, Mr. Mosley shared the problem of his granddaughter being bullied; and while he understands once reported, staff has 10 days to get back with them, it has been 21 days and he has not heard anything back on the investigation. He added the incidents continue and nothing has been done to date. Dr. Goree asked that Patrick Greet meet with Mr. Mosley and get additional information needed to follow up on this.

EASEMENT FOR AEP SWEPCO AT EBW STONER HILL

Mr. Rachal moved, seconded by Mr. Riall, to grant the easement requested by AEP SWEPCO at E B Williams Stoner Hill campus as recommended by staff and submitted in the electronic mailout. Vote on the motion carried.

Adjourn. *Mrs. Locke moved, seconded by Mr. Rachal, to adjourn. Vote on the motion to adjourn carried and the meeting adjourned at approximately 4:40 p.m.*

T. Lamar Goree, Ph.D., Secretary

Mary A. Trammel, President

October 4, 2016

The **Caddo Parish School Board (CPSB) Executive Committee** met in regular session on Tuesday, October 4, 2016 at approximately 4:40 p.m. (immediately following the Special Session) in its offices at 1961 Midway, Shreveport, Louisiana with President Mary Trammel presiding and Denee' Locke and Raymond Green present constituting a quorum. Also present were Board members Steve Riall, Jasmine Green, Susannah Poljak, Dr. Bonita Douzart, Barry Rachal, John Albritton and Dottie Bell. Dr. Lamar Goree, superintendent, and Reggie Abrams, legal counsel, were also present. The prayer and the pledge were omitted.

ESTABLISH AGENDA FOR THE OCTOBER 19, 2016 CPSB MEETING

Superintendent Goree highlighted items for the Board's consideration at its October 19, 2016 meeting and the following discussion ensued.

2017 Insurance Renewals. Randy Watson, director of insurance, shared background information, which was shared with the Insurance and Finance Committee, on the renewal of Caddo's insurance plans. Mr. Watson explained that Caddo's health plan is a self-funded plan which means the only source of funding for paying claims are premiums and these are collected and placed in reserves from which he pays medical claims weekly. At this time, Mr. Watson explained the employee only pays 20%, an employee and one dependent pays 25%, and an employee with two or more dependents pays 30%. Blue Cross is paid a small administrative fee for processing claims. Mr. Watson stated that Caddo is expected to spend \$104,500,000 in claims this year and next year it is projected to be \$110,900,000 in claims, leaving us with a \$6.4 million shortfall. Staff has recommended to the Insurance Committee that a number of medical management strategies be implemented, primarily in pharmacy, which will reduce the shortfall to \$5.2 million. Mr. Watson explained that if the amount needed (\$5.2 million) is passed on to the employees, employees would see an approximate 20% rate increase which would be approximately \$55 a month; however, the committee's recommendation is that the Board absorb the majority of this amount (\$5.2 million) and place \$3.9 million from the General Fund into the health care reserves. By doing this, the employee's share will be reduced to an average of \$13.54 a month; and since the majority of the people (60%) are employee only coverage, the majority of employees will pay less than \$9 a month. In talking about percentages, Mr. Watson also clarified that the 5% increase does not mean 5% of the total premium but 5% of the employee's share of the premium. He shared comparisons and how specific employee groups will be affected, and that the proposed 5% increase represents the third lowest increase in the last 20 years, a lot of this due to medical management. Also, because members pay their premiums pre-tax, the impact will be even less since they are able to purchase their insurance with pre-tax dollars. He highlighted Caddo's most competitive plan in the market (\$250 deductible) and noted that lower deductibles mean higher premiums and higher deductibles mean lower premiums, and if Caddo keeps the \$250 deductible plan, a 5% percent increase from employee members will be needed. If decreasing the insurance premiums is something employees would be receptive to, staff can present a proposal of going to a \$1,000 deductible, 20% co-insurance, \$4,000 out of pocket max, which will result in a decrease in insurance costs. He also shared insurance increases seen across the country; and that relative to the other Caddo policies/plans, a 10% decrease in premium with no change in benefits for the dental coverage, and there is no change in premium or benefits for the Group Life or Group Disability. It is also being recommended that the cancer plan not be renewed because (1) Blue Cross pays for cancer coverage, and (2) this is a supplemental plan that pays the member. Mr. Watson explained the company has never cooperated with Caddo in negotiating the cost (they keep \$2 out of every \$3 they collect), thus staff is recommending this plan be cancelled. Universal Life is a plan similar to the cancer plan. In summary and in looking at a 19-year average, Mr. Watson stated this year is one of the most favorable the District has had in the past 20 years.

Miss Green asked for clarification of her understanding the employees could have been faced with a \$55 increase. Mr. Watson responded the Insurance and Finance Committee's recommendation is for the Board to put a portion of the General Fund (\$3.9 million) in the reserves, and if the Board does, the average increase for employees will be \$9 to \$13.54; however, if the Board does nothing, employees could see an increase of approximately \$55.

Mr. Rachal asked Mr. Watson about the increases in other states across the country and Mr. Watson clarified that there is much more managed health care in other states and it is more competitive. Health care costs much more in Louisiana because the competition is not there; however, the managed plans in other states are seeing increases in double digits with high deductibles. Mr. Watson also explained that the average employee pays less than \$200 a month for their share of the insurance premium. Mr. Rachal also asked about the law under the Affordable Care Act where insurance companies must accept one regardless of a person's health and with no limit on what they pay.

Mr. Green asked if the Board approves the proposed plan, will the premiums paid by the employees be placed in an individual account, and Mr. Watson explained that is correct.

Ms. Trammel asked if anything else will change, and Mr. Watson verified that nothing else will change, except the pharmacy benefits, i.e. requirement to use generic drugs.

PRESENTATION OF PROPOSED AGENDA AND CONSENT AGENDA

Mr. Rachal asked about the rates and the numbers on facility usage. Mr. Woolfolk said while the committee will relook at the facilities in the schools, i.e. classrooms, auditoriums and cafeterias, currently staff is recommending this for Lee Hedges, and other athletic facilities because Caddo is under the average of what other districts are charging. Mr. Rachal asked what the current charge is for use of athletic facilities, i.e. Lee Hedges Stadium, and Mr. Woolfolk responded \$250 a day for Lee Hedges. Ms. Trammel stated it is recommended "not for profit" be changed to "non profit".

Mr. Albritton noted his understanding of the adjustment in the cost, but asked about the liability insurance policy and this may keep many from using the facilities, especially non profits. He reminded everyone these buildings are paid for by the taxpayers, and he doesn't believe this requirement should be placed on non-profit groups. Dr. Goree said staff will discuss this further and bring a recommendation.

Mr. Abrams clarified issues associated with the use of Caddo's facilities and the \$1 million stands in front of the District's self-insured status, which is what we are doing when attempting to shift it over to the other party. Also, Caddo's insurance carrier provides a mechanism which allows non-profit organizations to obtain this requirement for a minimal fee. Mr. Albritton stated his appreciation of this, but he still believes this should be a part of the documentation provided so those wanting to rent one of Caddo's facilities will know it is available at a reduced cost.

Mr. Riall asked if the facility usage fee is levied on the schools, and Mr. Woolfolk said it is not, but only for outside groups or organizations not affiliated with the school system. Mr. Riall asked if the blank in the "proposed fees" column means the original price will be adopted. Mr. Tisdale confirmed that is correct, and the N/A is for the district Caddo is comparing.

Dr. Douzart requested that Items 9, 12 and 20 be rechecked for necessary changes.

Mr. Rachal asked when staff will bring to the Board policy revisions addressing the burden of non-profit organizations having to pay additional premiums. Dr. Goree reminded the Board that this conversation took place in the spring and staff can bring a recommendation as early as next

month for the Board to discuss. Mr. Rachal stated he understands the need for the liability insurance, but he believes no matter what happens, Caddo will be named in any suits.

Declare Barret's T Buildings Surplus. Miss Green asked about the Fair Market Value for the Barret T Building? Mr. Woolfolk responded the appraiser has not determined this amount, because the Board must first declare the T Building surplus; and when it does, then an appraisal will be done because the building is available for sale. She asked if the Police Department will be first on the list to get it, and Mr. Abrams explained for the District to get rid of surplus property, it must be put out for bid or if it is a governmental agency, the School Board has the option to sell it to them for the Fair Market Value. He added that the Police Department has indicated they have a need for this T Building, and he reminded the Board that Mr. White has reported in the past that the cost to set up and remove a T Building is approximately \$100,000. Miss Green asked staff to provide her with the difference between another governmental entity purchasing the building versus another entity. Mr. Abrams said you will not know that since you will not be putting it out for bid. Dr. Goree added this is the beginning of the process of what was promised to the community not to leave an empty school building that will bring down a community's value. Miss Green asked if the Police Department specified their need for the T Building, and Mr. Woolfolk responded it was requested by the mounted policy division for additional office space.

Mr. Riall asked how many surplus T Buildings are there in Caddo, and Mr. Woolfolk responded none at this time because the Board has not declared any surplus. Mr. Riall asked how many T Buildings are at Oil City, and Mr. Woolfolk said there are a lot of vacant T Buildings.

Presentation of Proposed Agenda and Consent Agenda. President Trammel recommended Items 8.02-8.07 as the Consent Agenda. *Mrs. Locke moved, seconded by Mr. Green, to approved the proposed agenda and consent agenda for the October 19, 2016 CPSB meeting. Vote on the motion carried.*

POLL AUDIENCE

Jackie Lansdale, president of Red River United, addressed the timing of the proposed increase in insurance and her unanswered questions relative to the grandfather status, dental insurance. She also stated she believes it to be very insulting to say "only a \$10 increase". Mrs. Lansdale also addressed the statement all employees must sign stating the District will recoup their monies when overpaid because of a glitch in the payroll system.

ANNOUNCEMENTS AND REQUESTS

Miss Green shared her appreciation for the opportunity to attend the CUBE Conference. The main topic was Equality versus Equity and she looks forward to sharing her report with the Board at the next meeting. Dr. Goree added he believes a lot of the conversations governing the work being done in Caddo will be seen in this topic, and the Board will be pleased with the progress being made in addressing this area in our District.

Adjournment. *Mrs. Locke moved, seconded by Mr. Green, to adjourn. Vote on the motion to adjourn carried and the meeting adjourned at approximately 5:23 p.m.*

October 19, 2016

The **Caddo Parish School Board (CPSB)** met in regular session on Wednesday, October 19, 2016 at approximately 3:30 p.m. in its offices at 1961 Midway, Shreveport, Louisiana with President Mary Trammel presiding and the following board members present constituting a quorum: Steve Riall, Jasmine Green, Susannah Poljak, Dr. Bonita Douzart, Raymond Green, Denee' Locke, Barry Rachal, John Albritton and Dottie Bell. Also present were Dr. Lamar Goree, superintendent, and Reggie Abrams, legal counsel. Mr. Ramsey and Mrs. Brown were absent. Mr. Riall led the prayer and Pledge of Allegiance.

CONSIDERATION OF MINUTES OF THE SEPTEMBER 20, 2016 AND OCTOBER 4, 2016 CPSB MEETINGS

Mrs. Bell moved, seconded by Mr. Rachal, to approve the minutes of the September 20, 2016 and October 4, 2016 CPSB meetings as submitted. Vote on the motion carried.

PRESENTATIONS AND RECOGNITIONS

AdvancED Accreditation Report. Dr. Goree expressed appreciation to everyone for adjusting their calendars and attending today's meeting. He stated the week has been a very exciting time in the District as it went through its first district accreditation. While high schools have achieved accreditation in the past, this was an opportunity for the District to receive accreditation. Dr. Goree introduced Dr. Oborn who thanked everyone for attending today and extended their team's gratitude for Caddo's hospitality. He stated that accreditation is an interesting concept because of the pure notion of wisdom and knowledge; and having done this for five years, he had the opportunity to do this work all across the world and see schools in districts rise above the norm to help their students. He recognized the Board for making the decision to bring them in during a transformational time in Caddo and its commitment to see it through.

He apologized for his early departure immediately following his presentation because of his flight departure time. He said his report will reflect the views of the 12 team members. Not knowing any of the team, he said he believes they became the best of friends; and their written report will be presented to the staff in 30 days. He also announced that Caddo's accreditation evaluation will be viewed at the January meeting of AdvancEd. He highlighted the teams' experience and introduced Dr. David Gullatt who introduced each team member: Thomas Gerds (Florida); Shane Jones (Mississippi); Dr. Clete Lipetzky (Arizona); Jacqueline Matthews (Monroe City Schools), Martha Patten (Bossier Parish); Dr. Charles Raviotta (St. Bernard Parish); Dr. Felecia Smith (Arkansas); Emily Walker (Rapides Parish); Hong Elizabeth Zhou (Georgia); and Layla Milton (West Feliciana Parish).

Dr. Oborn explained the team's one-word drill over approximately 48 hours that would cause them to bring their children to Caddo and key words they came up with were family, outstanding, diversity, collaborative, community, transformational opportunities. This gave them a start to see what the people look and see about the Caddo District. He shared quotes from those they spoke with, including students. Dr. Oborn added in the Team's attempt to build a team and mission, the team came up with "a vibrant school system in transition dedicated to the education of every child through the passionate embrace of a community and the academic resolve of life-long learning".

He shared information on AdvancED, formerly SACS, and the International protocol they are designed to do in building capacity, effectiveness, and overall improvement of the system. In looking at the impact for teaching and learning, Dr. Oborn explained they have five standards (Standards 3 and 5), they look at the capacity of leadership (the Board, Superintendent, principals and administrators) (Standards 1 and 2); and resources (Standard 4). He further explained the scores in these areas, the artifacts, and interviews help the Committee to determine its decision. Additional areas covered by the Team included (1) Powerful practices (what the Committee believes the District has done very well); (2) Opportunities for Improvement (issues the Committee saw and determined the Board should continue to work on these areas; and (3)

Proven priorities (things the Board has no choice in but must initiate (not complete) in 24 months or 2 years. Dr. Oborn reported that the District will receive an Index of Educational Quality (Score of 100-400) in the above areas as well as their recommendation. A total of 533 people were interviewed in one day and they found it better not to schedule the 128 students but to go into the classroom, lunchroom, etc. and have conversations with them. He recognized the Board members for coordinating their schedules and meeting with the Interview Team.

Dr. Oborn also reported on the inclusion of early learning which has over 300 indicators; and Dr. Gullatt, Early Learning Specialist, shared the results of his visits with parents, faculty and administration at 81st Street Early Learning Center and their outstanding job in addressing each indicator. Dr. Gullatt referenced the Power Practices and highlighted the parental response in how the school has approached these. He also addressed opportunities for improvement at 81st and its practices in reaching out to community partners for possible additional volunteers and financial support. Referencing the improvement priority, the school has approximately two years to look at and address this area. The school staff has looked at this area and how to address them by focusing on the data and digging deeper in learning practices. Dr. Gullatt referenced nurturing the children at these schools, and he believes that is accomplished through the PLCs to encourage children to attend school and provide them with a more positive learning situation while at school. Currently, he believes the preparation is in place and the PLCs should not give up but look more into the data, analyze it, and target the instruction so children can learn more.

Dr. Oborn reiterated the various domains the Committee looks at during the accreditation process, i.e. leadership and stakeholder engagement, and communication throughout the District. The Teaching and Learning standard, which is the largest with 16 indicators attached to it (Standards 3 and 5), includes curriculum quality, college and career readiness, and readiness at all levels. The Resource Standard is predominantly money (capital projects, sustainability, allocation and use of resources) and they do not audit this area but only look at where the expenditures rest with respect to the Strategic Plan and what the Board wishes to do. Dr. Oborn also introduced the Board to Eleot (a classroom instrument that looks at a learning environment and his team visited 108 classrooms in one day, each a minimum of 20 minutes. There are seven areas in Eleot, and he shared mean numbers of over 100,000 Eleots from last year; and congratulated Caddo on its scores in this area.

Caddo was congratulated for its high scores in the following Powerful Practices: its strong pervasive commitment to a continuous program of professional learning and the incredible data available to the District; the Board's, Superintendent's, and administration's efforts to keep the schools clean; the incredible amount of teaching and learning taking place in the classrooms and the students' responses that they feel safe; 20 years of positive financial audits and annually approving a balanced budget. Dr. Oborn shared the Team's two Improvement Priorities for the District in the areas of child advocacy and system-wide communications.

Following Dr. Oborn's presentation, he announced Caddo's score to be just under 300 (294.72) with the Network Average being 278.03, and it is the Team's recommendation to the AdvancED Accreditation Commission that the Caddo Parish School System earn the distinction of accreditation by AdvancED.

President Trammel called for a 15-minute recess and the Board recessed at approximately 4:10 p.m. and reconvened in open session at approximately 4:25 p.m.

Superintendent Goree thanked everyone (student, teacher, principal, cafeteria worker, bus driver, etc.) for the importance each played in what was accomplished in receiving this accreditation distinction for the District. He said it is the first of many accreditations and referenced Dr. Oborn's comments relative to Caddo scoring itself lower than what the Accreditation Team scored Caddo after evaluating the system. Dr. Goree clarified that the District did not go through this process just to be able to say it is accredited; but, so we could create the very best school system possible. Knowing we have not accomplished all we will, he stated he looks forward to the continued support in making changes necessary to make life better for all the children entering Caddo Schools. President Trammel extended her appreciation to the Board members

for taking the time to be interviewed by the Team, and she expressed thanks to the Superintendent and his team, the parents, and students because that is what makes the difference.

Recognitions. Mary Nash-Wood, assistant director of communications/marketing, on behalf of the Board, recognized the following students and staff members. President Trammel and Superintendent Goree congratulated and presented each one recognized with a certificate acknowledging their accomplishments. Newly appointed administrators were also introduced. Administrators, family and friends present were recognized.

Walnut Hill Elementary/Middle School. Under the direction of Rebekah Hall, accompanied by Band Director Roy Gipson, Jr., the Walnut Hill Elementary/Middle School Advanced and Beginning choirs performed a medley of patriotic songs for the Board and audience.

National Merit Semi-Finalists. The following Caddo Parish Magnet High School students were recognized as 2017 National Merit Semifinalists: Mackenzie Brown, Bryan Chen, Matthew Given, Mary North Jones, Ankur Khanna, Daiwei (David) Lu, Antares McCoy-Villaneda, Sandra Shahriar, Nathan Smith and Nathan Speakes.

Perfect ACT Score. Daiwei “David” Lu (Caddo Magnet High School) was recognized for earning the highest possible ACT composite score of 36.

Outstanding Young Philanthropic Leader Awards. Julianna Gouthiere and Joey Gouthiere were recognized as the 2016 Outstanding Young Philanthropic Leaders by the Association of Fund Raising Professionals of North Louisiana for their efforts to encourage others to take a pledge against littering, provide stuffed animals for students in need (Julianna) and “geauxing” Green (Joey).

National PTA School of Excellence. As a result of the joint commitment to enrich the educational experience and overall well-being for all students, Fairfield Elementary Magnet was recognized for achieving the honor of “2017 National PTA School of Excellence”.

2016 Blue Cross/Blue Shield of Louisiana Foundation Angel Award Winner. Dr. Ruby Scroggins, principal of J.S. Clark Elementary School, was recognized as the winner of the 2016 Blue Cross/Blue Shield of Louisiana Foundation Angel Award for her efforts to break down the educational barriers created by poverty by establishing reliable access to food for her students and their families. Dr. Scroggins will receive a \$20,000 grant to the charity of her choice.

Virginia K. Shehee Most Influential Woman Award. Alan English, president of The Times, and Bridges Hall, Red River Bank, recognized Renee Ellis, principal at Westwood Elementary, as the recipient of the Virginia K. Shehee Most Influential Woman Award.

National Institute for School Leadership Graduates. The following graduates from the National Institute for School Leadership (NISL), the leading provider of high-quality, research-based leadership development programs designed to give district and school leaders the critical knowledge and skills they need to be instructional leaders and improve student achievement in their schools, were recognized: Shannon Wall, Jenifer Guerrero, Kasie Mainiero, Kristi Young, Glen Colvin, Marvin Alexander, Scott Aymond, Jeff Roberts, and Tyron Lacy. Victor Mainiero, Dr. Karen Peace, Patrick Greer and Ellyn McKinney were also recognized as NISL Certified Facilitators.

James O. Modisette Award for Exemplary School Library. C. E. Byrd High School Library was recognized for being awarded the “2016 James O. Modisette Award for Exemplary School Library”. Librarians Lynda Delo and Kimberly Adkins were recognized for their excellent work and achievement with the library program at C. E. Byrd.

Newly Appointed Administrators. Al Graham, director of classified personnel, recognized the following newly appointed administrators: Sandra Moody, Title I Budgetary Supervisor; and Jeff Chitwood, Risk Manager.

VISITORS

Jackie Lansdale, president of Red River United, addressed items of concern and importance to Red River United, including valuing those in the classroom to insure that every child has the opportunity for a quality public education by supporting teachers and employees, noting that the District has lost over 60 teachers since the start of school; one of Caddo's schools has approximately 50% substitute teachers; and the fact that Caddo teachers are last in teacher pay. She reminded the Board that in 1997 a Bond was renewed which moved the District from 17th in the State to second in the State in salaries. The public supported this move, and she believes we still have that public support today. She asked the Board if it recognizes the cost for one to become an educator, what an educator has to pay back, that the profession is made up primarily of women, and to support children, one must support those working in the classroom. She also asked the Board who it celebrates as a result of receiving today's accreditation.

Pam Peters, 18-year teacher in Caddo, addressed the Board on the proposed increase in insurance premiums and the fact that teachers have not had a raise in 10 years. She addressed the hardship of living on less than \$3,000 a month when the salary is not increasing but the bills are increasing. She encouraged the Board to invest in the teachers who are in the classroom every day and consider a long overdue increase in teacher salaries.

ESTABLISH THE AGENDA AND PROPOSED CONSENT AGENDA FOR THE OCTOBER 19, 2016 CPSB MEETING

Superintendent Goree highlighted items for the Board's consideration and the following discussion ensued. Dr. Goree announced that Item 13.01 Student Expulsion Appeal has been resolved and is pulled from the agenda.

President Trammel proposed the following items as the consent agenda items: 6.01-6.04, 8.02, 8.04-8.07 and 13.02. *Mr. Green moved, seconded by Mr. Rachal to establish the proposed agenda and consent agenda as presented. Vote on the motion carried.*

CONFIRM THE CONSENT AGENDA

Mrs. Locke moved, seconded by Ms. Green, to confirm the consent agenda. Vote on the motion carried and 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 submitted by the Superintendent in the electronic mailout.

6.02 Administrative Contract Renewals-October 2016. The Board approved the Administrative Contract Renewals for October 2016 as recommended by staff and submitted in the electronic mailout.

6.03 Personnel Transaction Reports – Resignations The Board approved the Personnel Transaction Reports for the period of September 1-30, 2016 as submitted in the electronic mailout.

6.04 Request for Leave. The Board approved the request for leave as recommended by staff and submitted in the electronic mailout.

Item No. 8

8.02 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 electronic mailout.

8.04 2016-17 General Fund Budget Line Item Transfer – Move to approve the 2016-17 General Fund Budget Line Item Transfer as recommended by staff and submitted in the electronic mailout.

8.05 Resolution and Request for Consent Assignment JW Gathering – Move to approve the resolution and request for consent assignment for JW Gathering as recommended by staff and submitted in the electronic mailout.

8.06 Consideration of Request for Revision of Policy KG – Facility Rental – Move to approve the request for the proposed revision to CPSB Policy KG as recommended and submitted in the electronic mailout.

8.07 Recommendation to Declare Barret’s T-Buildings as Surplus – Move to approve the recommendation to declare Barret’s T Buildings as surplus as recommended by staff and submitted in the electronic mailout.

Item No. 13

13.02 Legal update: Jerome Gillyard, Workers Comp Claim #4367594 (Office of Workers Compensation) – Move to approve resolution as recommended in the electronic mailout.

2017 INSURANCE RENEWALS

Mrs. Bell moved, seconded by Mrs. Poljak, to approve the 2017 Insurance Renewals as recommended by the Insurance and Finance Committee and presented in the electronic mailout.

Mrs. Lansdale noted the last insurance presentation she heard from the Board and the point the Board made to do comparisons with other districts and provide evidence that the Board had made the best decision. In her research of this, she found the cost for a teacher and her family to be \$613.80 a month; and when that teacher changed to her husband’s insurance, the monthly cost was \$490 a month. While she does not have disregard for the Board’s position in this, she said she only wants to bring to the Board’s attention the need to not make decisions in a vacuum but to look at the Board’s obligation to bring the best, most valuable product to its employees when the Board is effectively giving the employees a pay cut.

Mrs. Bell stated that the Committee met and agreed this recommendation is in the employees’ best interest and encouraged the Board to support the motion.

Mr. Rachal stated his appreciation to Mr. Watson and his staff for their hard work and accomplishments. With Caddo being a self-insured District, he said staff has brought many cost-savings programs that have been implemented, they have streamlined other programs and continued to negotiate to keep the cost of our insurance down without changing the coverage. He also noted that employees could have experienced an increase of up to six times what it is; and his only issues are that he has brought many other things for discussion that would save the District money and reduce expenses yet they have been avoided because of their sensitivity. He believes without these savings (reducing overhead with the District’s facilities, not replacing old buildings that keep operation expenses high), the teachers and other employees are paying the price. Mr. Rachal stated that teachers are the District’s most valuable asset and as noted in the AdvancED accreditation, the teachers need to be recognized for this. If we continue to spend money in areas which he believes to be wasteful, the teachers will continue to pay the price and carry the burden. Because we cannot count on the State to give us money for giving teachers a raise, he said the Board needs to do all it can to treat them as our most valuable asset.

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.

ANNOUNCEMENTS AND REQUESTS

Mrs. Bell thanked Dr. Goree, his staff, the Board and everyone for their work in the accreditation process, and asked that consideration be given to hold a day of celebration for the District.

Mr. Riall announced he recently attended the Renaissance Program at Northwood High School. This program celebrates academic excellence and over 300 students were recognized for having a 3.0 or better average; and when adding the 9th graders, the total number is over 500, meaning over 50% of the school has a 3.0 or better average. Mr. Riall expressed appreciation to the teachers for the great job they are doing.

Miss Green thanked everyone for a job well-done in receiving today's accreditation. She said she is very proud of Caddo and the great things it has done and will continue to do. She also announced she will present her CUBE Conference report at the next work session.

Mrs. Poljak recognized and congratulated fellow Board member Denee Locke for receiving the Athena Award, an award given to professional women who have a heart for service. Mrs. Locke expressed her appreciation and how humbled she is to be the recipient of this award and how proud she is to be a part of the Board and a part of bettering the lives of children.

Ms. Trammel recognized Brad Bockhaus, member of the Bossier Parish School Board, in attendance today.

Adjournment. *Mr. Riall moved, seconded by Miss Green, to adjourn. Vote on the motion to adjourn carried and the meeting adjourned at 5:30 p.m.*

T. Lamar Goree, Ph.D., Secretary

Mary A. Trammel, President

November 1, 2016

The **Caddo Parish School Board (CPSB)** met in special session on Tuesday, November 1, 2016 at 4:30 p.m. in its offices at 1961 Midway, Shreveport, Louisiana with President Mary Trammel presiding and the following board members present constituting a quorum: Steve Riall, Jasmine Green, Susannah Poljak, Dr. Bonita Douzart, Raymond Green, Denee' Locke, Barry Rachal, John Albritton and Dottie Bell. Also present were Dr. Lamar Goree, superintendent, and Reggie Abrams, legal counsel. JROTC students from C. E. Byrd High School posted the colors, and led the Pledge of Allegiance and invocation.

PERSONNEL RECOMMENDATIONS

Mr. Riall moved, seconded by Mrs. Bell, to approve the personnel recommendations as recommended by staff and submitted in the electronic mailout. Vote on the motion carried.

Adjourn. *Mrs. Bell moved, seconded by Mr. Riall, to adjourn. Vote on the motion to adjourn carried and the meeting adjourned at approximately 4:40 p.m.*

T. Lamar Goree, Ph.D., Secretary

Mary A. Trammel, President

November 1, 2016

The **Caddo Parish School Board (CPSB) Executive Committee** met in regular session on Tuesday, November 1, 2016 at approximately 4:40 p.m. (immediately following the Special Session) in its offices at 1961 Midway, Shreveport, Louisiana with President Mary Trammel presiding and Denee' Locke and Raymond Green present constituting a quorum. Also present were Board members Steve Riall, Jasmine Green, Susannah Poljak, Dr. Bonita Douzart, Barry Rachal, John Albritton and Dottie Bell. Dr. Lamar Goree, superintendent, and Reggie Abrams, legal counsel, were also present. The prayer and the pledge were omitted.

PRESENTATIONS

JROTC Corps Commander and BDE Commanders Promotions. The following students were granted promotions in the JROTC Program: Denisha N. Ford, Cadet LTC, C. E. Byrd High School, JROTC Cadet Corps Commander; Demestria Huglon, Cadet LTC, Woodlawn Leadership Academy, First Brigade Commander; Tyran Jackson, Cadet LTC, Captain Shreve High School, Second Brigade Commander; Nichola R. Atkins, Cadet LTC, Southwood High School, Third Brigade Commander; Nathanael Batongbakal, Cadet LTC, North Caddo High School, Fourth Brigade Commander; Alexander Floyd, Cadet LTC, Northwood High School, Fifth Brigade Commander; and Cadet Alexandra Prymek, Caddo Magnet High School, recipient of the Legion of Valor Award.

Manufacturing Week. Angie White, with the North Louisiana Economic Partnership, shared information on activities held during Manufacturing Week and how the event has grown in the three years since its implementation. In its pilot year (2014), approximately 150 students from Caddo and Bossier Parishes participated in the tours; and this year, approximately 900 students from nine school systems in Northwest Louisiana participated in the tours at manufacturing companies as well as manufacturing training programs. Ms. White noted how proud she is and how proud she wants the Board to be of the Caddo School System and its participation in this program which evolved from Jump Start. She noted the need to overcome the perception in the community of what manufacturing actually is and the opportunities that exist for students as they complete school. She also shared a publication that includes information on key occupations, training opportunities in and beyond high school, as well as the top four critical jobs in the area's manufacturers. Ms. White also reported on Frymaster's plan to work with Northwestern State University's Engineering and Technology Department to form a partnership to recruit more graduates.

Mrs. Bell asked if Jump Start students are selected to attend these tours or is it students who select those particular courses? Ms. White responded that some students in specific programs, i.e. engineering magnet program, biotechnology program, did go on the tours; and she tells all the career and tech education coordinators they work with to focus on Seniors enrolled at a local university and encourage them and the teachers to attend these local tours and ultimately be inspired to enroll in a local technical program, i.e. Louisiana Tech or Southern. She also added she believes it important to send sophomores since it takes place in the Fall of the year prior to their decision in the Spring on which pathway they will pursue. She shared her support of Jump Start and her willingness to be a partner in this program. Superintendent Goree expressed his appreciation for Ms. White and the NLEP's work to support the School District and make an economic impact in the community.

CUBE Conference Report. Jasmine Green, Board member District 2, reported on her recent attendance at the Council of Urban Boards of Education (CUBE) Conference in Miami, Florida. She shared her appreciation for the opportunity to attend this year's conference and attend the sessions hearing outstanding speakers address Equality vs. Equity, the main theme of the

conference. Wanting the Board to fully understand what this means, she shared a real life scenario.

The Superintendent shared his opportunities to travel to Baton Rouge and serve on the State Superintendent's Advisory Committee; in looking at the reauthorization of ESSA (Every Student Succeeds Act), the word equality is very relevant in this legislation and is being discussed at the Federal level and funding received, i.e. TAP, will be used to address some of these issues.

ESTABLISH AGENDA FOR THE NOVEMBER 15, 2016 CPSB MEETING

Superintendent Goree highlighted items for the Board's consideration at its November 15, 2016 meeting; and President Trammel stated that the Consent Agenda items are 6.02, 7.01 and 8.02.

Mr. Rachal requested a 3-5 year summary of the District's capital projects.

Mrs. Locke moved, seconded by Mr. Green, to approve the proposed agenda and consent agenda for the November 15, 2016 CPSB meeting as presented. Vote on the motion carried.

ANNOUNCEMENTS

Miss Green again thanked the Board for the opportunity to share with the Board a report on her attendance at the CUBE Conference.

Mrs. Bell expressed condolences on behalf of the Board to President Trammel in the loss of her brother and Mr. Green in the loss of his brother.

Mr. Green expressed his appreciation for Board's expression of kindness extended to him in the loss of his brother.

President Trammel reminded the Board that at their stations are evaluation/observation forms for the Superintendent's Evaluation and that they should be turned in to her within the next week. She also thanked the Board for their expressions of concern in the loss of her brother.

Adjournment. *Mrs. Locke moved, seconded by Mr. Green, to adjourn. Vote on the motion to adjourn carried and the meeting adjourned at approximately 5:23 p.m.*

November 15, 2016

The **Caddo Parish School Board (CPSB)** met in regular session on Tuesday, November 15, 2016 at 4:30 p.m. in its offices at 1961 Midway, Shreveport, Louisiana with President Mary Trammel presiding and the following board members present constituting a quorum: Steve Riall, Jasmine Green, Susannah Poljak, Dr. Bonita Douzart, Raymond Green, Denee' Locke, Barry Rachal, John Albritton and Dottie Bell. Also present were Dr. Lamar Goree, superintendent, and Reggie Abrams, legal counsel. Mr. Ramsey and Mrs. Brown were absent. Mr. Albritton led the prayer and Pledge of Allegiance.

CONSIDERATION OF MINUTES OF THE OCTOBER 19, 2016 AND NOVEMBER 1, 2016 CPSB MEETINGS

Mrs. Bell moved, seconded by Mrs. Locke, to approve the minutes of the October 19, 2016 and November 1, 2016 CPSB meetings as submitted. Vote on the motion carried.

PRESENTATIONS AND RECOGNITIONS

Mary Nash-Wood, assistant director of marketing/communications, on behalf of the board, recognized the following staff members and students for recent achievements. President Trammel and Superintendent Goree congratulated and presented each one recognized with a certificate acknowledging their accomplishments. Newly appointed administrators were also introduced. Administrators, family and friends present were recognized.

Keithville Middle School String Orchestra. The Keithville Middle School String Orchestra, under the leadership of Itinerant Teacher Sue Ellen Coleman, shared two musical arrangements.

Siemens Competition in Math, Science and Technology Regional Finalist. Senior Ankur Khanna, Caddo Parish Magnet High School, was recognized as one of 30 recipients of this award, and the only recipient in the State of Louisiana for 2016. He will receive a \$1,000 scholarship to the college of his choice.

World Field Archery Championship Participant. Charles "Hardy" Trafford, C. E. Byrd High School student, was recognized for placing 20th in the world as a member of the U.S. Field Archery Team in the national competition last month in Dublin, Ireland.

Northwestern State University Distinguished Educator. Robert Sylvie, assistant principal at Captain Shree High School, was recognized for being inducted into Northwestern State University's Gallaspy College of Education and Human Development Hall of Distinguished Educators.

CPSB Support Persons of the Year. The following support employees were recognized as the winners of the 2016 CPSB Outstanding Support Employees: Elementary School Division – Ed Jones, Security Coordinator, Queensborough Elementary; Middle School Division – Tracy Sparaco, Office Clerk, Herndon Elementary/Middle Magnet; High School Division – Dana Fuller, Office Clerk, Caddo Parish Magnet High; Academic Affairs – Dedra Marshall, Budget Control Secretary, Department of Exceptional Children; Operations – Peola Cain, Secretary, Attendance/Census Department; Human Resources – Juan Howard, Data Entry Information Services, Human Resources/Certified Department; and Finance Division – Shannon Slaughter, Bookkeeper, Finance Department.

Newly Appointed Administrators. Charles Lowder, director of certified personnel, introduced the following newly appointed administrators: Yenshacillia (Sheba) Williams, Instructional Specialist, Curriculum Department; Bridgette Brown, District Executive Master Teacher, Queensborough; Rick Carson, Attendance Supervisor, Attendance/Census Department; and Phyllisia Mason-Hollins, Instructional Technologist, Professional Development.

As a point of personal privilege, Board member Bell asked everyone to remember Alex Xifos's family in his passing.

CADDO EARLY CHILDHOOD COMMUNITY NETWORK AND COORDINATED FUNDING REQUEST FOR PUBLIC COMMENT

President Trammel announced that public comments are welcomed on the Caddo Early Childhood Community Network and Coordinated Funding request. There were no speakers/comments relative to this matter.

VISITORS

Rob Broussard, president of the Broadmoor Neighborhood Association, addressed the Board on the following matters: (1) look to "trim the fat" in the budget more, i.e. legal expenses, Superintendent's pay raise; (2) that whatever pay percentage increase is given to the Superintendent that the same percentage be given to teachers; (3) define how many hours a day/week a teacher should work; and (4) a fence around A. C. Steere Elementary. He stated he believes fences can create hazards and unsafe conditions for students and he cautioned the Board in building fences around schools, specifically around historic A. C. Steere. Mr. Rachal asked that a time be scheduled for staff to meet with Mr. Broussard.

Jackie Lansdale, president of Red River United, addressed the following areas of interest/concern: (1) CPSB Policy ABB (Powers and Responsibilities of the Board) and the responsibility included to consider, modify and adopt an annual budget; (2) the need for the Board to consider all available funding sources, i.e. Commerce and Industry Industrial Tax Exemption; (3) changes in the future and their dismay that the CPSB did not wish to engage in conversation with the Louisiana Board of Commerce and Industry to express a position regarding these costly exemptions; (4) the possibility of the State taking away 3% of the District's Title I funds; (5) Caddo is no longer in the top salary rankings in the State; (6) the Board's authority of not only the budget but to set employee salaries and use all available funds to do so. She asked that the Board place the needs of the boys and girls of Caddo before special interest needs.

ESTABLISH THE AGENDA AND PROPOSED CONSENT AGENDA

Superintendent Goree highlighted items for the Board's consideration and the following discussion ensued. President Trammel announced that Items 6.02-6.03, 7.01, 8.01-8.02 and 13.01 are the consent agenda. *Mrs. Bell moved, seconded by Mr. Rachal, to establish the agenda and proposed consent agenda as presented. Vote on the motion carried unanimously.*

CONFIRM THE CONSENT AGENDA

Mr. Rachal moved, seconded by Mrs. Bell, to confirm the consent agenda (6.02-6.03, 7.01, 8.01-8.02 and 13.01). Vote on the motion carried unanimously and the following is a summary of the Board's action on the consent agenda.

Item No. 6

6.02 Administrative Contract Renewals-November 2016. The Board approved the Administrative Contract renewals for November 2016 as recommended by staff and submitted in the electronic mailout.

6.02 Personnel Transaction Reports-Resignations. The Board approved the Personnel Transaction Reports-Resignations for the period of October 1-31, 2016 as submitted in the electronic mailout.

Item No. 7

7.01 Bids. Purchasing. The Board approved the following bids as recommended by staff and submitted in the electronic mailout on the bid tabulation sheets: (1) Nasco for the purchase of Art Supplies & Equipment; and (2) School Aids for the purchase of Student Backpacks & Supplies. *The bid tabulation sheets are filed in the official papers of the November 15, 2016 CPSB meeting.*

Item No. 8

8.01 Property/Bus Rental Requests. The Board approved the request for long-term use of Southwood High School's Auditorium as recommended by staff and presented in the electronic mailout.

8.02 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 electronic mailout.

Item No. 13

13.01 Student Readmission Appeal. The Board approved staff's recommendation for student DK as submitted in the electronic mailout and whose parents are in agreement.

2016-17 PROPOSED CAPITAL PROJECTS AND DESIGNERS

Mrs. Bell moved, seconded by Mrs. Poljak, to approve the 2017-18 School Year capital projects and professional designers as recommended by staff and submitted in the electronic mailout.

Mrs. Bell encouraged the Board to support the motion on the floor so that much needed repairs can be made to Caddo's old existing buildings/school sites. She noted that the projects on the list are important in order to save Caddo's schools/buildings.

Mr. Riall asked for clarification on replacing the man hole at the cafeteria for \$225,000. Mr. White explained that replacing the man hole includes also replacing the grease trap at the school and the antiquated clay lines.

Mr. Rachal noted there are always a lot of requests when the buildings are as old as they are and pointed out the following: (1) In 2014-15 approximately 36% of the projects were unplanned; (2) in 2015-16, 13.5% went to unplanned items; (3) 2016-17, approximately 19.7% will be used for unplanned items. Mr. Rachal commended Mr. White's efforts to take care of Caddo's aged buildings and Mr. Rachal stated he does not see this trend changing. Mr. Rachal noted he has attempted for 12 years to set aside capital project dollars for the construction of new buildings/schools and if this had been done, there would be approximately \$12 million that could be used toward this. While he understands the need, he believes if something is not done with the capital projects budget for addressing the future need of new school buildings, the percentage used for unplanned items will only increase. Mr. White confirmed it is typical that as buildings age, there will be a need for increased dollars to keep them operable and occupied, i.e. HVAC, maintenance, sewer systems, electrical, etc. He also noted preventive steps being taken to address specific needs and the aging infrastructure of the system. Mr. Rachal noted how the District depends on Mr. White and his staff along with the Maintenance Department to keep things open and running in the older facilities. Dr. Goree stated his agreement for the need of a master plan within the District's master plan to address this issue of replacing aging facilities because the current plan is not designed with this included as a goal; but in approaching the mid-year review, this may be something the Board wishes staff to explore including in the Strategic Plan.

Mr. Rachal stated he doesn't believe he is the only Board member concerned about this and the fact that the public does not want to give the School System any additional money. Relative to the reference to the 2014 millage renewal and the plan to replace and right-size the District, Dr. Goree reminded the Board that the focus has been on right-sizing the District and determining where schools are needed based on population. Mr. Rachal shared he believes there is more

money spent on buildings than in the classrooms for students. He also believes schools could be consolidated and new schools built. Mr. Rachal asked that in the future the capital projects be presented to the Buildings and Grounds Committee prior to coming to the Board for approval.

Mrs. Bell noted the need for these funds to maintain what we have now and what needs to be done. She asked if a portion of the proposed \$20 million is set aside, how a decision will be made on which projects will be done. Dr. Goree stated his agreement with both Board members and clarified that he and Mr. Rachal's conversation was around looking strategically at how much of the money could be put aside and still maintain the maintenance of the schools. Additional conversations among Mr. White, Mr. Woolfolk and himself focused on the immediate concerns, i.e. HVAC systems that are still operable but beyond their life span. Dr. Goree stressed the need for strategic planning if monies are to be put aside for the building of a school. Mrs. Bell added if the public could see how we are attempting to keep Byrd, and others, up and running, she believes they would better understand. Dr. Goree added how critical being transparent is in making these decisions since the taxpayers spoke clearly about building a school and we must do a better job of communicating that need and fiscal responsibility in carrying out whatever is decided.

Mr. Albritton noted (1) the need to right-size the district and take care of the population and much of this money does not need to be spent maintaining facilities the district does not need; and (2) in rolling back the dollars and adjusting the tax rates to accommodate the increase, this is a political thing and has nothing to do with taking care of the needs of Caddo Parish; and as a Board member, it is important for him to make decisions that are best for the students in the parish and all the schools. Mr. Albritton stated that at this time he believes the Superintendent is very much aware of what is needed, and the Board needs to move forward and talk about these issues at budget time when priorities are set.

Mr. Riall moved, seconded by Mrs. Locke, to call for the question. Vote on the motion to end debate carried unanimously. Vote on the main motion carried with Board member Rachal opposed.

SUPERINTENDENT'S REPORT

Superintendent Goree stated that he has nothing to add to the items submitted for the Board's information. He added that he received an invitation for the Board to participate in the Family Preservation Court, Caddo Parish Juvenile Court, to its 2nd Annual Thanksgiving Dinner on Wednesday, November 23, 2016 at 5:30 p.m. in the lobby of the Juvenile Court Complex. Mrs. Bell further explained that this is for the parents of students who have been removed from the parents allowing them to have this meal together.

ANNOUNCEMENTS AND REQUESTS

Mrs. Bell wished everyone a Happy Thanksgiving.

Miss Green thanked the Booker T. Washington and Green Oaks principals for the successful Soul Bowl. She said it was a great time and she looks forward to many more in the future.

Mr. Rachal noted Back the Badge activities for University Elementary and Youree Drive Middle School, and he commended those involved in the Veterans Day Program at Captain Shreve.

Mr. Riall reported he attended the Veterans Day Program at Northwood and North Caddo high schools. He also thanked the Superintendent for moving forward with tearing down Rodessa.

Dr. Douzart also extended kudos to Queensborough and Fair Park for outstanding Veterans Day programs.

President Trammel reminded the Board that LSBA Annual Meeting notices are at their stations and to let the Board Secretary know if you plan on attending. She also noted the program at Eden Gardens Elementary Magnet School in conjunction with the 2016 Presidential Election.

Executive Session. Superintendent's Evaluation. *Mrs. Locke moved, seconded by Mr. Rachal, to go into executive session for approximately 15 minutes for the Superintendent's Evaluation. Vote on the motion to go into executive session carried and the Board went into executive session at approximately 5:48 p.m.*

The Board reconvened in open session at approximately 6:11 p.m.

Mr. Albritton moved, seconded by Mr. Riall, to approve the evaluation of the Superintendent, the 2015-2016 and 2016-2017 goals, and authorize the Board President to evaluate whether the Superintendent is entitled to incentive pay based on his achievements relative to his goals. The achievement level will be determined by information from multiple sources. Vote on the motion carried unanimously.

Adjournment. *Mrs. Locke moved, seconded by Mr. Rachal, to adjourn. Vote on the motion to adjourn carried and the meeting adjourned at 6:15 p.m.*

T. Lamar Goree, Ph.D., Secretary

Mary A. Trammel, President

December 6, 2016

The **Caddo Parish School Board (CPSB) Executive Committee** met in regular session on Tuesday, December 6, 2016 at approximately 4:30 p.m. in its offices at 1961 Midway, Shreveport, Louisiana with First Vice President Denee' Locke presiding and Raymond Green present constituting a quorum. President Mary Trammel was absent. Also present were Board members Steve Riall, Jasmine Green, Susannah Poljak, Dr. Bonita Douzart, Barry Rachal, Larry Ramsey, John Albritton and Dottie Bell. Dr. Lamar Goree, superintendent, and Reggie Abrams, legal counsel, were also present. Mrs. Bell led the prayer and Pledge of Allegiance.

PRESENTATIONS

Veterans Day. Mr. Railiff Godfrey, vice chairman of the Veterans Day Celebration Committee, shared with the Board, on behalf of Caddo Parish Commissioner Ken Epperson, a letter of appreciation to the Caddo Parish School Board and Superintendent Goree for affording the opportunity for over 1,000 Caddo students to participate in the Veterans Day Parade and many other Veterans Day activities in the schools. He also recognized Col. Eric Sweeney, a member of the committee, for his expertise in handling the logistics of this momentous event along with his staff. He said they look forward to this continued relationship and Caddo's participation in this annual event. Superintendent Goree extended the District's gratefulness for the opportunity to participate in the parade and additional Veterans Day activities. Denee' Locke, on behalf of the Caddo Parish School Board, extended appreciation to Mr. Godfrey for this opportunity for Caddo students.

ESTABLISH AGENDA FOR THE DECEMBER 20, 2016 CPSB MEETING

Superintendent Goree highlighted items for the Board's consideration at its December 20, 2016 meeting; and the following discussion ensued.

Additions. Board member Poljak asked that *Extension of the Superintendent's Contract to the Legal Limit* be added to the December 20th agenda.

Purchasing Bids. Mrs. Bell asked for clarification on the purchase of individual school band uniforms. Superintendent Goree explained it is set up on a rotation schedule managed through the Department of Academics and a recommendation from the music supervisor as to needs.

The Interlocking Purchasing System. Mr. Rachal asked for clarification on where the District is in this process of the plan for all the schools. Superintendent Goree responded that this item speaks to a consortium of organizations that have come together for purchasing purposes. This action will allow the District's Purchasing Department, in moving forward with purchases, to insure through this additional option that we are getting the best value in purchases. Mr. Riall asked if this is basically a buying group, and Dr. Goree explained that it is fair to call it this.

Request Authorization to Piggyback on the City of Alexandria's Bid #2075 & Hixson Ford Autoplex for Vehicles. Mr. Rachal asked about a delivery fee on these vehicles, and Ms. Lloyd explained there is no pick-up fee because Caddo's Transportation Department employees drive and pick up these vehicles. Through this process, Mr. Rachal asked if staff talks to any of the local dealerships about proposals. Ms. Lloyd explained that typically vehicles are bought from State Contract but Hixson Ford was able to provide a price better than the State price, so staff is recommending approval of this cooperative agreement with the City of Alexandria for the purchase of any needed vehicles. In response to Mr. Rachal's request relative to who/what dealers did staff visit, and Ms. Lloyd responded she could get the list of who was contacted from employees in her department and provide it. Mr. Rachal stated that he is asking because he contacted a local dealership and they reported they never received or responded to any proposal.

Ms. Lloyd explained that an official proposal was not done. Mr. Rachal asked if any of the local dealers were given the opportunity to provide a quote on these vehicles. Mr. Lee added that because the State Contract is usually the better price, and the most competitive, it typically keeps the District from going through a bid process. Mr. Rachal asked if a local dealer was interested in selling the District his vehicles, would the dealer notify the State; and Ms. Lloyd agreed with that statement. Ms. Lloyd further explained this request came through the Maintenance Department for cargo vans, heavy-duty pick-up trucks, and attachments needed on those work vehicles. Mr. Rachal asked if in the future we can send what we are looking for to local dealers to determine if they can beat the State Contract price. Ms. Lloyd stated Caddo definitely wants to support the local businesses and staff can certainly consider this. Dr. Goree asked Ms. Lloyd to explain to the Board what “piggyback” means, and Ms. Lloyd said it is jargon for “a cooperative agreement” which means, in this particular instance, that the School Board agrees with the City of Alexandria and the vendor (Hixson) to provide the service for the item in the established contract will be honored under the same terms and conditions in accordance with State Statute. Mr. Rachal asked if the Board approves this, is it locked into using this agreement or will we still have the opportunity to hear from the local dealer and what they can do. Ms. Lloyd agreed it is another contract available for the District’s use. Mr. Rachal asked if we are doing this because there is an immediate need for these vehicles in the Maintenance Department, and Ms. Lloyd responded that is correct and she has an order on her desk for these vehicles. While we did have a contract with another vendor, Ms. Lloyd explained they quoted the bid with Hixson and they were able to provide the vehicles at a lower cost.

Mr. Rachal asked about the possibility of submitting something to local dealers prior to the Board approving this request to see what they can offer. Mr. Abrams explained that it cannot be done that way because there must be a bid. Staff is bringing to the Board information on a bid that has already been done to see if Caddo can piggyback on that bid and take advantage of the low cost being offered. The District must either purchase the vehicles off the State Contract, piggyback on this bid that has already been done, or Caddo can do its own bid to see what the response might be. Because Hixson has already put it out for bid and received a price that is better than the State Contract, Mr. Abrams explained Caddo will not have to pay to go through the bid process but can take advantage of the City of Alexandria’s bid. Mr. Rachal stated that while all this is good, he believes it is nice if we can do business locally.

Mrs. Bell asked how long do we keep vehicles? Ms. Lloyd responded that she does not believe there is a set amount of time you must keep the vehicles, with the exception of school buses which you can have no more than 25 years, but the condition of the vehicle and the extent of repairs for a vehicle is taken into consideration when making the decision to no longer keep a vehicle. Mr. Lee added that the District drives its vehicles until it is no longer feasible to continue doing repairs on them.

Mr. Riall asked if the State Contract is with the City of Alexandria, and Ms. Lloyd explained the cooperative agreement is with the City of Alexandria. Mr. Riall asked if Hixson Ford must agree to the piggyback agreement in order for Caddo to purchase vehicles on their State Contract? Ms. Lloyd said that is correct and they are in agreement.

Miss Green asked about the upgrades on these vehicles, and Ms. Lloyd said typically a base vehicle is purchased and it is customized according to what the vehicle’s use will be. Miss Green asked about “hands free” options and Ms. Lloyd indicated while these are options, they are not necessarily options the District would purchase. Miss Green stated there are employees driving fully loaded vehicles; and Jim Lee explained that any upgrades to a base vehicle are work-related upgrades. Miss Green asked someone to explain day and night mirrors, and Mr. Lee explained the mirrors with this functionality automatically will dim if headlights are reflecting in them.

Mrs. Poljak asked about the number of vehicles in this request, and Ms. Lloyd responded there are three currently. Dr. Goree added these three are replacements for aged vehicles. Dr. Douzart asked if the District sees any benefit/profit from salvaged vehicles that are sold, and Ms. Lloyd explained when they are sold in salvage, the funds are turned over to the Finance Department and the dollars added to the General Fund.

Consideration of Approval of 2017-2018 CPSB Calendar. Mr. Ramsey asked if the start time and bell schedules on this calendar are the same as the 2016-17 school year calendar. Mr. Burton said they are.

Mrs. Poljak asked if the calendar in place has received positive feedback from the teachers, i.e. improved instruction because of the slightly longer day. Mr. Burton responded at the beginning of school, concern was expressed for additional minutes in the day and if students were tired at the end of a longer school day; and they recently learned from the employee organizations that their members are sharing positive results from the change. For this calendar, Mr. Burton further explained they were hesitant to move away from the bell schedule when they have not received any data on its effectiveness, and hopefully after receiving two years of data, they will be able to determine if this schedule is working or if there is a need to move away from it.

Mr. Green asked for additional information on the involvement in looking at the proposed school calendar? Mr. Burton explained they were inclusive of all employee organizations, with members of the groups being in attendance, a variety of options was presented for their consideration and the proposed calendar is the result of the Calendar Committee's work.

Mr. Riall asked how many student days are in the current school calendar, and Mr. Burton said there are 167. Mr. Riall asked if there are ample days in the calendar to cover any snow, bad weather days, and Mr. Burton confirmed there are. Relative to Easter Break, Mr. Riall asked about this being on Monday and not Friday, and Mr. Burton explained that Easter is combined with Spring Break and the Friday during Spring Break is Good Friday.

Dr. Goree complimented Mr. Burton and members of the Calendar Committee on their work to develop this calendar which he believes accomplishes things the schools have indicated they needed, i.e. addition of Professional Development Day at the beginning of the school year allowing schools more time to prepare for receiving the children. Also, he noted the calendar provides breaks (3-5 days each month), which research indicates does improve attendance.

Mrs. Bell asked to receive a copy of the Year-round School schedule.

Extension of Superintendent's Contract. Mrs. Poljak explained that she is asking the Board to consider extending the Superintendent's Contract to the legal limit it can do so.

Miss Green asked when will the Superintendent's Contract end, and Mr. Abrams responded he believes it is December 2018. Miss Green asked if the Board can be provided some facts prior to the next meeting, and what the extension date will be. Mrs. Poljak explained that the legal extension is no more than two years past the end of the Board's current term and no more than four years from the December 20, 2016 meeting.

Mrs. Bell asked Mr. Abrams if this extension would include an increase in salary, and Mr. Abrams explained it depends if the motion made includes a dollar amount; but as he understands the motion presented today, it is to extend the Superintendent's contract and if the Superintendent agrees, it is under the same terms and conditions of the current contract, which does not include any more money. Mrs. Poljak clarified her motion will be an extension of the current terms.

Mr. Rachal asked that the Board members receive a copy of the current Superintendent's Contract to review prior to the meeting on December 20th.

Following discussion, First Vice President Locke stated the following items are the Consent Agenda: 6.02, 7.01 and 8.01-8.08.

Mr. Green moved, seconded by Mrs. Locke, to approve the proposed agenda and consent agenda for the December 20, 2016 CPSB meeting as presented. Vote on the motion carried.

POLL AUDIENCE

Jackie Lansdale, president of Red River United, stated that all employee organizations were present in the meeting on the calendar and everyone is very pleased with the calendar presented for the Board's approval. She said this calendar supports using what the District already has available and doing what is best for children and academic success as a result of breaks.

ANNOUNCEMENTS

Mrs. Bell noted that since she has served on the Board, this year is the first time there were no speakers against the proposed calendar; and she expressed appreciation to the Superintendent and Calendar Committee for their work in bringing this calendar. She also extended congratulations to Samuel Davis, Caddo Middle Magnet, on winning Caddo Middle Magnet \$30,000 and \$15,000 for himself.

Miss Green recognized the accomplishments in District 2 schools during 2016 and how proud she is of District 2. Mr. Riall extended congratulations to the entire district on the scores and thanked the schools and teachers on their great job.

Mr. Green expressed his appreciation for the work of the Calendar Committee.

Mrs. Poljak echoed Mr. Riall's comments and noted the fact that 75% of Caddo's schools saw improvement, and she believes this is great.

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

December 20, 2016

The **Caddo Parish School Board (CPSB)** met in regular session on Tuesday, December 20, 2016 at 4:30 p.m. in its offices at 1961 Midway, Shreveport, Louisiana with President Mary Trammel presiding and the following board members present constituting a quorum: Steve Riall, Jasmine Green, Susannah Poljak, Dr. Bonita Douzart, Raymond Green, Denee' Locke, Barry Rachal, Larry Ramsey, John Albritton and Dottie Bell. Also present were Dr. Lamar Goree, superintendent, and Reggie Abrams, legal counsel. Mrs. Brown were absent. Mrs. Bell led the prayer and Pledge of Allegiance.

CONSIDERATION OF MINUTES OF THE NOVEMBER 15, 2016 AND DECEMBER 6, 2016 CPSB MEETINGS

Mrs. Bell moved, seconded by Mr. Ramsey, to approve the minutes of the November 15, 2016 and December 6, 2016 CPSB meetings as submitted in the electronic mailout. Vote on the motion carried.

PRESENTATIONS AND RECOGNITIONS

Mary Nash-Wood, assistant director of marketing/communications, on behalf of the board, recognized the following staff members and students for recent achievements. President Trammel and Superintendent Goree congratulated and presented each one recognized with a certificate acknowledging their accomplishments. Newly appointed administrators were also introduced. Administrators, family and friends present were recognized.

Eden Gardens Fundamental Elementary Magnet Choir. The Eden Gardens Fundamental Elementary Magnet Choir, comprised of 3rd, 4th and 5th graders and led by Jerry Maiden, Jr. and Colleen Wray, shared a selection of Holiday songs for the Board and audience.

Annual Party with a Purpose for Homeless Education. Dottie Bell and Levada Palms shared a report on their Annual Party with a Purpose that began 10 years ago and focuses on the homeless students in Caddo Schools. A check in the amount of \$5,500 was presented to Caddo's Homeless Education Department to help meet the needs of homeless children in the District.

2016 Christmas in Roseland Winners. The following students were recognized as winners in the Christmas Cards to the Community Program which began 24 years ago. Elementary – Fairfield Elementary Magnet, 1st Place; and Mooringsport Elementary, 3rd Place. Middle School – North Caddo Middle – 2nd Place. High School – Captain Shreve High School, 3rd Place. Mooringsport Elementary School, Art Teacher Leslie Snow, was also recognized as the Best of Show Winner.

2016 Annual Greening of the Louisiana State Exhibit Museum. The following schools were recognized for placing in the 2016 Annual Greening of the Louisiana State Exhibit Museum: 4th Place Prize – Riverside Elementary, \$50; 3rd Place Prize – North Highlands Elementary, \$75; 2nd Place Prize – Southern Hills Elementary, \$100; and 1st Place Prize – Eden Gardens Fundamental Elementary Magnet, \$150.

2016 Louisiana State Fair Baton, Dance Line and Cheer Champions. The following groups were recognized as champions in the 2016 Louisiana State Fair Baton, Dance Line, and Cheer Competitions: Elementary Division – Blanchard Elementary Cheerleaders; Middle Division – Donnie Bickham Middle Patriot Bells; and High School Division – C. E. Byrd High Steppers.

VISITORS

Dr. Phillip Rozeman addressed the Board in support of the extension of Dr. Goree's contract and applauded the Superintendent for his outstanding leadership and the traits that make a great leader. He thanked the Board for thinking ahead and looking at ways we can keep Dr. Goree in

the community. Dr. Rozeman also addressed the Caddo schools (21) that are in the top quarter in the State for improvement and that he sees transformation in this District.

Jan Johnson, a sub teacher with CPSB, addressed the Board regarding her concern about a breach of contract when she reported to work as instructed but the administration asked her to leave. Ms. Johnson requested that she be paid for a full day's work. President Trammel asked that she speak with Mrs. Atkins.

Ken Krefft asked that the Board consider the extension of the Superintendent's contract in January of 2018, 12 months prior to its expiration. He also recited a Christmas poem by Clement Clark Moore – 'Twas the Night Before Christmas!

Jackie Lansdale, president of Red River United, along with Dawn Jordan, Caddo Association of Educators, and Kim Burton APEL, shared with the Board a video reflecting the past, present and future beginning in 1997 when teachers were granted a pay raise and became the second highest paid teachers in Louisiana; and asking that the Board consider a much needed raise for its teachers since they are now one of the lowest paid in the State.

Tim Magner, president of the Greater Shreveport Chamber of Commerce, spoke in support of extending Superintendent Goree's contract. He stated the business community's need for the school system in attracting new businesses and providing the highly educated workforce needed for the growing jobs in the community. Appreciating the strides made this year in education and improving academic achievement, Mr. Magner noted the need for a strong, stable leadership to continue this improvement and the positive impact on the business climate. He expressed appreciation to Dr. Goree for his leadership and improvements seen, as well as the teachers and administrators at the schools for their efforts to continue improving the District. Mr. Magner encouraged the Board to support the extension of Dr. Goree's contract.

ESTABLISH THE AGENDA AND THE PROPOSED CONSENT AGENDA

Superintendent Goree highlighted the items for the Board's consideration and President Trammel proposed Items 6.02-6.03, 7.01, 8.01-8.09, and 13.01 as the consent agenda. *Mrs. Locke moved, seconded by Mr. Green, to establish the agenda and the consent agenda as presented. Vote on the motion carried unanimously.*

CONFIRM THE CONSENT AGENDA

Mrs. Bell moved, seconded by Mrs. Poljak, to confirm the consent agenda. 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 (Personnel Transactions Report)

6.02 Administrative Contract Renewals. The board approved the administrative contract renewals as recommended by the superintendent and submitted in the electronic mailout.

6.03 Personnel Transaction Reports – Resignations, November. The board approved the personnel transaction reports (November resignations) as recommended by staff and submitted in the electronic mailout.

Item No. 7 (Bids)

7.01 Purchasing. The board approved the following bid for the purchase of band uniforms for C. E. Byrd as recommended by staff and submitted in the electronic mailout on the bid tabulation sheet(s): Demoulin Brothers & Company. *The bid tabulation sheet is filed in the official papers of the December 20, 2016 CPSB meeting.*

Item No. 8 (Other Action Items)

8.01 Property/Bus Rental Requests. The board approved the request for use of CPSB property and/or buses as recommended by staff and submitted in the electronic mailout.

8.02 Out of State Travel. The Board approved requests for out of state travel (General Fund) as recommended by staff and submitted in the electronic mailout.

8.03 Consideration of Additional Mental Health Interagency Contracts. The board approved the additional mental health interagency contracts for providing services to students as recommended by staff and submitted in the electronic mailout.

8.04 Authorization for Salvage Sale – Equipment and Supplies. The board authorized staff to hold a salvage sale for equipment and supplies as submitted in the electronic mailout.

8.05 Resolution & Declaration of Official Intent – The Interlock Purchasing System. The board approved the resolution and declaration of official intent to use The Interlock Purchasing System as recommended by staff and submitted in the electronic mailout.

8.06 Request Authorization to Piggyback – City of Alexandria Bid #2075 & Hixson Ford Autoplex for Vehicles. The board authorized staff to piggyback on the City of Alexandria's Bid #2075 and Hixson Ford Autoplex for needed vehicles as requested and outlined in the electronic mailout.

8.07 Consideration of Approval of C. E. Byrd High School Coke Contract. The board approved the Coke contract for C. E. Byrd High School as recommended by staff and submitted in the electronic mailout.

8.08 Consideration of Approval of 2017-2018 Proposed Caddo Parish Calendar. The board approved the proposed 2017-2018 Caddo Parish School Calendar as submitted in the electronic mailout.

Item No. 13 (Executive Session)

13.01 Student Readmission Appeal Hearings. The board approved staff's recommendations for Students AP, MW, DP, CW, VN and RM as submitted in the electronic mailout and the parents are in agreement.

CONSIDERATION OF EXTENSION OF SUPERINTENDENT'S CONTRACT

Mrs. Poljak moved, seconded by Mrs. Bell, to extend the superintendent's contract through December 20, 2020 based on the same terms and conditions indicated in the original contract as amended by the first amendment to the superintendent's contract. Mrs. Poljak stated she brings this motion to extend the superintendent's contract because (1) stability is very important, and is something Caddo has not had in a while, for turnaround districts to succeed eight to ten years of stable governance is needed. She believes that because todate Caddo has had three years of good, stable governance under the current superintendent, an extension of his contract to 2020 will allow Caddo to reach an approximate eight-year period. Second, she said she believes Dr. Goree deserves to be rewarded for a job well-done with graduation rates increasing substantially, ACT and AP scores have increased with 75% of the schools in the District seeing significant improvement. She added she believes extending the superintendent's contract ultimately rewards the children who believe they have a brighter future because of a solid education foundation.

Mrs. Bell echoed Mrs. Poljak's comments and during her term on the board her constituents have continued to ask when the board will do something to stop superintendents from leaving every two to three years. She said stability is important and is why she supports the motion before the Board.

Mr. Ramsey called attention to the good, positive comments by speakers; and having seen more superintendent searches than anyone on the board, the cost to conduct them, he believes Caddo now has a quality person in place and the data reflects he is performing well and supporting this extension is the right thing to do.

Miss Green stated she does not disagree with any of the comments made; however, she believes it only fair to new Board members that will come on board in 2019 to have the opportunity to make the decision to keep the superintendent or not. She also expressed the concerns of her community in this process.

Mr. Riall moved, seconded by Mr. Ramsey, to call for the question. Vote on the motion to end debate carried.

Vote on the main motion carried unanimously.

As a point of personal privilege, Mr. Ramsey stated five of the Board members voting for this extension were not allowed to vote on the last extension. Ms. Trammel also shared that even though each Board member has its own opinion, she believes the current Board is coming together well. For her, she believes the fact that she had no calls relative to this agenda item is encouraging, and she encouraged the superintendent and his staff to continue the good work it is doing. She also added that she can attest to how difficult the task when searching for a new superintendent and commended the Board for working together.

ELECTION OF 2017 CPSB OFFICERS

Mrs. Poljak moved, seconded by Mr. Green, to accept the following slate as the 2017 CPSB Executive Committee: Denee' Locke, president; Dottie Bell, 1st vice president; and Steve Riall, 2nd vice president.

Miss Green moved to accept the following slate as the 2017 CPSB Executive Committee: Denee' Locke, president; Barry Rachal, 1st vice president; and Bonita Douzart, 2nd vice president. The substitute motion died for lack of a second.

Vote on the original motion carried with Board member Douzart abstaining.

AUTHORIZE USE OF FACSIMILE SIGNATURE BY THE PRESIDENT

Mr. Rachal moved, seconded by Mr. Ramsey, to authorize the use of facsimile signature of the President. Mr. Rachal asked for clarification and with current technology if it is possible to add electronic signatures. Mr. Lee stated that checks are printed with the facsimile signature but it is not actually an electronic signature. Mr. Rachal said he believes using an electronic signature is much easier; and Mr. Lee explained that at this time there has not been any request to use an electronic signature by any of the vendors Caddo conducts business with. Vote on the motion carried.

ANNOUNCEMENTS AND REQUESTS

Mr. Rachal extended congratulations to the newly elected officers and he looks forward to a good year in 2017.

Ms. Trammel expressed appreciation to the Board for electing her to serve as the 2016 president and the wonderful learning experience it has been for her; and she introduced the new members of the executive committee.

Mrs. Bell congratulated Ms. Trammel on being a great leader and wished everyone a Merry Christmas and Happy New Year.

Mr. Ramsey wished everyone a Very Merry Christmas and thanked everyone for their prayers, calls, cards and support.

Mr. Riall congratulated the Board on becoming a unified Board as well as the staffs in the school for their great job in helping the students progress this year.

Miss Green stated that 2016 was a great year for District 2 with all her schools increasing as well as a Principal of the Year. She also expressed she looks forward to the coming year and stated that she expects the new E Board to follow rules and procedures, knowing the Roberts Rules of Order.

Ms. Trammel extended congratulations to Miss Green upon completing mortuary school course work.

Superintendent Goree congratulated Ms. Trammel on a great year as President; and he also thanked the School Board for their confidence in him and his leadership. Attesting that the superintendent's job is definitely not the easiest he has ever had, he confirmed that it is certainly the most rewarding he has ever done. Dr. Goree also acknowledged his staff and appreciation for the work they do to make his job so much easier. He asked the Board for time to continue to move the School System forward for the children.

Adjournment. *Mr. Rachal moved, seconded by Mrs. Bell, to adjourn. Vote on the motion to adjourn carried and the meeting adjourned at 5:53 p.m.*

T. Lamar Goree, Ph.D., Secretary

Mary A. Trammel, President

January 10, 2017

The **Caddo Parish School Board (CPSB) Executive Committee** met in regular session on Tuesday, January 10, 2017 at approximately 4:30 p.m. in its offices at 1961 Midway, Shreveport, Louisiana with President Denee' Locke presiding and Dottie Bell and Steve Riall present constituting a quorum. Also present were Board members Jasmine Green, Susannah Poljak, Dr. Bonita Douzart, Mary Trammel, Raymond Green, Barry Rachal, Larry Ramsey, and John Albritton. Dr. Lamar Goree, superintendent, and Reggie Abrams, legal counsel, were also present. Mrs. Brown was not present. Mr. Riall led the prayer and Pledge of Allegiance.

PRESENTATIONS

Special Presentation. On behalf of the Board, President Locke recognized Mary A. Trammel for her service as President of the Caddo Parish School Board in 2016. On behalf of the staff, Superintendent Goree thanked Ms. Trammel for her outstanding job in presence and leadership during her tenure as President of the CPSB.

GM Plant Update – Glovis America. Chief Financial Officer Jim Lee introduced Charles Gallub, real estate developer, who shared information on (1) what he does (develop auto logistics ports), (2) this project, and (3) the help and support needed from the CPSB. He shared other similar projects and the successes seen, i.e. Philadelphia, Jacksonville and Georgia; and that all the jobs associated with these projects are family sustaining and include benefits (health care, vacations) with an objective to become part of the communities in which they locate. Mr. Gallub explained to the Board what an auto logistics port is, and that Glovis America is the auto logistics arm for the Hyundai and Kia automobile group, the tenth largest car manufacturer in the world. As the real estate developer, Glovis America asked that he help them with the logistics of getting cars manufactured in Mexico into the U.S. to be received, checked, secured, customized and redistributed. Mr. Gallub explained they looked at an area from New Orleans to west of Dallas to south of Houston, and determined a Shreveport location would allow distribution to the maximum number of people without going backwards; and Shreveport had the ability to meet their infrastructure need in the former General Motors plant. Mr. Gallub announced an agreement has been signed between the Parish and Glovis to open a facility and the first phase of the plant has been opened with the first three phases of the project employing approximately 100 each; and hopefully, there will be 300 employees in place by the end of the year. To make this work, Mr. Gallub stated there is a need to establish a Free Trade Zone to allow vehicles coming from Mexico to not be taxed until they are sold and leave the facility rather than when they come into the facility. To accomplish this, a sponsor is needed and for this project it is the Port of Shreveport-Bossier, who has an established Free Trade Zone. He explained that under the Free Trade Zone Act, you can take an adjacent facility (one in the coverage area of Caddo Bossier Parish) and make it a subzone, and it is their plan to submit an application for the sub-zone designation. As part of the sub-zone designation, any taxing body who *could* be effected is asked to acknowledge that they do not have an objection to the project or the Free Trade Zone Board in Washington designating it as a sub-zone of the Port's Free Trade Zone.

Mr. Rachal asked if the taxes referenced are local taxes, and Mr. Gallub said he is not asking the Board to forego any taxes, as under the Louisiana Constitution, imported automobiles and vehicles in transit are not subject to ad valorem taxes. He further explained that tax on inventory may apply; and if so, the CPSB would be entitled to a share. Because the property is public owned, there are no taxes on the property currently; and with their plan to grow the project beyond the public-owned property, there will be taxes on those properties which they will pay. He also clarified this is not a request for the CPSB to waive, diminish, or reduce anything.

Mr. Lee added that he met with other taxing authorities, i.e. the Parish, Sheriff's Office and Ms. Dudley with the NLEP, and received the information presented to the Board tonight relative to

the lease of the GM plant. In moving forward, if the Board so chooses, an item would need to be added to the January 17th agenda. Dr. Goree asked if any of the other taxing authorities have submitted letters of support, and Ms. Dudley responded that Dr. Wilson with the Parish has confirmed their attorney will provide a letter and the Sheriff's Office as well. Mr. Abrams asked for the name of the lead attorney in this project who has reviewed the documents and legalities associated with the project. Ms. Dudley responded that David Wolfe, with Adams and Reese in New Orleans, and Ms. Frazier with the Parish. Mr. Abrams requested a copy of any and all documentation associated with this transaction as well as any of the legal aspects.

State of the District. Superintendent Lamar Goree shared with the Board and audience his State of the District report highlighting accomplishments in 2016 as well as the work that still needs to be done. Some of the highlights reported included the District's AdvancEd Accreditation, considerable academic growth, approval of three millages, and continued right-sizing of the District. Dr. Goree also noted the following accomplishments by District Divisions.

Academics – 2016 accomplishments

- 2016 SPS growth reflected 75 percent of Caddo's schools increased in performance, 16 campuses increased by double digits, 14 schools improved by at least one letter grade, 10 schools earned Top Gains distinction, and the District maintained its C rating.
- Caddo had 10 National Merit Semifinalists
- Caddo was among the top districts to increase its graduation rates seeing a 7.5% increase over the previous year. Since 2010, Caddo has seen an 18% growth in its graduation rates.
- Continued improvement was seen in the ACT and AP scores with 1,117 students participating in the AP program, up from 356 students in 2013. Unusual growth was seen in these areas at C. E. Byrd, Green Oaks, Southwood and Northwood.
- 3-8 grade students showed success across core subjects, seeing double-digit growth in several content areas

Academics – 2017 opportunities

- Launch Caddo's Smart Start Program creating more opportunities for students to have access to Early Childhood Education
- The TAP grant will begin in 7 schools
- Increase the enrollment in virtual learning platforms
- Continue to strengthen RTI and professional development aligned to standards and support the teachers so they understand the curriculum and have the resources and the capacity to be successful with implementation

Human Resources – 2016 accomplishments

- In the recruitment and retention of teachers, strengthened the partnerships with the higher education institutions and looked to increase early enrollment opportunities by presenting Caddo Parish to developing teachers and hopefully capturing more in the system
- Provided more hands on opportunities for teachers and made Caddo more attractive to prospective teachers
- Continued efforts to put the strongest leadership teams at every campus

Human Resources – 2017 opportunities

- Redefine the mission of Caddo Teaching Academy to target critical shortages, i.e. math, science, SPED
- Develop a high school program leading to a diploma pathway in teacher education through dual credit
- Continue to monitor workforce indicators and needs and realign resources

Operations – 2016 accomplishments

- Successful implementation of CEP breakfast and lunch program at 51 schools

- Reduced transportation complaints and concerns
- Maintenance team diligently worked on preventative maintenance to address aging buildings and infrastructure
- Closed three Caddo campuses (Alexander, Barret, Oil City) bringing the total facilities closed or repurposed since 2000 to 17
- Continued to work with the community to determine future use of vacant facilities

Operations – 2017 opportunities

- Continue to review facilities and right-size the needs of the District
- Upgrades through capital and maintenance needs of aging facilities
- Review CEP Program, first year successes and challenges to strengthen for next school year

Finance – 2016 accomplishments

- Millage renewal overwhelmingly passed
- Maintained Standard and Poor's bond rating of AA-
- Continued to review healthcare costs and ways to realize savings while retaining quality care

Finance – 2017 opportunities

- Develop sustainable means of implementing an employee pay raise
- Recover from estimated \$3 million property tax decline
- Continue review of ways to reduce expenditures and realize cost savings

Dr. Goree closed by stating that while the District has seen and continues to see some amazing accolades and accomplishments across the parish daily, 2017 will be a year of opportunities and challenges addressing legitimate questions relative to student performances, how we right-size the school district, and how we can be the very best stewards of the taxpayer dollars. He noted that the leadership is committed to working with the Board and community to make the hard decisions that are focused on the best interest of children.

Dr. Goree also announced that he will make this presentation to numerous groups over the next several months in the District's efforts to improve on communicating Caddo's story. Mrs. Locke requested that a copy of the Powerpoint be emailed to the Board.

ESTABLISH THE AGENDA AND PROPOSED CONSENT AGENDA FOR THE JANUARY 17, 2017 CPSB MEETING

Superintendent Goree highlighted items for the Board's consideration at its January 17, 2017 meeting and the following discussion ensued.

ADDITIONS

Mr. Ramsey requested that an item be added to the agenda that Fair Park High School be converted to a middle school and Booker T. Washington High School to a 9-12 grade high school and that the superintendent seek authorization from the Recovery School District and/or the Department of Education to make modifications to the Transformation Partnership Agreement in order to effectuate the changes necessary to accomplish this goal. He stated the extended agreement with the Recovery School District expires in May 2017 so he is aware that a conversation needs to take place about this agreement.

Mr. Ramsey stated that this discussion has taken place for years and with recent discussions on the budget and possible employee raises, he believes this is one of the items that will help this. He said this proposal will maximize two existing facilities by re-purposing them, one into a high school and one into a middle school. The resulting high school will have a projected population

of approximately 1000 students in grades 9-12. The consolidation will provide savings to the general fund budget and he would propose that this Board reserve the savings for teacher pay raises. He further stated this proposal also provides a future for a significantly historic Booker T. Washington and Fair Park High Schools, and what is best for the students will be what is best for these schools. He encouraged the Board to favorably consider this request.

WORK SESSION

Consideration of Proposed Teacher/Instructional Personnel Salary and Stipend

Compensation Plan. Mr. Rachal asked about the 10 schools that last year qualified for Top Gains and if this plan had been in place what the cost to the District would have been per stipend. Staff stated they will provide this to the Board. Regarding the Target School Stipend, Mr. Rachal asked which schools the superintendent has determined these would be. Dr. Goree responded that in Target School Stipends, he will consider (1) the past performance of the school, (2) the number of economically disadvantaged students in the school, and (3) the qualitative value of these numbers. He said staff knows this is tied to money and that the District cannot do all schools, so the amount of dollars that can be generated to fund this will dictate the number of schools to be identified as Target Schools. Dr. Goree also noted that there is the moving target element with some schools who may barely qualify, i.e. Cedar Grove community, who has always struggled to put teachers in some of the schools in this community. Dr. Goree added that one thing we do not want is to be backed into a corner where we definitively say XYZ is a Target School forever and is why we are recommending stipends to attract persons to the schools. In response to Mr. Rachal's request for a list of these schools by next week, Dr. Goree responded he can work toward getting a list, but he does not believe this will be possible because there is a possibility if he provides a list next week, it could change. Dr. Goree also stated that the importance in bringing this item to the Board now is it will be an effective tool for principals to use in recruiting teachers to schools that have struggled to do so. By February 1st, he believes he will have this information for Mr. Rachal.

Modifications to Grade Levels for Fair Park to middle school and Booker T. Washington to

9-12. Mr. Riall asked if Fair Park is currently a 9-12 school, and Dr. Goree confirmed that is correct because one of the changes in the MOU extension with the RSD converted Fair Park back to a 9-12 high school. Mr. Riall asked for clarification that BTW will be converted back to a 9-12 and Dr. Goree responded that is what he believes Mr. Ramsey stated, because BTW is currently operating as a 7-12 school. Mr. Riall asked if Fair Park middle school would be a 6-8 or a 7-8 middle school. Dr. Goree said there has been no preliminary planning in this regard. Mr. Ramsey stated that his intention is that this stipulation be flexible. Dr. Goree explained there had been communication with the RSD regarding the fact the current MOU expires in May 2017; and in that respect, there are certain schools whose performance has not gotten to the point where they would no longer have some level of state oversight. He noted the importance to continue to look at opportunities within the inner city section of the school district.

Dr. Douzart noted that she is against this. Mr. Green stated if this is considered, he would like the middle school grades at Fair Park to be 6, 7 and 8. Miss Green stated her understanding that something such as this goes before a committee, and she doesn't understand a Board member bringing such an intense item when he does not represent either school affected. Ms. Trammel stated that she thought at this point, it was only discussion for providing input only, and Miss Green said it was a question. Mrs. Locke stated at this time it will be an item on the agenda.

Mr. Rachal asked Dr. Goree if he supports this item, and Dr. Goree said while the District has held this conversation numerous times; and as stated in his report, there is a plan in the Strategic Plan on how this type decision will be made and he believes it premature for staff to respond to the motion brought forth. Because he works for the Board, he will take direction from the Board.

Mr. Albritton shared that he agrees one week may not allow ample time for the staff to put together a strategy for implementing this action. Mrs. Locke clarified that Mr. Ramsey has asked that an item be added to the agenda, and Mr. Albritton stated he believes this means there doesn't necessarily need to be a motion at the next meeting, but the beginning of discussions, staff could begin preliminary work, and it could possibly be referred to the Long Range Planning Committee. He noted those that are affected when a school is closed.

Mrs. Bell shared the history behind the implementation of the current MOU to keep from the State closing these Transformation schools; and with this agreement expiring in May 2017, if the Board does not address this, it is possible the State may close some of these schools. Mr. Abrams noted the agreement copy in front of the Board is the latest extension to the agreement and it does expire in May 2017. Mrs. Bell again reiterated the importance of the Board taking action because of what could happen to Caddo's schools in May.

Mr. Green stated that it appears there is a question about the process in which this matter should be handled; and if that is correct, he would offer a substitute motion.

Mr. Abrams clarified that this is the Executive Committee work session and a Board member has requested that an item be added to the agenda. He further explained that in considering this item at the meeting on the 17th, if the Board decided it did not want to move forward, a substitute motion could be made at that time to postpone or the President could refer it to committee. Mr. Green asked where the proposal stands now since he is hearing that it should go to committee. Mr. Abrams again clarified the process for a Board member adding items to the agenda and when the item is presented for Board action, a substitute motion can be made at that time to remove it or send it to committee. Mr. Riall clarified this will be an action item so the Board will take some action at the next meeting by either voting on the motion made or the Board President referring it to committee.

Dr. Douzart stated that two years ago she taught most of the students currently attending Fair Park; and while she understands the scores, she will be bringing a substitute motion to move this item to the Long-Range Planning and Development Committee. Mr. Abrams clarified that Dr. Douzart can request that Item 8.05 be referred to the Long-Range Planning Committee.

Mr. Green asked for clarification because if the item is referred to committee and follows that process, he doesn't have a problem; but if this process is not followed and this is an action item for the Board next week, he does have some difficulty with that.

Ms. Trammel asked how much of the information received relative to the RSD will be implemented in May 2017? Mr. Abrams explained that he met with the State Superintendent at his invitation on Monday concerning different matters, one of which was the Transformation partnership and the future of Caddo Parish. He said Mr. White was well aware of this agreement and that it will expire in May 2017, and he made it clear that he wished to participate in whatever is necessary in order to improve the schools in Caddo Parish and what would be in place by May. Ms. Trammel asked if this action will benefit the school district as a whole; and if so, she believes it is important that we look at it closely to determine if it will work. Dr. Goree said while he doesn't feel comfortable asking the question because he does not have the documentation to support the answer in front of him, he did mention in his report difficult decisions that need to be made relative to the need for some consolidations. At this time, he cannot respond as to whether or not this proposal is the best recommendation because he has not had the opportunity to sit down and review it.

Mrs. Poljak asked if it is required that this proposal first go through committee; and Mr. Abrams said no, but any Board member can bring an item before the Board. The Superintendent can ask that an item be sent to committee, the Board President can refer an item to a particular committee

or the Board can request an item be sent to committee; but there is nothing that says an item must go to committee for a decision to be made; and if Dr. Douzart requests that it be referred to committee and the request has seven votes (majority), it can go to committee. Mrs. Poljak also asked Dr. Goree how much time would be needed for staff to analyze this proposed agenda item. Dr. Goree said as he said in his report, a part of the Strategic Plan clearly looks at the entire District and the situation we are in relative to right-sizing, as well as teacher incentive pay raises, and staff is continually reviewing these items and our efforts to accomplish them. He agrees with the concern of having the proposed plan in a week and staff's position is to follow the direction of the Board to make it work, but he feels challenged today to say how long it would take. Dr. Goree also said he is hearing that this has already happened.

Mr. Riall said the Board is only adding items to the agenda and will not vote or debate the item today. When a Board member adds an item to the agenda it is an action item, so the Board will take action at the next meeting and vote on the item, refer it to committee, or postpone it.

Mrs. Bell again referenced the agreement with the RSD to keep our schools and if we don't follow it, more Caddo Schools could be closed. She said Caddo must do something before it expires, and she encouraged the new Board members to closely read the document provided.

Mr. Ramsey stated reconfiguring Booker T. Washington and Fair Park cannot be done without the Superintendent following through with discussions with the Department of Education and needed changes made. Mr. Ramsey reminded everyone that when he served as President, the District went through negotiations for one year and this may not happen until 2018 and it appears we are attempting to pin the Superintendent down to one week, which is ridiculous. This is only a step in making future plans for the District so Caddo will still be a School District. He said he has watched and listened to these discussions regarding consolidation for 14 years and a decision has yet to be made. If we want to move the School District forward, something has to be done.

Mrs. Locke announced that Items 8.01-8.03 are the consent agenda. *Mrs. Bell moved, seconded by Mr. Riall, to approve the proposed agenda and consent agenda for January 17, 2017 CPSB meeting as presented. Vote on the motion carried.*

POLL AUDIENCE

Jackie Lansdale, president of Red River United, stated their employee organization does not support the School Board being asked to forego paying inventory tax by Glovis America. She said other states do not offer tax exemption and it is appalling when the District is attempting to come up with ways to financially support a pay increase for its employees. She also asked to receive the information and copy of the letter for review before the Board is asked to vote.

ADDITIONS

Mrs. Bell moved, seconded by Mr. Riall, to adjust the agenda and add an item addressing the request for a letter of support for Glovis America. Vote on the motion carried.

ANNOUNCEMENTS

Mr. Riall commended the Capital Projects Department for the outstanding job on the new bleachers at North Caddo High School.

Adjournment. *Mrs. Bell moved, seconded by Mr. Riall, to adjourn. Vote on the motion to adjourn carried and the meeting adjourned at approximately 6:14 p.m.*

January 10, 2017

The **Caddo Parish School Board (CPSB) Insurance and Finance Committee** met in regular session on Tuesday, January 10, 2017 at approximately 2:00 p.m. in Room 1 at 1961 Midway, Shreveport, Louisiana with Chair Dottie Bell presiding and the following committee members present constituting a quorum: Larry Ramsey, Jasmine Green and Susannah Poljak. Mrs. Brown was absent. Also present were Mary Trammel, Steve Riall, Denee' Locke, Dr. Bonita Douzart, Raymond Green, John Albritton, Superintendent Lamar Goree, Attorney Reggie Abrams, and staff members Jim Lee, James Woolfolk, Diane Atkins, Keith Burton, Randy Watson, Jeff Howard, Billy Snow and Mary Wood. Mr. Rachel led the prayer and Pledge of Allegiance.

Chair Bell stated how important this committee is to her; and because it is all about the children and the employees, her goal this year will be to find the money to give the employees an increase.

ESTABLISH AGENDA AS SUBMITTED

Mr. Ramsey moved, seconded by Mrs. Poljak, to establish the agenda as submitted. Vote on the motion carried.

CONFIRM THE AGENDA

Mr. Ramsey moved, seconded by Mrs. Poljak, to confirm the agenda as submitted. Vote on the motion carried.

MID YEAR FINANCIAL UPDATE

Dr. Goree stated that while an employee pay raise is not a new conversation, he believes this to be a good time to present a mid-year update on where the District is financially. He thanked Insurance Director Randy Watson and Chief Financial Officer Jim Lee for the work done over the recent break to make sure this presentation was ready and meets the needs of the District. While this is only the first conversation of many, he believes the result will be changes that make measurable differences in the school district.

Mr. Lee stated one of the objectives of the Strategic Plan is to find a substantial pay increase for all employees and today's presentation will be the first of many meetings on this topic and one that will likely move into the budget planning process. He stated that in determining what would be a substantial pay increase, staff looked at 5% and 7.5% scenarios, and he reminded the Committee that funding for this is strictly General Fund and all other funds (Title I, Capital Projects, etc.) would need to budget their own estimates which is how it has historically been done. A 5% increase pay increase would be an annual cost of \$12.5 million (inclusive of benefits), and a 7.5% pay increase would be an annual cost of \$15.3 million. Mr. Lee also shared comparisons of other school districts in the area and districts similar in size, their starting salary schedules, and he reported a 7.5% increase would move Caddo to second in the state regarding salaries. In looking at options for funding a pay increase, Mr. Lee explained that changes in the District's health care plan are possible, changes such as cost deductions to providers (prescription drug changes) and increasing out-of-pocket (co-pays, deductibles) expenses. Other areas that will be looked at will include additional revenue from the Child Nutrition Program and Medicaid billings; and additional savings via the staffing formula, outsourcing services, etc.

Randy Watson explained that the District currently offers two plans – a Point of Service Plan (HMO Plan) with a \$250 deductible (lowest in the State) and a PPO Plan with a \$600 deductible. He said the purpose of benefits and salaries is to achieve the mission of educating children; and

to educate children, we need qualified people and we compete with other districts for those qualified people. Offering competitive salaries and benefits helps the District employ qualified personnel. In looking at the benefits, his position is the lower the out-of-pocket, the earlier people will get treatment and it costs less to treat people earlier rather than later. Evidence is seen in this by the District maintaining inflation of its cost to single digits. When the purpose of the health plan is recruitment and retention, we currently have a situation where the benefits are way more competitive than the next competitors, but the salaries are not. Mr. Watson further explained that the proposal being presented adjusts the benefits downward while still keeping them competitive and raising the salaries to make them more competitive also.

Mr. Watson presented two possible solutions – (1) buy it cheaper (pharmacy), but the price will not cost the members more but they will give up choice; or (2) cost shift where the members are paying more and don't sacrifice choice. At this time regarding pharmacy costs, he reported that regardless the price of the drug, we say what the maximum one pays will be, i.e. generic will cost \$16. This could be reversed to say that the District will pay a certain amount and the employee pays the rest. In looking at specialty drugs and non-specialty drugs, Mr. Watson explained the plan could narrow the drugs offered to employees by limiting the list of drugs to those that are most cost effective but will do the same thing. This will not be for every drug class but for selective drug classes, and he clarified this is only seen in very aggressive businesses at this time. The specialty drugs (cancer, Hepatitis C) are very expensive, but in this proposed plan, more medical management would be implemented stating that at a certain stage of the illness, the plan will pay for the expensive drug, but until then, it tells them what drug must be used. Pharmaceutical management companies are used to help manage these. He explained the proposed plan would target 18 classes of drugs with many drugs continuing to be covered the same way based on an analysis of our current plan's actual drugs. With approximately 14,000 members, and the data he has reviewed, it will affect all members which is a sweeping effect. He also stated that we will not be able to do this through Blue Cross but would need to carve the Pharmacy Plan out, bid it and create an entirely different relationship. Mr. Watson further explained to the member it would look the same, but different behind the scenes. Also, members who are currently on specific drugs will be able to keep them temporarily; but when they do follow ups, they would have to go to the new drugs. It will be more complex and specialty drugs will be more severely managed, but he stressed there are drugs for every class and we are not saying employees will not have the drugs they need. The main advantage is this plan could be implemented and it will not cost the members more; but the disadvantage is, in his opinion, it will be more disruptive than an increase in out of pocket expense.

Mr. Watson explained that if the Board chooses a 5% increase, he predicts a savings of \$6.6 million from the change in the pharmacy plan and Mr. Lee would need to come up with \$5.9 million from other sources. If a 7.5% increase is selected, Mr. Lee would have to come up with \$11.7 million from other sources.

The second option is cost shifting to the members and increasing out-of-pocket costs similar to other school districts while remaining competitive and in some cases more competitive. Mr. Watson explained that choice would not be affected and premiums would be the same, but changes would be

- increase the deductible for the PPO from \$600 to \$1,000 and for the POS from \$250 to \$500
- coinsurance under both plans would remain the same (20% for PPO and 10% for POS)
- co-pay for primary care office visit on PPO plan and POS plan would increase from \$25 to \$40
- co-pay for specialist office visit on both plans will increase from \$25 to \$55
- In-patient hospital co-pay – no change for PPO plan in that the deductible/coinsurance must be met and POS would go from \$150 to meeting the deductible/coinsurance

- Out of pocket maximum before the plan will pay 100% - PPO will increase from \$2,000 OOP to \$5,250 and the POS Plan will increase from \$1,500 to \$3,250
- Before the drug co-pay kicks in, the drug deductible will increase from \$0 to \$250 in both plans
- And the co-pays for drugs under the PPO and POS Plans will change from \$16/\$33/\$51 to \$15/\$40/\$70 and 10% on specialty drugs up to a \$150 max.

Mr. Watson explained that if these changes were made, the District would still be competitive but it will help fund pay raises by providing an additional \$8 million. He said the main advantages of this option are it will affect the high utilizers the most and the plans would remain competitive. The disadvantage is the members are funding the extra \$8 million either through higher out of pockets or they will deny themselves services because of the expense, and at this time the effect on members denying themselves early care/treatment and possibly experiencing more expensive treatment in the future cannot be predicted.

Mr. Watson highlighted how employees with or without Medicare will be affected by the changes, as well as teachers with and without insurance and bus drivers comparing the average out of pocket expense to the raise these categories would receive (5% and 7.5%) and he reported the numbers/ranges in each category. Dr. Goree also noted the District insures more retirees than actual employees, and the main reason retirees will not benefit directly from this is their pay is controlled by the State. Mr. Watson also added that the majority of the retirees will not feel much effect; and statistically, only 20% of group employers cover retirees; but, even with these proposed changes, Caddo's retirees will still do better. Also, he noted the two groups that on average will come out ahead are the teachers with and without insurance; and everyone else, because of a higher out-of-pocket amount, will see a decrease. With a 7.5% increase, all active employees will see an increase and the teachers with insurance will actually double, getting a better return on investment.

Another caveat noted is the 2,700 people that have insurance and are not included in these numbers. Generally, the lower paid employee will be hurt by the 5% increase, but everyone will come out ahead on the 7.5%. He added that most of the people in the 2,700 count are below teacher pay.

Mr. Watson also reported that staff is currently implementing the insurance changes the Board approved last October to be effective April 1st. If Dr. Goree desires to give a pay raise at the beginning of the school year; and unless the Board approves this proposal in February, there will not be ample time to roll it out to the employees, give them choices and complete everything before the summer. So, if that is the Board's desire, approval needs to be in place no later than February to make the changes, which would then change the changes to be implemented April 1st. As a result, Mr. Watson submitted another solution for consideration; and, if the Board gives a 7.5% raise, an additional \$6 million in place at the beginning of the school year will not be needed until March 2018 to fund the changes put into place. This money can be borrowed from the health fund reserves temporarily; and when the renewals are presented to the public next April, a one-year added premium increase can be tacked on to refund the premium health care change. If this happens, two things would result – employees would not have back to back changes and would get their pay raise in advance, and it would give the District approximately one year to determine what the Health Care Administration will do with health care. If the Affordable Care Act is revoked, we can save several million dollars; and if that happens, it may be possible to lower the temporary charge more and buy the District time because we are not changing the plan. The Board would have time to go through the normal budgeting process, make a decision by June, give pay raises in September, and in April of 2018, normal annual changes will take effect. At this time, staff is predicting a 3.5% increase on premiums to pay back the reserves that fund the health care.

Mrs. Bell noted that this is not the only meeting the committee will have to discuss this and she wants everyone to understand this first.

Mrs. Poljak asked about the pharmacy changes and if something like an optimum Rx that is sent at a much less cost, and Mr. Watson responded that staff does have that in place currently. She also asked about the increase cost to \$55 for a specialist office visit and what counts as a specialist. Mr. Watson responded a doctor that is not classified as primary care. Relative to retirees without Medicare, Mrs. Poljak asked if someone began working in 1970 and retired in 1990 did an employee pay Medicare, and Mr. Watson said “no”.

Mr. Ramsey asked if Caddo participated in the State budgeting numbers and how it will impact the local budget? Being under attack from the State, and because what we are doing is year-to-year regarding raises, it is difficult and the Board must be very careful so that it doesn't end up as DeSoto Parish where raises were put into the teachers' salary schedule and then everyone else's salaries were cut. Dr. Goree added that this proposal was designed around everything stays the same; and if we do not get additional money and we don't lose any money, this proposal is how we can sustain it. He reported on staff's conversation with the State Department regarding the MFP; and while staff cannot assure the Board, staff believes there will be an increase in bonding. He also explained the law in place that specifies you cannot reduce teacher pay, so if the raise is given, it must stay. Dr. Goree agreed with Mrs. Lansdale's statement that Red River Parish teachers are paid more, but it is designed in stipends which provides flexibility in the event the oil money goes away.

Mr. Ramsey also asked if there is a plan considered for a combination of pay raises and stipends? Mr. Lee said they looked at a permanent pay raise; however, if that is the Board's and Superintendent's wishes, he can do so. Mr. Ramsey said he would like to see a recommendation for a permanent pay raise that staff is comfortable with. Mr. Watson added this provides a safety net if MFP is cut, then we are not legally required to pay the stipends. Mr. Lee said the options he will bring are based on that and not how it will look next year; and as the budget season begins, and if the Board decides to move forward in this direction, it will be important to look at making up the \$3 million less in property tax revenue; and because of other factors would prefer looking at this in the budget planning process. Mr. Ramsey also asked if this will require more staff to accomplish the work, because it appears to him the prescription drug process will need to be closely managed. Mr. Watson responded the first time the District went self-funded, the staff took on the concerns.

Mr. Rachal asked if there is a combination of both options presented, and Mr. Watson said there is nothing that prevents using both options; however, he only wants to give the committee ample information rather than recommendations. In his personal opinion, the pharmacy changes will be the biggest headache; because it does not matter the size of the increase, but more about the number of employees affected as well as Blue Cross's response. Dr. Goree clarified there is nothing that states you cannot do both, and he asked staff to research neighboring districts that have implemented the pharmacy. Mr. Rachal stated that he believes we need an answer on whether Blue Cross will allow it or not; because if they do not, Option 1 will come off the table for consideration. Mr. Watson stated that before conversations are held with Blue Cross, the Board will need to determine what direction it chooses to move forward because it is a serious option that will warrant more information and more indepth discussions. Dr. Goree also added that everything presented to the committee today is negotiable and is average/best case scenarios, with nothing set in stone. He added we believe these things can happen because they are happening in other places, but everything would have to be negotiated. Mr. Rachal asked about stipends in place currently or any we are entertaining in the future. Dr. Goree stated there is a litany of stipends for those who do extra curricula activities, etc. in addition to their base pay. Mr. Rachal asked if there are any additional stipends for normal day-to-day work, and Dr. Goree stated he also

will discuss today a list of proposed stipends he will ask the Board to approve. Mr. Rachal asked about Option 2 - Shifting of Cost to Members - and the concern of members denying themselves healthcare. Mr. Watson stated that this is built into the savings; and there is not enough savings to do it. Mr. Rachal asked if it is possible that even though a small percentage of people will impact the premium, is it possible that it will impact others at a later time. Mr. Watson said the question is will there be more that deny themselves treatment and he answered yes and is the model the District has worked from and this will have an impact down the road but it is impossible to predict how much. Mr. Rachal asked Mr. Watson, if in his job as an advocate for health care for everyone in the System, which plan he recommends. Mr. Watson explained if he had more time and ample information, he would go with the pharmacy change.

Mr. Riall asked if he is correct in saying that we are financing a raise off our own backs. Mr. Watson noted that he will put this all in perspective later in his comments. Dr. Goree stated that he believes it is being looked at from the perspective "what does the market demand" and we are at a point of asking are we too benefit rich and too salary poor to be competitive; and how do we balance that in moving forward.

Dr. Douzart asked for clarification and if a patient rejects the generic drug would they have to pay the full price. Mr. Watson responded the District would pay the same amount as was paid on the preferred drug.

Mr. Lee stated that in looking at scenarios, it will take more than 5 to 7.5% for Caddo to be where Red River is; but it is important that any pay raise is a sustainable pay raise. Mr. Lee reported that additional revenue areas staff has looked at are: (1) a reduction in the Child Nutrition MFP by \$1,000,000 as a result of the Community Eligibility Provision and the CNP receiving \$1,000,000; and (2) increase in Medicaid revenue by an estimated \$300,000-\$1,000,000 as a result of Medicaid allowing transportation costs for qualifying special needs students. The following savings could also be seen as a result of reducing expenditures in the areas of outsourcing, consolidations, staffing and correcting overstaffing. Because staff anticipates Linwood being returned to the District at the end of this school year, Mr. Lee stated that consolidating 2 or 3 schools in the area could result in a savings of approximately \$4,300,000. Additional consolidations that could create savings in expenditures include \$300,000-\$400,000 for an elementary school; \$450,000-\$550,000 for a middle schools; and \$750,000-\$1,000,000 for a high school.

Mr. Lee also stated that by correcting overstaffing the District could possibly reduce expenditures of up to \$4,920,000, in addition to restructuring the way libraries are staffed due to the increase use of multi-media and other technology. Restructuring libraries by eliminating Library Aides at the elementary school level would save \$890,000 and if the district staffed libraries with only Library Aides and no Librarians, the reduction in cost would be \$5,900,000. He also stated if the District increased the staffing formula by 1 student at all grade levels, the District would see a savings of approximately \$4,500,000.

Another option for seeing additional savings would be outsourcing services in the District that use full-time employees, i.e. maintenance and custodial services; but savings in this option would not be seen for one year since the retirement system requires payment of the unfunded accrued liability for any outsourced employee for the first year in which they are no longer employed. At this time, he said the amount of savings the District could attain has not been determined.

Dr. Goree shared that this discussion began as a result of an action of the Board from its retreat in setting a pay increase as a priority. Dr. Goree reported on visits with the Superintendent's Cabinet, the teacher organizations, and principals; and via a survey, they

overwhelmingly agreed they would rather see change around insurance followed by school consolidation and the least changes in class sizes and/or people losing jobs.

Mr. Watson shared that a 5% salary increase with the strategies presented could be done by (1) Benefit Option #1 (Pharmacy Out of Pocket Option) and two additional saving strategies, or (2) Benefit Option #2 and one additional saving strategy. To achieve a 7.5% salary increase with the strategies presented, Benefit Option #1 plus 3 additional savings strategies or Benefit Option #2 plus 2 additional saving strategies will reach that amount. Again, in both options, an additional revenue strategy will be needed in some scenarios.

Relative to Central Office, Mr. Watson explained that the total budget for the departments providing services to its employees represents barely 6% of the total budget; and if a 10% cut were made at Central Office, it would still not provide the funds needed to fund a pay raise. In summary, Mr. Watson noted the importance of periodically looking at the reallocation of resources for the District's main purpose of helping children, and filling available positions with qualified personnel. He also reminded the committee that if a pay increase is not considered now, it is something that the Board will need to address in the next few years; and the proposal presented allows the funds for a pay raise to come from the reallocation of the resources currently in place. Mr. Lee noted that the big items discussed today will be considered throughout the budget process.

Mrs. Bell asked about savings if Linwood were closed and CMCT moved to Linwood, and Mr. Lee responded while it may not be a large savings (\$200,000-\$300,000), the District would also get back the \$6 million in MFP revenue. Also, Mrs. Bell stressed the problems the District would face if Central Office were closed according to what some believe.

Mr. Rachal asked staff to provide a breakdown on the staffing formula numbers. Miss Green asked about the \$6 million savings if Linwood is returned to the District and why we would not count the entire \$6 million. Mr. Lee explained we would not count the full \$6 million because Caddo would have to hire some additional teachers. Miss Green asked about the amount Magnolia receives, and Mr. Lee responded approximately \$10-\$12 million; and the only way Caddo would get back any of this amount is if students returned to Caddo.

Ms. Trammel asked for clarification on Linwood and Dr. Goree explained that he met with John White and Linwood, the Charter and the children were discussed; and we may know more when Mr. White gets answers to the questions he has. In the meantime, Caddo will be looking at options that are beneficial to children in the event Linwood is returned to Caddo.

Proposed Teacher/Instructional Personnel Salary and Stipend Compensation Plan. Dr. Goree shared with the committee that staff has on the work session agenda for the Board's consideration an item to move forward with a teacher/instructional personnel salary/stipend formula to address the need to find highly qualified teachers to work in schools that have not had them, i.e. CMCT. He stated he has discussed this, and curriculum implementation, with Superintendent White; and even though the District has seen much success by improving the curriculum across the board, he doesn't believe we have done everything possible to put certified teachers in front of these students.

He explained that this plan does not impact the current budget, but it will impact future budgets; and the Board voting to move forward with this plan will give staff permission to place it in next year's budget. Dr. Goree highlighted teachers current base pay, step increases currently in the budget, and the performance-based stipends being proposed and how teachers will have the opportunity to earn these stipends, not only in the target schools but others as well. Dr. Goree added that in looking at this plan, staff asked if these stipends are enough; and while research shows they are not, he believes they are a measurable start in the

right direction to meet the needs of the District. In answering the concerns/questions that this has been done before, he responded it has to an extent, but this is different because of the (1) performance-based measure, and (2) it is a true incentive; whereas in the past teachers were given a stipend, but longer work days were tied to it. He said he believes this will also be a wonderful opportunity to recruit teachers and market the District. Dr. Goree also reported that in looking at the pay raises, discussions ensued on how to change the focus on how the District budgets things by looking at Federal funds, SPED funds, General Fund to determine priorities and place priorities in proper order. He also said he believes this proposal is a sustainable proposal which is what is needed to make it successful. Superintendent Goree further explained why this is important to address now if we wish to use it in our recruiting efforts.

Mr. Green commended the staff in moving forward to provide all schools having difficulty employing teachers and giving students the best that they need to be successful; and he believes the ones doing the work and getting the job done should be rewarded. Dr. Goree explained that how strong staff presents and communicates this will help determine how successful it will be.

Mrs. Bell announced the committee will meet again and all Board members will be invited and encouraged to attend to hear these discussions.

Mrs. Lansdale asked that staff look closely in other districts on how stipends funded through a sales tax are used throughout the year to boost teachers' salaries. She also noted that in looking at Caddo being the lowest, Caddo also had 196 new teachers which is staggering to her. Because Caddo has a very rich benefit package, she added it is difficult to compare everything; and she encouraged the committee to schedule these presentations so that representatives from each of the employee organizations can attend (CAE and APEL cannot attend at 2:00 p.m.). Regarding schedules, she believes it is important to look at the bus drivers as well as historical data supporting the success of stipends. She also said that new teachers want to know how much they start at and where they will be step years in the future and not necessarily in 30 years.

Adjournment. *Mr. Ramsey moved, seconded by Mrs. Poljak, to adjourn. Vote on the motion to adjourn carried and the meeting adjourned at approximately 3:47 p.m.*

January 17, 2017

The **Caddo Parish School Board (CPSB)** met in regular session on Tuesday, January 17, 2017 at 4:30 p.m. in its offices at 1961 Midway, Shreveport, Louisiana with President Denee' Locke presiding and the following board members present constituting a quorum: Steve Riall, Jasmine Green, Margaret Brown, Susannah Poljak, Dr. Bonita Douzart, Mary Trammel, Raymond Green, Barry Rachal, Larry Ramsey, John Albritton and Dottie Bell. Also present were Dr. Lamar Goree, superintendent, and Reggie Abrams, legal counsel. Mr. Riall led the prayer and Pledge of Allegiance.

CONSIDERATION OF MINUTES OF THE DECEMBER 20, 2016 AND JANUARY 10, 2017 CPSB MINUTES

Mrs. Bell moved, seconded by Ms. Trammel, to approve the minutes of the December 20, 2016 and January 10, 2017 CPSB meetings as submitted in the electronic mailout. Vote on the motion carried.

PRESENTATIONS AND RECOGNITIONS

Mary Nash-Wood, assistant director of marketing/communications, on behalf of the board, recognized the following staff members and students for recent achievements. President Locke and Superintendent Goree congratulated and presented each one recognized with a certificate acknowledging their accomplishments. Newly appointed administrators were also introduced. Administrators, family and friends present were recognized.

School Board Recognition Month. Mrs. Wood announced that school boards across the State are being recognized during the month of January with the focus on the crucial role an elected Board plays in the community and schools. Khaleel Davis, 5th grader at Werner Park Academy, shared what a School Board means to him. A framed proclamation was presented to Board President Locke.

Perfect ACT Score. Nathan Speakes, one of Caddo's 2017 National Merit Semifinalists, was recognized for earning the highest ACT composite score of 36. Mrs. Wood announced that this is the fourth perfect score by a Caddo Magnet student in the past 1.5 years.

Anti-Defamation League Poetry Contest Winners. Zyerra Jones and Codi Setters, seniors at C.E. Byrd High School, were recognized as winners in this year's Anti-Defamation League's poetry and essay contests.

Louisiana Music Educators Association Young Music Educator Award Winner. Ms. Maranda Stewart, music teacher at Northwood High School and Donnie Bickham Middle School, was recognized for being awarded the 2016 Outstanding Young Music Educator Award from the Louisiana Music Educators Association for her outstanding impact on student learning, her enthusiasm for teaching, her love for music and a desire to further the musical education of students.

Forty Under Forty Winner. Mrs. Amy Horne-Williams, Fairfield Elementary Magnet School, was recognized for being selected as a "2016 Forty Under Forty Winner".

Newly Appointed Administrators. Charles Lowder, director of certified personnel, introduced the following newly appointed administrators: (1) Marco D. French, instructional coordinator, Queensborough; (2) Denise Chaney-Pleasant, assistant principal, J S Clark; and (3) Teniesha Mahoney, assistant principal, Huntington.

VISITORS

Jackie Lansdale, president of Red River United, addressed the Board on the difficulty in attracting and retaining teachers and the negative impact it has on the district and its schools. In

looking at what teachers really want, she said they want the same things the Board wants, i.e. to be paid and treated as professionals, attractive starting salaries, opportunities for advancement, recognition of performance. She acknowledged that the needed pay increase (stipends) on the agenda tonight is a much needed recognition; and she highlighted the teacher salary schedule and that all follow the same schedule based on degrees, experience and longevity. She noted this type schedule is antiquated since new teachers want to know their starting salary and where they will be at significant markers in their careers. She added the current salary schedule no longer meets these expectations. Mrs. Lansdale urged the Board to look at the salary schedule and use it as a base to suppress the schedule with a standard reduction of the current 30 years. She also indicated that the employees beyond the compressed years will continue to be recognized for their services and loyalty through yearly stipends, based on attendance, longevity, etc., without sacrificing the benefits and incentives provided.

Regarding the proposal submitted tonight, Mrs. Lansdale stated staff knows now more than ever the needs and increasing demands on the classroom teacher, hard to staff schools; and with the current salary schedule being the same for every school, she believes salary incentives for the hard to staff schools makes sense, as do incentives for Target and Growth schools. She also noted the support in the proposal to pay teachers with advanced knowledge, i.e. National Board Certification, which is research proven in bringing value to the classroom. She added it is believed one of the most important things the Board can do is an across-the-board pay increase for all employees; and with these things in place, Caddo will become the progressive district of the future, one that demonstrates support and recognition of the hard work and dedication of its employees, as well as a district that not only recruits but retains high quality educators. She also thanked the current administration and its visionary leadership as well as the Board for the support it provides.

Brenda O’Brock shared her opposition to closing Fair Park as a high school, support of stopping standardized testing, opposing moving schools and building new ones, and support of hiring Master Teachers. She also referenced and shared with the Board a copy of a letter she sent to the Board last April as well as an article by Professor Jim Simmons who has 60 years of experience in education. She said she believes Professor Simmons’ letter contains much wisdom and is why she is sharing this again with the Board. Because the local Board is losing more power every day, she continues to work for the Board to have more power each and every day. In making the move of Fair Park students to Booker T. Washington, Mrs. O’Brock asked about the size of the classrooms, and how many more schools will staff propose closing as a means to correct the “F” problem.

Brenda Watkins addressed the Board on the merger of Fair Park and Booker T. Washington High Schools and her concern Fair Park has not been a school that changed the course of many of its students. She asked for understanding on the proposal to merge two schools that have been labeled academic failures and what will change academically if this merger takes place. She asked where the cost savings dollars will be utilized as a result of this merger, as well as savings from the closing/selling of Barret, Newton Smith, West Shreveport, Hamilton Terrace, Rodessa, Carver, et.al. Because Fair Park and Booker T. Washington have not met academic success, she asked what measures will be put into place for academic success to be seen under the proposal. Mrs. Watkins stated that it is incumbent that each of the 12 Board members to equip the children in Caddo to be leaders and make a difference in their communities, and she challenged the communities to cease putting a Band-aid on this matter and work collectively to improve the Caddo School System.

Dalton Lott addressed the Board on his involvement with the Fair Park Alumni once he heard about the direction of doing away with Fair Park; and in this involvement learned that the problems at Fair Park were not about the historical significance and changes to the building, but about what is going on inside the building. He said Fair Park has lacked in receiving ample support, having experienced 15 consecutive years with an “F” rating. Mr. Lott also addressed the fact that Fair Park has been staffed with many nonaccredited teachers, classes do not have ample textbooks, and children are not qualified for high school. He also highlighted some of the changes at the school and what it has cost the school – removing marble from the restrooms,

purchasing new solid oak doors rather than spending the dollars on what the school needed. Mr. Lott noted that Fair Park and other schools are continuing to receive students that are not properly schooled nor educated, and the feeder schools are failing as well. He stated millions of dollars have been spent outside Louisiana to improve this situation with very little success. He asked the Board to stop and re-evaluate what is going on in the School System, reassess why schools continue to fail, reassign the correct teachers, administrators as well as provide the needed supplies and equipment at the school. Mr. Lott closed by stating that each child has a civil right to get a good education; and because they have been denied that, and if corrective action is not taken, they will file a Civil Rights Class Action lawsuit to make sure the kids get a quality education.

Col. James Tillman, JROTC instructor at Fair Park, shared his perspective and support of the program in place at Fair Park and the continued improvement in overall scores. He asked that the upward momentum Fair Park has experienced be taken into consideration when the Board makes decisions about altering the usage of facilities and changing programs. He shared that the competent administrators have done a great job in setting the stage for marked improvement and he believes Fair Park is strategically positioned to come out of academic probation and become a performing high school. He asked the Board to consider these things as it deliberates this matter and the future of the school.

Frederick Henson, BTW Alumni Foundation, addressed the merger of Fair Park and BTW; and while the Alumni understands the tough decision the Board is making, he encouraged the Board when voting on this matter to continue to work for academic excellence for all Caddo students and restore hope in their lives.

Katherine Lott spoke in support of all Fair Park students and the need to do better for the children. She said decisions need to be made that will make Shreveport a better place; and because the children deserve better, she encouraged the Board to come together to accomplish what is best for the students.

Thomas Giles addressed the proposal to merge Fair Park and BTW and the misinformation that has been shared regarding the State taking over the school, and that the merger will result in a projected population of 1,000 plus students in grades 9-12. While this number is true, he added it is incomplete because it doesn't state the number of students currently attending Fair Park that will have to be transported to BTW. Mr. Giles referenced history of the Consent Decree and an investigation into Caddo's compliance with the 1981 Consent Decree in the 1990s.

Chester "Catfish" Kelley addressed the future of Fair Park High School and his appreciation for the roles Board members are willing to undertake to do what is best for the students in Caddo Parish. Mr. Kelley noted the alumni members involvement because of their concern over what has happened at Fair Park High School over the years in terms of how it has been treated, i.e. shortage of textbooks, the number of non-qualified teachers assigned to Fair Park, separation of the haves and have nots.

Earnestine Coleman addressed how the system has systematically plotted to assassinate Fair Park. Since 2002, Fair Park has been drained of its programs, i.e. Medical Careers Program sent to Fair Park under the Consent Decree, funding cut by \$13,500, six principals in 10 years, 22 plus subs in the classrooms, new doors installed before textbooks are purchased, lack of Title 1 funding. Ms. Coleman stated it is her recommendation that a Class Action Civil Rights Lawsuit be filed against the School Board.

Russell Artison spoke in support of Fair Park High School staying a high school and not changing to a middle school.

Stephanie Player shared her concern as a parent that 700 plus students will be placed at another school, tripling the enrollment at that school. She is concerned about the size of her daughter's classes and the quality of education she will receive. Because Fair Park has been on the short end of the stick far too long, she does not believe her daughter is getting the quality education

she is entitled and she will not be ready for college. Ms. Player noted marked differences in the education students receive from one school to the next when every child in Caddo Parish has a fundamental and civil right to receive the same high quality education. She asked the Board to be transparent and include parents, teachers, educators and the children in the decisions made.

Gladys McKnight-Starks noted the things that have happened at Fair Park causing it to run downhill and urged the Board to put into Fair Park what the students need. She said closing Fair Park is not the answer and asked the Board to help the Alumni in their efforts to save Fair Park.

Marlen Blackshire, student at Fair Park, addressed the Board on the proposal to consolidate Fair Park and BTW. He addressed the improved grade at Fair Park since he has been there and the praise they received from the School Board, but now the Board wants change. He questioned moving them to a D school and how it will help the students at Fair Park. The students at Fair Park want to have the same chance as students at Shreve and Byrd and the Board needs to help them.

Pamela Jackson expressed her concerns relative to a letter read at their church on Sunday regarding the consolidation of Fair Park and BTW High Schools and sending Fair Park students to BTW. As a member of the Alumni Association, she asked the Board to delay the vote on this and work with the Alumni.

David Stanford read the CPSB Mission Statement and stated it is hard to win when the rules keep changing. He referenced data that indicates Fair Park is improving its grade as required by the MOU, yet he believes decisions are being made that keep them from being successful. With the MOU in place until May 2017, he asked why is there a rush when the data indicates Fair Park will no longer be an F school but will show double-digit growth and possibly move to a C category. He also noted that in addressing the need for certified, qualified teachers at Fair Park, teachers need to be assigned where they are needed and not asked if they want to teach at Fair Park.

Danny Martin addressed the Fair Park-BTW merger and that the proposal submitted is unacceptable. He encouraged the Board to engage the community, parents, teachers and students in the decisions being made. He shared his belief that this proposal is saying Black kids have no purpose, and it is time that Black kids stop receiving the White kids hand me downs.

Tahira Abdul-Rahman shared the Booker T. Washington Alumni Foundation's support of the motion to modify the grades at BTW to 9-12. She expressed appreciation for the new principal at BTW, because under Dr. Young's leadership they believe BTW will meet the challenges they have faced for many years and raise the School Performance Scores. She also reassured everyone that they look forward to what BTW will do in moving forward under Dr. Young's leadership. She asked the Board to help BTW continue to move forward by supporting the motion on the floor and move forward.

Craig Lee stated he believes it unfortunate that Black people are pitted against Black people, because neither of these schools need to be closed. Mr. Lee proposed that Caddo Magnet High School be closed and that the students be moved to Fair Park or Booker T. Washington. He also questioned why the community was not contacted about this proposal, and what criteria was used in making the decision to close Fair Park. He shared the importance of schools to stimulate economic development, and urged the elimination of M to M transfers.

Frederick Branch addressed the Fair Park-BTW merger and how his daughter will be affected by this decision. He addressed the lack of textbooks at Fair Park, specifically named successful students that graduated from Fair Park, and encouraged the Board to never close Fair Park.

Brandon Lacey addressed the Fair Park-BTW merger. He stated that despite his emotional connection to Fair Park, he is here today for fairness, because he does not believe Fair Park is being treated fairly in this matter. He confirmed he believes there should be more time allowed before voting on it especially since the matter was not discussed previously with Board member

Bonita Douzart who represents this District. Mr. Lacey questioned evidence that this proposal will actually impact the quality of education for these students, and the only decision he can support is an informed decision made with righteous intent, and he doesn't believe this decision is an informed one. From an accountability perspective, he said the Board owes it to the community to not just make a rash decision but provide substantial evidence as to why this decision is being made.

State Representative Barbara Norton addressed the proposal to change Fair Park High School to a middle school and move the high school students to BTW. She said she is a champion for public education and has worked for public education in Baton Rouge. She shared her sadness over the student who told the Board he wanted to learn but the students at Fair Park didn't have textbooks and resources needed. She asked the Board to look closely at this matter before making a decision.

City Councilman Willie Bradford addressed the Board on the BTW-Fair Park merger and because he understood the District was under a mandate to make a decision regarding the future of education relative to Fair Park and Booker T. Washington, he expressed his position of standing up for his District and being blamed for the condition of the District he inherited. Noting that he has protested some of the injustices of the School Board in the past, and being unsure as to what has led up to this encounter, he noted the problem needing addressed. He shared his concern that more emphasis and concern is being placed on structures, brick and mortar, rather than the condition of the students and doing what is best for them.

Lee Feaster, Jr. stated that as a Fair Park Alumni he is concerned about the number of subs at Fair Park, the lack of needed resources, and asked the School Board what it is doing to address the needs.

Lloyd Thompson shared his concern upon learning that this issue has come up again. He has been concerned about the number of schools being closed in the African American community. If a Civil Action Lawsuit is filed, Mr. Thompson stated that the NAACP will stand with those filing the lawsuit. He encouraged the Board to stop playing games with Caddo's boys and girls and do what is necessary to provide certified teachers in these classrooms. He doesn't understand why the teachers at Caddo Middle Magnet School cannot come to Fair Park and BTW to teach. He further stated that the members of the community and supporters of the school system need to stand up and ask the US Justice Department to investigate the School System.

Cheryle Wheeler Johnson announced that she is here representing a student and every child deserves to receive the best education possible. She also recognized the many teachers in Caddo over the years that have committed to teaching children no matter what and encouraged the Board to get back to the basics.

Commissioner Lyndon B. Johnson addressed the history of closing feeder schools to Fair Park and the number of principals Fair Park has had. He questioned how merging the two schools will save money when Fair Park students will be bussed further to get to school. He encouraged the Board to have a Community Advisory Council look at this proposal and submit another proposal that everyone can support.

Henri Wesley stated that he has been around youth and education for many years and he challenged everyone to go find as many as possible that will help put textbooks in the schools. He encouraged everyone to stand up for the students and schools and to do so consistently.

Rev. Calvin Austin noted the ripple effect this proposal will create across the City; and while the discussion today is Fair Park, but this discussion could one day be Captain Shreve since Shreveport is moving south. He reminded the Board that it represents the people who elected them to be their voice in this meeting for their children and to speak up about what is right and fair. He said it is not about the buildings, or the bricks and mortar that make up the buildings,

but it is about the children; and if the Board does not speak up for the children, Board members could be recalled.

ESTABLISH THE AGENDA AND PROPOSED CONSENT AGENDA

Superintendent Goree highlighted items for the Board's consideration and the following discussion ensued. President Locke announced that items 6.02-6.03, 8.01-8.04 and 13.01-13.03 are the consent agenda. *Mrs. Bell moved, seconded by Ms. Trammel, to establish the agenda and the proposed consent agenda. Vote on the motion carried.*

CONFIRM THE CONSENT AGENDA

Ms. Trammel moved, seconded by Mr. Rachal, to confirm the consent agenda as presented. Vote on the motion carried and the following is a summary of the Board's action on consent agenda items.

Item No. 6

6.02 Personnel Transaction Reports-Resignations-December. The board approved the personnel transaction reports (December resignations) as recommended by staff and submitted in the electronic mailout.

6.03 Administrative Contract Renewals. The board approved the administrative contract renewals as recommended by the superintendent and submitted in the electronic mailout.

Item No. 8

8.01 Property/Bus Rental Requests. The board approved the requests for use of CPSB property and/or buses as recommended by staff and submitted in the electronic mailout.

8.02 Out of State Travel (General Fund). The board approved the requests for out of state travel (General Fund) as recommended by staff and submitted in the electronic mailout.

8.03 Proposed Revisions to CPSB Policies BBC (Board Committees) and BCE (School Board Committees). The board approved the proposed revisions to CPSB Policies BBC (Board Committees) and BCE (School Board Committees) as submitted in the electronic mailout.

8.04 Consideration of Proposed Teacher/Instructional Personnel Salary and Stipend Compensation Plan. The board approved the proposed teacher/instructional personnel salary and stipend compensation plan as recommended by the superintendent and submitted in the electronic mailout.

Item No. 13

13.01 Student Readmission Appeal Hearings. The board approved staff's recommendations for Students DF, JD and LW as submitted in the electronic mailout whose parents are in agreement.

13.02 Request for Settlement Authority – Christy Long vs. Angela Adkins & CPSB Civil Suit No. 582,231, 1JDC, Parish of Caddo, State of Louisiana. The Board moved to authorize a resolution as recommended and submitted in the electronic mailout.

13.03 Request for Settlement Authority – Workers' Comp Claim #3378175, Dorothy Williams. The board moved to authorize resolution as recommended and submitted in the electronic mailout.

MODIFICATIONS TO GRADE LEVEL CONFIGURATIONS AT FAIR PARK TO MIDDLE SCHOOL AND BOOKER T. WASHINGTON TO GRADES 9-12.

Mr. Ramsey moved, seconded by Mr. Albritton, that the Superintendent seek authorization from the Recovery School District and/or Department of Education to make modifications to the Transformation Partnership Agreement in order to effectuate changes necessary to convert Fair Park High School to a middle school and Booker T. Washington High School to a 9-12 high school.

Mr. Ramsey stated Caddo has too many high schools and this has been discussed for 13-14 years. While the District at one time had over 50,000 students, it now has approximately 41,000, and the primary reason for bringing this forward is to bring resources together, combine staffs and hopefully address and eliminate the number of teacher vacancies/shortages. He reminded everyone that the District's Strategic Plan addresses various areas, including right-sizing the school district and resources. At one time, the District had 70 plus buildings; and despite the closing and repurposing of some of the buildings, there are still a number of buildings where the student enrollment is a lot less. To effectively provide programs, Mr. Ramsey said right-sizing is important and is the reason for this motion. He stated the current extension to the Partnership Agreement will expire in May of 2017 and the schools in the Transformation Zone must be addressed, and is why he asked the Superintendent to seek authorization from the RSD because none of what is proposed can happen until the component parts are negotiated. Many things can happen and he believes the motion on the floor addresses the needs of the students by bringing resources together, which is what businesses do. He expressed appreciation to the Board for consideration of the motion.

Mr. Albritton stated that the idea that this is being done for any other reason than to help students is misdirected. While he understands the concerns, changes are needed and this decision is putting together a program whereby more students will have access to the developmental courses available and needed. He asked everyone to come together to address this for the benefit of the students, combine these two schools and strengthen the program by providing more opportunities to advance their education now and once they graduate.

Dr. Douzart moved, seconded by Mr. Rachal, to delay action on item 8.05 and that the Superintendent, staff, principals and administrators come up with a plan that reconfigures and consolidates schools. Dr. Douzart stated that she brings this substitute motion because she supports both schools, but she was not aware of any proposal until January 10th. She said she does not support this plan and believes that the Superintendent, staff, principals and administrators are more qualified to bring a proposal for the Board's consideration.

Mr. Rachal asked about the details in the program, the plan that will be implemented, and what are the students getting other than being moved around? Dr. Goree noted that Mr. Rachal asked him a similar question last week and unfortunately his answer is similar. He stated he learned in his superintendent courses that you never want to lead a district with a declining student enrollment; however, he feels so blessed to have the opportunity to lead in Caddo. In looking at the proposal he says it is clear to him the Board has made a decision to make a determination by voting on this item. As an employee of the Board, he respects that and he reassured the community that regardless of what the Board decides, he will continue to work hard, as he has since he came to Caddo, to provide every child the absolute best possible educational opportunities. In looking at Fair Park's performance over the past 10 years, he agrees there have been some struggles, but he also commends the staff, students, teachers, administration, alumni for working so hard and showing measurable increases over the last three years. He said in listening to the conversation today, he heard a lot of historic issues that have prevented the School System from moving forward, as well as issues that continue to resurface over and over again; and he questions when will a decision be made and what will determine what happens when there is a moving population, will we preserve the history of Caddo's only all Black historic high school or will we preserve the history of a high school that is 90 years old. He believes the Board has chosen to make a decision and staff will respect whatever that decision is.

Mr. Rachal asked the Superintendent if he supports this, and Dr. Goree stated staff does not have a position on this motion because staff also learned of the motion last week and it is the Board's

decision if it wishes staff to review it. If so, it could be sent to committee and staff will review it. Mr. Rachal asked if through the process a plan will need to be presented to John White and the RSD, and Dr. Goree said that is a fact and staff is currently in discussions with State Superintendent White and RSD Superintendent Patrick Dobard on what the Transformation Zone and the efforts beyond the contract deadline of May 2017 look like. Decisions will have to be made for any schools that remain in "F" status, and he says that with much respect for the schools that have worked so hard, have shown improvement and are so close to coming out of the failing status. Mr. Rachal said he believes he heard everyone today say that if a plan is to be presented to the State Department, they want to know what that plan will be. Again, Dr. Goree responded that staff is in the process of developing a plan to submit to the State Department; and as Superintendent it is his charge to move forward based on the actions of the Board which will determine the direction of the conversations with the State. Mr. Rachal asked if there is a time crunch to make a decision, and Dr. Goree said if the Board votes to move forward or if the Board votes not to move forward, staff will plan accordingly. Mr. Rachal asked if there is a deadline to present a plan to the State, and Dr. Goree said one thing has nothing to do with the other. Whether the plan is a high school or a middle school, the decision will be made at the end of this school year when that contract expires. Mr. Rachal asked if, knowing there is a deadline in May, any plan began three or four months ago so the community could have been involved? Dr. Goree said staff works everyday with the RSD and the question would need to be addressed to Mr. Ramsey as maker of the motion. Mr. Rachal asked if the Superintendent and staff are working/discussing plans/options because of the deadline in May. Dr. Goree again stated that he and the staff are in constant communication with the RSD so conversations are always about what the next stage looks like in transformation; and there has been a lot of conversation about what middle schools look like in the inner city community; however, there is not a definitive plan but is something that would be a part of the conversation during the Spring semester. Mr. Rachal stated he heard the visitors today and that they want to be a part of these discussions; and with Fair Park being at the top of discussions for years on the need to be closed or reorganized, staff and the Board have worked diligently to right-size and better use the funds the District receives to better educate the children. Because the District can no longer continue, or has the ability to continue, to operate as it has, an effort must be made to get the funds to the classroom. With the shifting of population, Fair Park is at the top of the list for change; however, he will support postponing this action in order to bring the community, the Board and any others who wish to be involved in the discussions. He encouraged the Board to support postponing this decision until the community and other parties can come together and discuss the details.

Miss Green stated her support of postponing because she believes protocol is that the Superintendent should be the one who brings plans affecting the schools to the Board. She also understands that the Board members who represent the District in which these two schools are located were also unaware of this proposal; and she also believes the public was not included in this proposal; and she cited the timeline followed in the merger of Oil City and Vivian Elementary Schools. She also stated that in postponing this item, she believes it should be referred to committee.

Ms. Trammel asked for clarification on how much time we are talking about, and Dr. Douzart stated she believes the deadline in the agreement with the RSD is May of 2017. Ms. Trammel stated that in order for the District to deal with the RSD, we cannot wait until the deadline of May 2017 before making a decision and be ready for the start of school. Dr. Douzart stated that following the January 10th work session she asked about delaying this decision to February or March and was informed that it was important to address it now. Ms. Trammel noted her experience through such transitions in Caddo in the past; and it is important for the Board to realize change is coming. While she respects the opinions of others, both in the affected District and not, she said if this is delayed she believes there needs to be a timeline in place so those who spoke have an opportunity to share their opinion. She also does not believe this needs to go to committee as this has been an item of discussion since approximately 2004; and she also understands that schools in her District are possibly at risk. Dr. Douzart stated she is flexible and ready for change; however, she wants to make sure the change is for improvement and to allow time for her constituents to understand the change.

Mr. Riall moved, seconded by Miss Green, to refer 8.05 to the proper committee to be brought back to the Board with a decision from staff and the committee members within 60 days. Mr. Riall stated it appears the Board is not ready to make a decision on this; and he understands the importance of right-sizing having just experienced this in District 1 and how the two communities came together to make the consolidation a success. Miss Green said she believes more time to get input from the community is needed.

Mr. Albritton said he appreciates the idea of additional time, but does not support the substitute motion because he believes the original motion is broad enough that staff could accomplish this request to establish a timeline and allow for community input. He said while he is new to this Board, he was also on the Board 30 years ago at a time when the Board went through the same thing and an attempt was made to “sweep it under the rug”; but the Board no longer has this luxury. He encouraged the Board to show its strength in doing what is best for the children of Caddo Parish, because it is not an individual Board member’s school but a Caddo Parish school and the Board is responsible for every school in the Parish regardless of whose District it is in. Mr. Albritton stated because of a decline in population, this is a time to move forward and set the ground for the future in making even more difficult decisions. Mr. Albritton also said he has complete confidence in the staff in any recommendation they may bring to the Board that it will include a timeline for implementation as well as a time for community input. He encouraged the Board members to not support the substitute motion and support the original motion and allow the staff the opportunity to begin work on bringing back a plan for the Board.

Mrs. Brown said she questions how many have actually read the Transformation Agreement with the RSD because much of what she is hearing asked is answered in that document. She added that under values in this agreement, it states some of the same things the Board is asking to be done, and she asked Dr. Goree in the future to make public the documents the Board needs to address.

Mrs. Bell stated her agreement about the document that is on BoardDocs; however, she does not believe the RSD cares. While it could be extended, she remembers traveling to Baton Rouge to defend Caddo’s schools when the State was going to take them and they did not care. Mr. Riall called for a point of order because the motion on the floor is the substitute motion to refer to committee and bring back a recommendation to the Board in 60 days. Mrs. Bell said she does not support the substitute motion since the Board will not address it until March, then staff would need to present something to the State in April; and with a May deadline, she believes postponing 60 days is delaying it too long. She encouraged the Board to support not delaying.

Mr. Green stated it is clear that the parents and communities of both schools have expressed what they want done relative to this proposal and he believes they should have been included. He believes this motion allows for the Board and Superintendent to include those who were excluded and we need to take whatever time needed to make sure that the best decision possible is made for the students.

Mr. Ramsey stated he believes the original motion has been transformed into something it is not, and he believes it was explained very well during the work session that the Fair Park Middle School component was left open-ended since Fair Park cannot be touched without the permission of the Recovery School District. He further stated the only thing the Superintendent can do at this time is approach the Recovery School District which is with anything the District may do. He said there is a timeline and he believes this motion moves that timeline forward. The Board must make a decision; and while the conversation is about buildings, it is the children who will benefit from the combined resources.

Mr. Rachal asked Dr. Goree if the 60-day timeframe is ample time for staff to prepare and get a plan to the RSD? Dr. Goree restated he and staff are in weekly communication with the State and the May 2017 date is the timeline for determining how the District will organize its schools moving into the future. He again reminded the Board that even prior to this motion, the District was in negotiation with the RSD, i.e. Linwood Charter campus and its future. Having stated that staff has been in negotiations with the RSD, Mr. Rachal asked about specific negotiations

regarding Fair Park. Dr. Goree responded that specifically many of the schools in the Transformation Zone have exited the failing status; however, there are still four schools that have not shown the necessary growth, and Fair Park is one of those schools. In asking what does the future look like for these schools, they are looking at programs such as TAP; and conversations with the RSD are not about right-sizing the School District, but they are about how we can improve the academic performance for all students in the School System. For years the Board has held conversations around right-sizing the District, always looking for every opportunity to meet both needs, with Academics being the driving importance.

Ms. Trammel moved, seconded by Mr. Ramsey, to call for the question on all motions. Vote on the motion to end debate on all motions carried with Board members Brown and Rachal opposed.

Vote on the substitute motion to refer 8.05 to the proper committee to be brought back to the Board in 60 days failed with Board members Riall, J Green and Douzart supporting the motion and Board members Brown, Poljak, Trammel, R Green, Locke, Rachal, Ramsey, Albritton and Bell opposed.

Vote on the substitute motion to delay action on Item 8.05 and that the Superintendent, staff, principals and administration come up with a plan to reconfigure and consolidate schools failed with Board members J Green, Douzart, R Green and Rachal supporting the motion and Board members Riall, Brown, Poljak, Trammel, Locke, Ramsey, Albritton and Bell opposed.

Vote on the main motion that the Superintendent seek authorization from RSD and/or DOE to make modifications to the Transformation Partnership Agreement in order to effectuate the changes necessary to convert Fair Park High School to a middle school and Booker T. Washington to a 9-12 high school carried with Board members Riall, Brown, Poljak, Trammel, Locke, Ramsey, Albritton and Bell supporting the motion and Board members J Green, Dauzart, R Green and Rachal opposed.

Mr. Rachal announced to those in the audience that Superintendent Goree has assured him he will bring the community together to address the questions and concerns about the proposed plan and if anyone wishes to participate, they should contact the Superintendent's office.

Adjournment. *Mrs. Bell moved, seconded by Ms. Trammel, to adjourn. Vote on the motion to adjourn carried and the meeting adjourned at 7:46 p.m.*

T. Lamar Goree, Ph.D., Secretary

Mary A. Trammel, President

January 17, 2017

The Caddo Parish School Board (CPSB) Long Range Planning and Development Committee met in regular session on Tuesday, January 17, 2017 at approximately 3:00 p.m. in Room 1 at 1961 Midway, Shreveport, Louisiana with Chair Larry Ramsey presiding and the following committee members present constituting a quorum: Bonita Douzart, Barry Rachal, Dottie Bell and John Albritton. Also present were Denee' Locke, Mary Trammel, Raymond Green, Susannah Poljak, and Jasmine Green. Superintendent Lamar Goree and Reggie Abrams, legal counsel, were also present; as well as staff members James Woolfolk, Keith Burton, Diane Atkins, Jim Lee, Tommy Smith and Mary Wood. Mr. Rachal led the prayer and Pledge of Allegiance.

ESTABLISH AGENDA AS SUBMITTED

Mrs. Bell moved, seconded by Mr. Rachal, to establish the agenda as submitted on BoardDocs. Vote on the motion carried.

CONFIRM THE AGENDA

Mrs. Bell moved, seconded by Mr. Rachal, to confirm the agenda as submitted. Vote on the motion carried.

ENERGY CONSERVATION PROGRAM

Mr. Ramsey announced that at the last meeting, staff was asked to interview the companies and make a recommendation to the Long Range Planning and Development Committee regarding a third party energy conservation program. Superintendent Goree recognized James Woolfolk, chief operations officer, and Jim Lee, chief financial officer, who managed the process of reviewing those interested in doing energy conservation for the school district.

Mr. Woolfolk shared with those present the results of the RFQ and what will be the best energy management program for Caddo to implement. He reminded the committee that an RFQ was sent out in June to determine any companies that might be interested in providing these energy services to Caddo. Three responses were received: (1) Cenergistic LLC, (2) Gulf GEO Exchange Consulting Services; and (3) Storer Services. Mr. Woolfolk noted the differences in the three companies responding offering a wide perspective of the services available, and he highlighted for each their experience, the services they provide, number of employees, cost, savings, highlights, training and program implementation assistance. Based on the analysis of all three companies, Mr. Woolfolk reported that all three companies have the competence and track record to provide a program that will benefit our District's energy conservation program with some financial benefit, but staff recommends Cenergistic as they are self-contained and they are a tried and proven operational and financial process that staff believes will best serve the needs of Caddo Parish. In looking at the financial side of the proposal, Mr. Lee agreed with Mr. Woolfolk and the recommendation to grant it to Cenergistic. Mr. Woolfolk also clarified that Caddo's only expense will be the \$16,000 and that will be paid from Caddo's portion of the savings. There is no cost to the General Fund budget.

Mr. Rachal asked about the exclusion of the current Caddo energy projects and they will be removed. Mr. Woolfolk stated that staff knows current projects, i.e. new HVAC at Byrd, so they definitely would work with Cenergistic to make sure staff and Cenergistic are in agreement on the projects. Mr. Rachal asked if there is a list of the projects implemented that should not be included, and Mr. Woolfolk said it is something he can get. Regarding Gulf, Mr. Rachal asked how the savings with them would be split, and Mr. Woolfolk said there is no split because they say they are basically an expense and savings, guaranteeing the District it will save money;

however, if the District does not save any money, it would be responsible for paying them for their service. Mr. Rachal asked if Gulf works on behavioral issues, and Mr. Woolfolk responded they will in their packet of full services on what the District needs to save energy. Mr. Rachal asked if there is no expenditure for equipment, is it correct that the District would reap 100% of the savings less any expense the company may have. For Gulf and Storer, the District pays them to come in and tell the District what it is doing wrong, the District fixes what it is told and purchases needed equipment and then experiences the savings as a result. Mr. Rachal asked about the need to purchase new equipment under Cenergistic and does the cost come from the District's portion of the savings? Mr. Woolfolk said no, with Cenergistic, the District pays them after the savings are experienced. Mr. Rachal asked how will it be handled when the District replaces equipment, will the District pay for new equipment from its half of the savings? Mr. Woolfolk stated that if the District purchases equipment to save energy and the District reduces the cost, then a new base point is determined.

Dr. Douzart asked if a technician will be on call at all times, and Mr. Woolfolk responded Cenergistic will hire four specialist who will be available to the District to determine the energy savings process. Dr. Douzart asked about titles for those who receive additional training. Mr. Woolfolk stated there will be training with Caddo's maintenance employees so they understand this is part of their job, but he is not aware of any change in job descriptions. He added that the four specialists to be hired by Cenergistic will be paid from Cenergistic's ½ of the savings.

Mrs. Bell noted she likes the predicted savings as well as if Caddo does not experience any savings, Cenergistic will not see any savings. She asked if she understands correctly that four specialists will be hired from Cenergistic's ½ of the savings and will reside on the home site.

Larry Ramsey asked if we were to enter into a contract with Cenergistic, is there anything in the contract that prevents us from using Storer or Gulf to do supplemental maintenance activities. Dr. Goree stated that Storer is currently used for several things and no the contract will not prohibit us from continuing with this contract and/or using other vendors.

Mr. Albritton moved, seconded by Dottie Bell, to accept the staff's recommendation for the approval of Cenergistic as Caddo's program provider for energy conservation. Mr. Albritton stated that the credentials he is most impressed with are the breadth of Cenergistic's experience.

Mrs. Bell shared her support of anything that will save Caddo some money for the students, the teachers and the employees.

Mr. Rachal referenced previously presented information and guaranteed savings and asked staff about costs that are considered an investment in the program. Mr. Lee responded that the software installed and used would cost \$16,000 a year; however, if the District does not see any savings, it will be refunded. Mr. Rachal stated he does not understand the company's statement that "savings are guaranteed to exceed all investment in the program." He also asked about the four tiers and specifically Tier 2 which addresses efficiency, i.e. and what does this mean when it comes to purchasing more equipment, is it included as part of the investment. Mr. Woolfolk stated he understands there are no requirements for an investment on staff's part. Dr. Goree clarified that he remembers if something is purchased, Cenergistic will make the necessary adjustments in agreement with the District collaboratively to determine how it affected the savings points. Mr. Rachal said while it may be terminology, the word "investment" is used in several places under Tier 1 services, and he questions whether or not these are the only services we will receive. To appropriately answer these concerns/questions, Mr. Ramsey announced it would be necessary to research and bring Mr. Rachal the correct answer.

Denee' Locke asked if she understands the four persons hired by Cenergistic are not Caddo Parish School Board employees, and staff responded that is correct. She also asked if there are

any other companies that provide similar services. Mr. Woolfolk said it is something the school system would have to pay for from the savings amount.

Mr. Rachal stated that the reference to Caddo's only cost in this would be the software (\$16,000) and one of Caddo's attorneys in his review of the proposal said that this information would be necessary and that Caddo would be required to hire an energy manager. Mr. Abrams said that is not correct.

Dr. Goree stated there is an energy manager in Caddo's current staffing model, but the four managers hired by Cenergistic will result in a reduction of Caddo's staff. Mr. Abrams added that he did not recognize the plan as one where Caddo would be required to hire an energy manager; and relative to Tier 1, he understands that is what Caddo is asking Cenergistic (services) to provide and not Tier 2 or Tier 3 (equipment).

Vote on the motion carried with Committee members Ramsey, Albritton and Bell supporting the motion and Committee members Rachal and Douzart opposed.

Mr. Ramsey asked that this item be added to February's agenda.

Adjournment. *Mrs. Bell moved, seconded by Mr. Albritton, to adjourn. Vote on the motion to adjourn carried and the meeting adjourned at approximately 3:30 p.m.*

January 27, 2017

The **Caddo Parish School Board (CPSB)** held a retreat on Friday, January 27, 2017 at approximately 10:00 a.m. in the Community Foundation's Community Central Room, 401 Edwards Street, Shreveport, Louisiana. Those in attendance were President Denee' Locke and Board members Susannah Poljak, Dr. Bonita Douzart, Mary Trammel, Raymond Green, Barry Rachal, Larry Ramsey, John Albritton and Dottie Bell. Also present were Dr. Lamar Goree, superintendent, and Reggie Abrams, legal counsel. Mr. Albritton led the prayer and Pledge of Allegiance.

Communications. Superintendent Goree led interactive discussion on the importance of communications within the District, between staff and Board members, between staff and the media and public, as well as between the Board and the media and public.

Legal Representation Process. Board Counsel Reggie Abrams highlighted the history of legal representation for the Caddo Parish School Board, the RFP process established by the Board in 2002, why the Board chose to forego the RFP process in 2013, as well as Board-approved policies that govern the selection of Legal Counsel for the Board.

Financial Update. Jim Lee, Chief Financial Officer, presented a mid-year financial report on the District highlighting final financial results for FY 2015-16, results to date for FY 2016-17 relative to MFP funds, property and sales taxes, expenditures and what the recurring cost to the District would be in considering an across-the-board pay increase for all employees.

Testing 101. Keith Burton, Chief Academic Officer, shared an overview of Caddo's District Performance Score, School Performance Scores and Progress Points, how scores in each area are computed, what the scores mean, State accountability formulas and future initiatives to improve student performance. He also highlighted grade configurations and required testing in each, the 2015-16 Caddo Parish District Report Card, assessment index comparisons for School Performance purposes as well as Student Growth purposes for years 2013 – 2016.

Overview of CPSB Policy Manual Section G (Personnel). Charles Lowder, Director, Certified Personnel, presented Section G of the CPSB Policy Manual and reported that after many meetings since 2011, this section is ready to be presented to the Board for approval. Upon approval, he explained this section with proposed revisions to existing policies will replace the current Section G. Mr. Lowder briefly summarized/highlighted the proposed revisions and Board Counsel Reggie Abrams highlighted the policies where there were questions/concerns during the process.

Teambuilding Activity – Board Relations and Accountability. In closing, President Locke stated she is honored to serve as the President this year and congratulated the Board on being a great Board. She shared (1) the importance of how the Board interacts with one another, (2) her belief that the Board can strengthen community relations, (3) how agreeing to disagree can be healthy, and (4) the power of credibility.

Adjournment. The retreat adjourned at approximately 3:20 p.m.

T. Lamar Goree, Ph.D., Secretary

Denee' Locke, President

February 7, 2017

The **Caddo Parish School Board (CPSB) Building and Grounds Committee** met in regular session on Tuesday, February 7, 2017 at approximately 3:00 p.m. in Room 1 at 1961 Midway, Shreveport, Louisiana with Chair Barry Rachal presiding and the following committee members present constituting a quorum: John Albritton and Steve Riall. Also present were Denee' Locke, Mary Trammel, Raymond Green, Dottie Bell and Larry Ramsey. Superintendent Lamar Goree and Reggie Abrams, legal counsel, were also present; as well as staff members James Woolfolk, Keith Burton, Diane Atkins, Jim Lee, Tommy Smith, Roy Murry, Jeff Howard and Mary Wood. Mr. Abrams led the prayer and John Albritton led the Pledge of Allegiance.

Mr. Rachal stated that after visiting with President Locke and Superintendent Goree, he scheduled today's meeting for the purpose of addressing the vacant buildings as a result of consolidations and begin putting together a plan to have a better understanding of direction and options when addressing vacated buildings. Dr. Goree introduced staff who presented information on Caddo's facilities and the Strategic Plan process being followed when determining the future use of a vacant facility, of which this committee is a part of that process in going to the Board as well as to the community. Mr. Woolfolk presented the following for the committee's information:

- 1) A map of Caddo Parish with the location of all active schools marked;
- 2) A list of Caddo Parish School Board properties throughout the Parish for repurposing (some of which have current activity in the buildings);
- 3) Status of vacant properties including maintenance cost and the need to plan
- 4) Schools that have been demolished and/or repurposed. The schools labeled environmental have not been demolished yet and Mr. White is making a determination on the best economical way to address these.
- 5) Vacant Building Process
- 6) Process for selling Caddo buildings

Dr. Goree reminded the committee that the Board approved repurposing Linear; and at this time, Northside will come off line and bring a bigger capacity middle school in the community. He said he believes the bigger school will be able to handle any growth; however, any decline in population will eventually result in Pine Grove also coming off line. Mr. Woolfolk also explained how closed corridor schools are better than the finger wing schools when it comes to being able to control access to the buildings on a campus. Mr. Woolfolk explained that Steve White is continuing to research and determine the most economical way to address the various situations in the vacant buildings, i.e. asbestos, mold, deterioration. The 79th Street facility is of utmost concern as it is located in a neighborhood and is deteriorating that neighborhood.

Mr. Rachal shared the importance of knowing what Dr. Goree and staff are looking at and the impact of consolidating Fair Park and BTW. Dr. Goree stated that between Academics, Operations and IT, staff is attempting to design perfect world scenarios; and because everything the District does must be approved by the RSD and the State, the goal is to have something to the State by the end of the week. In discussions with John White this morning, he said they are working to come to an agreement by the March 7th BESE Board meeting. He also explained that when reinstating the traditional middle school with Grades 6, 7 and 8, 6th graders will be pulled from the elementary campuses thus decreasing enrollment at those elementary schools. As a result, he believes two elementary schools will close and this committee would then talk about the future of those schools. He believes Academics and capacity will play a key role in these two schools; which, at this point, have yet to be determined.

Mr. Riall asked about the Teacher Resource Center in Vivian and Mr. Woolfolk stated that staff will need to go through the process and meet with the community. Mr. Rachal suggested that a

cost analysis to demo the TRC in Vivian versus the cost to make this building viable be prepared and presented to the Committee.

Mrs. Bell asked about costs associated with closed facilities, and staff explained in some cases when a school is closed there may be some outstanding expenses that need to be paid. Mr. Lee reminded Mrs. Bell there is still minimal cost for security of the closed buildings. Mrs. Bell also asked about Pine Valley, Carver, and the status on these buildings that have been closed for many years. Dr. Goree said this is a perfect example of what we never want to do – walk away from a school and allow it to slowly deteriorate and be an eyesore in the community. He added another aspect is asbestos that must be abated in the older facilities.

Mr. Riall asked if there is any reason to sell the land at Rodessa, and Dr. Goree stated because he believes the profit would be minimal, his recommendation would be a lease for the property.

Mr. Rachal said he believes it will be the committee asking what will we do and what order will be followed to accomplish what we want. Mr. Green asked about the old Oak Park campus. Mr. Abrams stated originally we expected the Housing Authority to maintain this area; however, they lost interest and attempted to go in another direction. As a result the gym was destroyed, the air conditioning was destroyed and then they made a decision to level the property. Mr. Abrams said while we still own the property, it is subject to a 99-year lease; and they have said they would like to own the property. Mr. Abrams further stated because of the 99-year lease on the property, he does not believe the property is worth anything. Mr. Rachal asked were they not to be responsible for the buildings as a part of the 99-year lease, and Mr. Abrams stated that Caddo School System authorized them to tear down the building. Also, they paid for the demolition and paid for the cleanup. Mr. Green asked if it is possible to negotiate and place a housing subdivision there, and Mr. Abrams responded if the Housing Authority wants to do this they would only need to follow up with the tenant and determine if they are agreeable. Dr. Goree stated his understanding that they still want to build housing on the property; and Mr. Abrams added but they will not as long as it is a lease, and a process would still need to be followed.

Mr. Rachal reminded everyone that this meeting is a starting point and staff will be working on some plans for the property we will possibly repurpose or sell. He believes it is important to begin looking at how the District will repurpose these vacant buildings or sell them and look to staff for a priority list in addressing them. Mr. Rachal also noted that Building 6 has been put out for bid three times and the District has yet to receive an acceptable offer. Mr. Woolfolk highlighted the timeline for placing Building 6 on the market for sale; and with no bids received, it was placed out for bid again at 80% in June 2016. Because there were no responses and staff did not want go lower than 80%, staff made a decision to do more marketing for the sale of this building as well as look at other options, i.e. commercial auctions. He also said he believes because the District has offered it down to 80%, the District can now set its own price on Building 6. Dr. Goree also reported that staff has begun the process of identifying someone to carry this through the Legislative process and hopefully get some of the rules changed. Mr. Abrams added that because the District has put it out for bid down to 80%, it is no longer limited by the statute.

Mr. Rachal stated that will be something the Building and Grounds Committee presents to the Board to determine if we work with a commercial realtor, continue on the same path, or possibly use an auctioneer, and he believes this option needs to be thought through before using it. Mr. Abrams noted the concern about choosing a realtor is deciding which realtor, and Mr. Rachal confirmed that realtors can negotiate their commission. He also stated he believes it will be necessary to go out for an RFQ for Building 6, and Mr. Abrams confirmed that the Board has already taken action and authorized the staff to move forward with selling Building 6; and because it has been bid down to 80% with no response, the Board may want to consider a minimum amount it would accept for Building 6. Mr. Rachal said he did not believe the Board

would want to state a minimum amount until it gets proposals from qualified auctioneers, real estate brokers, et.al. Jeff Howard added he believes you can take proposals from those interested and the proposals submitted will likely list what value they believe the building has; and when a contract is being written, a minimum amount can be determined.

Mrs. Locke asked that “repurposing” be changed to “surplus”. She also asked for clarification on where the money is deposited when a vacant building or property is sold. Mr. Lee explained it goes in the Capital Projects budget, same as bond dollars, because bond dollars were used for construction, not General Fund.

Dr. Goree recapped and stated that staff is ready to begin the process with the communities of Barret, Vivian TRC and Oil City. He noted that the Board has authorized staff to move forward with selling Alexander and Building 6. He added his agreement with Mr. Rachal relative to comparing the cost to repair an available facility versus selling it. Mr. Rachal asked if staff believes it will have information available prior to March 7th on additional consolidations resulting from the consolidation of Fair Park and BTW. Dr. Goree asked if he understands that Chair Rachal is asking staff to investigate the cost of addressing some of the environmental issues, and Mr. Rachal stated that is correct, including the cost for utilities, grass cutting, etc. if we do not sell these facilities.

Adjournment. *Mr. Riall moved, seconded by Mr. Albritton, to adjourn. Vote on the motion to adjourn carried and the meeting adjourned at approximately 4:00 p.m.*

February 7, 2017

The **Caddo Parish School Board (CPSB) Executive Committee** met in regular session on Tuesday, February 7, 2017 at approximately 4:30 p.m. in its offices at 1961 Midway, Shreveport, Louisiana with President Denee' Locke presiding and Dottie Bell and Steve Riall present constituting a quorum. Also present were Board members Jasmine Green, Susannah Poljak, Dr. Bonita Douzart, Mary Trammel, Raymond Green, Barry Rachal, Larry Ramsey, and John Albritton. Dr. Lamar Goree, superintendent, and Reggie Abrams, legal counsel, were also present. Mrs. Brown was absent. Ms. Green led the prayer and Pledge of Allegiance.

PRESENTATIONS

Update on Strategic Plan: Reimagine Caddo. The Plan for Excellence. Carolyn Spaht Gonzalez, third party reviewer contracted by Caddo Schools to assist the district in working through the District's Strategic Plan, updated the Board and the public on how Caddo is progressing in reaching the goals and targeted objectives outlined in the plan. She said she is here to give a mid-year status update and will present a detailed evaluation at the end of the year. She reminded the Board that it approved a revision to the Strategic Plan last year and she did a detailed review with Mrs. Wood and created another rubric for comparing the last two years as well as the baseline and where the District wishes to be in 2020. She also reminded the Board that her purpose is only to evaluate the performance against the Plan. She also met with the department heads to gather data and announced that all the backup data on where each department is in meeting their objectives and actions steps is available in the Superintendent's Office for review. She also created a Scorecard from meeting with the staff to determine where each is in meeting the action steps and clarified the labeling of each objective as green (target met), yellow (target not met but significant progress made) or red (progress not made).

She summarized that the revised Strategic Plan included 30 measurable objectives; and with three of those being deleted, she actually evaluated 27 objectives. Of the 27, approximately ¼ were too early to evaluate (Academics data not available), and approximately 48% of the 27 objectives met the target. She added 15% were in the yellow range, and approximately 15% were labeled red.

Mrs. Spaht-Gonzalez highlighted each department and their progress on goals as follows:

- Academics has three objectives; however, the data is not available for the K-2 students performing at a grade level; grades 3-8 scoring proficient in ELA and Math, and the graduation rate. In reviewing the actions steps in these objectives, she noted that even though there is no mid-year rating, all activities are on track.
- Family and Community Engagement has a total of three objectives; two targets have been met for where they wished to be mid-year and one is yellow toward participation in partnerships at the school level (meeting the needs of the community and schools, and having an effective communication with families).
- Fiscal responsibility has two objectives, one measuring the fund balance and the other the strong bond rating.
- Human Resources and Professional Development deleted 4.2 regarding highly qualified applicants and 4.5 regarding retention of District staff with at least 20 years service. She said in looking deeper into what this one looks like, there was not ample data to know if this is something the District wants to focus on. Relative to vacancies, tracking begins in September and retention looks very well when compared to, for example, Miami Date County. She also noted the small margin by which they lost ground in the classified personnel being down to 81%, one percentage point. Reducing the surplus is important and the certified number is higher than it wants to be.
- Innovation and Technology has seen growth as a result of STEM, Virtual Schools, increased use of computer devices in classrooms, specialized programs, etc. Objective

5.7 to insure alignment of specialized programs with the offerings of the campus is on hold, and it is recommended this objective be on hold until the dust settles with the consolidations occurring.

- Operations has a total of nine objectives and the only red in the group of objectives is transportation being on time, dropping from 94.6% last year to 93.6% this year. Mrs. Spaht-Gonzalez also noted the action steps being fulfilled, i.e. substitute drivers on time, which will affect the number of drivers and bring the 2.5% to 12.6% which is close to the 2020 target. She also shared the action plans for the vacant structures is a moving target because the common denominator is changing all the time, as well as the increased participation for breakfast since the District is a part of the CEP Program. Also, the cost for lunch and breakfast have increased slightly.
- Marketing/Communications is the area that needs focus as she knows this area is important to everyone and when hearing from the community, this is something that was very important. She added that she is aware this department has been understaffed for approximately one year which affects the results; but she also noted the two positive scores regarding the Caddo Parish School Board and building of trust. While many of the action steps in this area have been done, some have not, and she encouraged a stronger focus in this area.

Mr. Riall asked about transportation being provided at 98% of its goal and if this is a realistic number or is it high. Mrs. Spaht-Gonzalez responded that while she cannot respond to this number, she can say that in Miami Dade School District, they were never able to accomplish this at that percentage. Dr. Goree stated that in setting the goals in Transportation, they were aware that Transportation was the department in which they wished to see positive change and impact by the Strategic Plan. Based on this, some goals that are a little high may need adjusting. He reminded everyone that at the end of the school year they will sit down and look at more realistic numbers. Mrs. Spaht-Gonzalez stated the great respect she has for the Board setting high goals in starting out because most organizations do not.

Mr. Rachal asked if it is possible to change the percentages in 4.4 to actual numbers, and the superintendent responded yes, and that the numbers are moving targets at this time. He also asked about the driving force behind the certified and classified personnel overstaffing increase by nine, and staff will provide statistics to explain. When it comes to building trust (7.2), Mr. Rachal asked how we are getting out the survey. Dr. Goree responded while there was a plan to do this last year, it was delayed; however, staff is once again working on this survey that will be distributed in multiple forms. Mr. Rachal suggested that the employee organization be brought to the table for input.

Mr. Ramsey stated his observation during the certification process when it was pointed out how very critical Caddo was of itself in the self-evaluation and very lofty goals set. He expressed his appreciation for the commitment to the Strategic Plan as well as the aggressiveness in addressing it. He shared his excitement in what is now Year 2 and the plan in place. Dr. Goree expressed appreciation for Mrs. Gonzalez and staff for the amount of time spent making sure what the data is and that the work is done so the data can be presented.

Mrs. Locke expressed appreciation to the staff and Mrs. Spaht-Gonzalez for the work and this living breathing document.

Update on Establishment of Foreign Tax Free Trade Zone. Mr. Abrams reminded the Board that a few weeks ago, Glovis presented a request for a Free Trade Zone and that the President of the CPSB would execute a letter of support in the establishment of this Tax Free Foreign Trade Zone. After researching what Glovis America will be doing in this plant and the effect it will have on Caddo Parish, he believes any activity in the General Motors plant will be a plus. He further explained that the creation of this Tax Free Foreign Trade Zone is defined as a port of

entry where commercial merchandise (domestic and foreign) receives the same treatment as if it were outside the commerce of the United States; and a subzone is an area approved by the Foreign Trade Zone for use by a specific company, i.e. Hyundai Glovis in this case, and that company will enjoy all the benefits of the Foreign Trade Zone. Mr. Abrams also added that while it is not required that the School Board take a position, the company has indicated they would greatly appreciate the Board taking a position. He shared that his only concern was the items added to the vehicles while at the plant, i.e. radios, tape stripes, spoilers, etc. and shared a letter from General Counsel with Hyundai Glovis clarifying taxes would be paid on parts maintained by Glovis at the Shreveport property. A draft letter from the Board including this statement was presented. He also reported the possibility that they may bring vehicles in off the KCS line on the north side of Shreveport, which is also within the 60-mile radius of the Tax Free Foreign Trade Zone.

Mr. Riall asked if the 560 acres is the entire GM plant, and Mr. Abrams stated he understands it is the entire footprint, but this is specific to Glovis and they will fence off an area to secure the parked vehicles.

Mr. Rachal asked if there will be a clarification of assets versus inventory; and Mr. Abrams responded while he can't say what they will do, but he understands it is the inventory brought into the Zone (the vehicles that will go in and go out through that particular port/area), and not the items they will hold in the plant to be put on the vehicles. Mr. Rachal asked about the inventory of parts, and Mr. Abrams stated he does not know where the inventory of parts comes from or who it is assigned to. Mr. Rachal asked if parts will be a part of the Free Trade Zone, and Mr. Abrams clarified that is not correct and anything added to the vehicle will be taxable. Mr. Abrams further explained that Glovis will have to get approval from the Foreign Trade Zone Board and they are asking for community support in their application. Mr. Rachal asked if this is a roadblock because they want to avoid all taxes; and Mr. Abrams clarified this is Free Trade and the idea is to not be taxed by every person that touches it.

Mr. Riall asked who owns the GM plant, and Mr. Abrams responded the Industrial Board of Caddo Parish. Mr. Riall asked if Glovis makes any improvements to this property, will they be taxable, and Mr. Abrams responded he doesn't believe so, since the Industrial Board owns it.

ESTABLISH THE AGENDA FOR THE FEBRUARY 21, 2017 CPSB MEETING

Superintendent Goree highlighted items for the Board's consideration at its February 21, 2017 meeting and following discussion ensued.

Authorization for Salvage Sale. Miss Green asked for clarification on this item, and Dr. Goree explained that as the project at Linear Middle School moves forward, some of the things that will not be used are being taken from the school for salvage, as well as items from the Oil City campus. She asked if it will be held at Linear, and the superintendent confirmed it will not be held at Linear but it is only the items currently being stored at Linear.

Battle on the Border High School Football Showcase. Miss Green asked how much money this brings, and Dr. Goree explained this is a request for Byrd High School to participate in this event. Mr. Burton added this is a city event they invited Byrd High School to participate in, and the city contract is a requirement for them to participate. He added they do not pay the school to participate in this event.

Proposed Revision to CPSB Policy DJEAA-Procurement Cards. Mr. Rachal asked why the limit is reduced by \$1 per transaction and why the limit needs to be five times greater for one day on one card? Jim Lee responded it is a move to reduce the individual transaction rate for better control; however, staff did not feel the need to reduce the daily amount. Mr. Rachal asked if

there is a need for the daily limit to be that high since it will now take five transactions for the maximum amount, and if staff would be comfortable reducing that amount to \$2,000. Mr. Lee responded they will look at lowering it to \$2,500. Dr. Goree added staff will look at it to determine if we are looking at realistic amounts. Mr. Rachal asked if the billing cycle transaction is per individual card, and Mr. Lee responded it is.

Mr. Riall asked about the timeframe for the maximum billing and Mr. Lee said it is one month. Mr. Riall asked if there is a cap on the amount so an employee cannot exceed that amount, and Mr. Lee responded it is.

Mr. Ramsey asked about high dollar purchases, i.e. bus tires that are purchased in bulk and the \$4,999.99 may limit what can be done, and Mr. Lee said staff will look closely at that; however, items such as tires purchased in bulk are done on a purchase order. Mr. Ramsey asked who holds cards, and Mr. Lee explained it is directors and some maintenance staff. Ms. Trammel stated she only wants to make sure there is an ample amount on the card in the event of an emergency. Mr. Lee added he will clarify with the purchasing agent what safeguards are in place in the event of such a situation.

2017 Group Health Reinsurance. Mr. Rachal asked Mr. Watson to explain this item, and Mr. Watson explained that Caddo is a self-funded plan as opposed to fully insured. The reinsurance is Caddo's safety net so that claims over \$500,000 are paid from a reinsure (we pay the first \$500,000 and the reinsure pays the amount over \$500,000). Since going to a self-funded plan in 2013, staff has attempted to determine how many large claims the District would have and the District has actually paid more premiums in reinsurance than in claims. As a result, this year there were two choices: (1) continue with the \$500,000 (which he believes is a bad value since it leaves more money on the table), or (2) go 100% self-funded with no safety net or increase the deductible to \$750,000 which will decrease the premium to a little over \$500,000. Staff believes increasing the deductible is the good value and is staff's recommendation. He added staff will continue to assess this each year and bring back to the Board what it believes is the best thing to do. Mr. Rachal asked about the difference in the premium we have been paying and what it will be. Mr. Watson responded that he has received the most current bids to negotiate this and the amount will drop from \$1.3 million to a little over \$500,000 for a savings of approximately \$800,000. Mr. Rachal asked about the previous premium and Mr. Watson stated it was a little over \$1.2 million.

President Locke announced that items 7.01-7.02, 8.01-8.02, 8.04, 8.06, 8.08-8.10, and 8.12 are the consent agenda. *Mrs. Bell moved, seconded by Mr. Riall, to approve the agenda and proposed consent agenda for the February 21, 2017 CPSB meeting as presented. Vote on the motion carried unanimously.*

POLL AUDIENCE

Jackie Lansdale, president of Red River United, addressed the Board on 8.05 Employee Termination Appeal in Accordance with CPSB Policy and their openness to conversation before coming to the Board. She also noted the item on Section G policies, and even though this is a Right to Work state and collective bargaining is not prohibited; they have never felt collective bargaining was needed when the District has Policy G. She said it is believed that the G policies are an agreement between them and the Board and any time they believe there is an attempt by management to subvert that in any way, they take severe umbrage to it and it could force them to pursue other action.

Adjournment. *Mrs. Bell moved, seconded by Mr. Riall, to adjourn. Vote on the motion to adjourn carried and the meeting adjourned at approximately 5:35 p.m.*

February 21, 2017

The **Caddo Parish School Board (CPSB)** met in regular session on Tuesday, February 21, 2017 at 4:30 p.m. in its offices at 1961 Midway, Shreveport, Louisiana with President Denee' Locke presiding and the following board members present constituting a quorum: Steve Riall, Jasmine Green, Susannah Poljak, Dr. Bonita Douzart, Mary Trammel, Raymond Green, Barry Rachal, John Albritton and Dottie Bell. Also present were Dr. Lamar Goree, superintendent, and Reggie Abrams, legal counsel. Mrs. Brown and Mr. Ramsey were absent. Miss Green led the prayer and Pledge of Allegiance.

CONSIDERATION OF MINUTES OF THE JANUARY 10, 2017; JANUARY 17, 2017; AND FEBRUARY 7, 2017 CPSB MINUTES

Mr. Riall moved, seconded by Mr. Rachal, to approve the minutes of the January 10, 2017, January 17, 2017 and February 7, 2017 CPSB minutes as submitted in the electronic mailout. Vote on the motion carried.

POINT OF PERSONAL PRIVILEGE

Dr. Bonita Douzart made the following statement: *On January 17, 2017, Board Member #11 stated that he had been on the Board before. The adversity of school closures in primarily seven districts had an impact on a majority of students from one Ethnicity. Most of these schools were closed thirty years ago. Like he stated, the same thing is occurring today. It is definitely not an individual Board member's school. Caddo Parish Board Members are elected by Districts, and not elected at large by Parish. The Board Members are held accountable to the constituents in their District. My constituents were not given a timeline for community input and have not seen a plan. Yet, Fair Park High School is consistently increasing their scores. Are we really moving forward in education? Is it fair? Is it right? Is it honest? Where are the educational concerns for the child?*

PRESENTATIONS AND RECOGNITIONS

Mary Nash-Wood, assistant director of marketing/communications, on behalf of the board, recognized the following staff members and students for recent achievements. President Locke and Superintendent Goree congratulated and presented each one recognized with a certificate acknowledging their accomplishments. Newly appointed administrators were also introduced. Administrators, family and friends present were recognized.

Cherokee Park Gems. Members of the Cherokee Park Elementary School's Gems, an all girl's chorus of 5th and 6th grade students, performed "Rise Up" by Andra Day and "The Indian Shuffle", a Cherokee Park original.

National Art Education Association Southeastern Region Elementary Art Educator Award.

Ms. Janet Wolfe, art teacher at Claiborne Fundamental Magnet School, was recognized for being named the "2017 National Education Association Southeastern Region Elementary Art Educator Award Winner". This award will be presented to Ms. Wolfe during the 2017 NAEA National Convention in New York March 2-4th.

2016 School Performance Score Gains. The following schools were recognized for improving their School Performance Scores (SPS) during 2016: A. C. Steere improved its SPS by 16.9 points; Blanchard Elementary improved its SPS by 10.2 points; Cherokee Park Elementary improved its SPS by 10.9 points; Creswell Elementary is celebrating 22.2 points of growth; Judson Fundamental Elementary Magnet improved its score by 11.5 points to a solid "A" letter grade; Northside Elementary saw a SPS increase of 18.1; Werner Park Elementary improved its SPS by 21.2 points; Caddo Middle Career and Technology grew by 14.9 points; and Donnie Bickham MS improved its SPS by 16.7 points. Lakeshore Middle School increased its SPS by 16.9 points; Youree Drive Middle School experienced an increase in their test scores of 17 points; Booker T. Washington High School improved its SPS by 6.2 points; C. E. Byrd High

School improved by 11.1 points; Green Oaks Performing Arts Academy improved its SPS by 30.3 points; North Caddo improved 12.5 points; Pathways in Education earned 15.9 points of growth; and Southwood High School improved its score by 12.2 points.

Mrs. Nash-Wood reported that 16 Caddo schools improved by double digits, 14 schools improved their letter grade and 10 schools were recognized for earning Top Gains Distinction.

Eden Gardens Leadership Team. The Eden Gardens Leadership Team was recognized for being in attendance for the purpose of observing a Caddo Parish School Board meeting.

Child Abuse Awareness Month. Clay Walker, director of Juvenile Services for Caddo Parish, and Kelli Todd, executive director of Volunteers for Youth Justice, shared with the Board members that April is Child Abuse Awareness Month. Mr. Walker reported they are partnering with other organizations to make the public aware and will be placing pinwheels (symbol for child abuse prevention) around the City and Parish. He also announced they have secured underwriters to fund a “pinwheel garden” at every school. Ms. Todd added that they would love for the schools to be involved and they would drop off the pinwheels at the schools and maybe the students can place the pinwheels and signs out; and by taking an active part in this project, will be able to better understand and explain to others in the community what they are doing.

VISITORS

Rob Broussard addressed proposed teacher pay raises; and that while he is for teacher pay raises, he has serious concerns with some of the proposals and the shifting of funds from one source to another. He noted how retired teachers will be penalized if these proposals are adopted; and he reminded the Board that this issue of health benefits was addressed by a Political Action Committee that said Board members should use as guiding principles and consider lasting consequences including significant attention to pension and benefit costs associated with past, present and future employees, as well as the fact the Board stated they would not go after retirees’ salaries or benefits. Mr. Broussard reiterated support of teacher pay raises, but encouraged the Board not to hurt the retirees in the process.

Freddie Jackson, Herndon High School Alumni, asked the Board to consider naming one of the buildings (gymnasium) on the Herndon campus in memory of O. C. Rollins, principal from 1956-1970. Mr. Jackson also read a poem written by Mr. Rollins to the Class of 1961. Board member Riall announced he will bring an item in March to begin this process to name one of the buildings at Herndon for O. C. Rollins.

Elsie Jane Adams, 5th grade student at Eden Gardens Magnet School, addressed the “Leader in Me” model (including student achievement, parent satisfaction, work force readiness, leadership development and community engagement) that is being followed by the students at Eden Gardens Magnet School. Other activities of participation in this program include each student in the classroom having a job with daily assigned tasks all working toward individual classroom goals. Board members were invited to stop by Eden Gardens and observe the “Leader in Me” program in action.

Louise Smith, marketing consultant for AMIKids Caddo Charter School, introduced Timothy Linear, Jr. newly appointed Executive Director/Principal of AMIKids Caddo. Mr. Linear stated that he is honored to serve the youth in Shreveport and will include a traditional field in their school, including clubs, athletics, PTA, and community support.

Gloria Ford shared with the Board a list of questions including how much will change and how much will be saved by the changes; how much will it cost to bus students to Booker T. Washington and Woodlawn; how does the Board intend to redraw the school boundaries; shouldn’t there be advance written notice about these changes; has a special committee from the Board approached the coaches, the security, teachers and administration of their reassigned schools; where is the full disclosure of the Board’s proposed actions; is it true an out of state organization has been paid to evaluate what needs to be done for Caddo’s schools; Fair Park is a

public school funded by public money but there has not been any notification to the public as to the Board's plans; have Board members met with the students at each school being affected to listen to their desires; why are there no life skills classes being taught at Fair Park (classes that were once at Fair Park but students are now being bused to other schools to get them); why do the classrooms at Fair Park not have adequate textbooks; and will students changing schools lose opportunities to gain athletic scholarships beyond high school. She encouraged the Board to listen and respond to these questions.

Jon Glover, employee, stated kicking the can down the road has done nothing to help the students in the current 33 D and F schools in Caddo Parish, and not addressing what has promoted this devastation continues to be the problem. She shared her concern for the fate of the students attending these inferior institutions; and that while we may have the answer, it appears no one cares about the answers. She presented to each Board member information on their individual district's schools scores noting that many of Caddo's students are in dire straits academically; and she asked if the Board is satisfied with the schools' performances over the past seven years; and if not, please tell her why. She said while she has heard administrators attribute much to the economic status of a child, she wonders why and how. Is it because the resources that promote academic success are being withheld. She shared her desire to strive and make certain these children have the resources that will result in academic success because it is our responsibility to insure that our children and grandchildren are provided the best tools that promote academic success.

Kianna Brooks, Fair Park graduate, spoke on behalf of the faculty, staff, parents, alumni association and the Fair Park community and encouraged the Board to find the problem, solve the problem and make a solution for the problem. She encouraged the Board to make a plan for the students and the school, provide the resources needed for the students to be successful, and keep Fair Park open.

Jackie Lansdale, president of the Red River United, addressed Section G of the CPSB Policy Manual and thanked Board member Raymond Green and the administration for their willingness to work with RRU and address their concerns relative to GBRC. Mrs. Lansdale noted some of the things they are focused on, including Love of Public Education Campaign, working with the Legislature on the use of the Rainy Day Fund, visiting with community groups to discuss BESE's direction, celebrating Filipino teachers, holding a meeting of the Northwest Coalition of Educators regarding meetings with BESE and the DOE on their plans for Caddo, community trip to visit community schools, planning the Most Improved Student banquet and planning the next Walk In for Education on May 1st at Midway.

Omari Ho-Sang, organizer for ASAP Shreveport, stated that what happens at the School Board, in the classrooms, and in the schools penetrates the community affecting families, children, and generations to come. She added that in light of this, on February 1st a group of volunteers met at the Common Ground Community to discuss what they deem as inequity in education. Because 68% of the CPSB's student population is African American and 80% of those students are at a C grade level or below, she believes this to be inequity. Ms. Hussein stated the importance of the community engaging this issue; and based on the comments made today, she believes the community cares. She believes a formula needs to be developed for including and implementing suggestions from the community. She also believes CPSB's administrators agree since Goal 2 of the District's Strategic Plan is "Family and Community Engagement" even though at this time, it has been unaddressed. She said it is important that everyone concludes it must happen, it must happen quickly and it must happen effectively, and noted that a model for engaging the community and work has started. She announced there will be a second roundtable on March 16th and the conversation will center on a "state of emergency" that must be addressed. At this meeting they will present their preliminary agenda developed at their first meeting on education. Ms. Hussein also addressed Parental Involvement Committees that can be used to engage parents and communities, as well as the Housing Authority and other community entities. Board members were invited to attend the next roundtable discussion.

ESTABLISH THE AGENDA AND THE PROPOSED CONSENT AGENDA

Superintendent Goree highlighted items for the Board's consideration and the following discussion ensued. President Locke announced that Item 8.05 Employee Termination Appeal in Accordance with CPSB Policy GDPD and GBM is pulled and the following are recommended as the consent agenda items: 6.02-6.03, 7.02, 8.01-8.02, 8.04, and 8.06-8.12. *Mrs. Bell moved, seconded by Mr. Rachal, to establish the agenda and proposed consent agenda as submitted. Vote on the motion carried.*

CONFIRM THE CONSENT AGENDA

Mrs. Bell moved, seconded by Mrs. Poljak, to confirm the consent agenda (Items 6.02-6.03, 7.02, 8.01-8.02, 8.04 and 8.06-8.12). Vote on the motion carried and the following is a summary of the Board's action on consent agenda items.

Item 6. Personnel Transactions

6.02 Administrative Contract Renewals. The Board approved the administrative contract renewals as recommended by the superintendent and submitted in the electronic mailout.

6.03 Personnel Transaction Reports (Resignations January). The Board approved the personnel transaction reports (January resignations) as recommended by staff and submitted in the electronic mailout.

Item 7. Bids

7.02. Purchasing. The Board approved the following bid as recommended by staff and submitted in the electronic mailout on the bid tabulation sheet: (1) NAPA for Transportation Parts Room/Operation Management Services. *A copy of the bid tabulation sheet is filed in the official papers of the February 21, 2017 meeting.*

Item 8. Other Action Items

8.01 Property/Bus Rental Requests. The Board approved the requests for use of CPSB property and/or buses are recommended by staff and submitted in the electronic mailout.

8.02 Out of State Travel. The Board approved requests for out of state travel (General Fund) as recommended by staff and submitted in the electronic mailout.

8.04 2017 Group Health Reinsurance. The Board approved staff's recommendation for the 2017 Group Health Reinsurance and change to a \$750,000 specific deductible plan on a 12-month incurred/24-month paid basis, with the lowest quote, as submitted in the electronic mailout.

8.06 Approval to see Bids for E-Rate Services and Equipment. The Board authorized staff to solicit bid proposals for voice and data telecommunication services and equipment that are eligible for E-Rate discounts.

8.07 Approval of CPSB Policies Section G. The Board approved CPSB Policies *Section G* as submitted in the electronic mailout and placed at Board members' stations.

8.08 Authorization for Salvage Sale. The Board authorized staff to salvage equipment and supplies at Linear Middle School according to CPSB Policy and as submitted in the electronic mailout.

8.09 Letter in Support of Establishing a Foreign Trade Zone for Glovis America. The Board approved a letter in support of establishing a Foreign Trade Zone for Glovis America as submitted in the electronic mailout.

8.10 Battle on the Border High School Football Showcase. The Board approved a resolution authorizing C.E. Byrd High School to participate in the Battle on the Border High School Football Showcase in 2017 and 2018 and that C.E. Byrd High School be authorized to enter into their contract directly.

8.11 Proposed Revision to CPSB Policy DJEAA-Procurement Cards. The Board approved the proposed revision to CPSB Policy DJEAA-Procurement Cards as recommended by staff and submitted in the electronic mailout.

8.12 Consideration of Beverage Agreement between North Caddo HS and Coca-Cola. The Board approved the beverage agreement between North Caddo HS and Coca-Cola Bottling Company as recommended and submitted in the electronic mailout.

BIDS

Ms. Trammel moved, seconded by Mrs. Bell, that the following bids be approved as recommended by staff and submitted in the electronic mailout or at Board member stations on the bid tabulation sheets: (1) Whitlock & Shelton, Inc., with a Base Bid, for the sum total of \$278,000 for Project 2017-237, Central Office Remodel Board Room; and (2) Fitzgerald Contractors, with a Base Bid, Alternate 1 and Alternate 2 for the sum total of \$2,106,000.00 for Project 2018-301, "Byrd HVAC, Phase II".

Miss Green asked about the purpose for remodel/renovation of the Board Room. Mrs. Locke reminded the Board that this project was approved by the Board in October of 2015, and the questions should be directed toward the bid. Steve White, director of Capital Projects and Construction, explained the Americans with Disabilities Act requirements that need to be made so we are compliant. At this time, he said the Board Room is not in compliance with the ADA; and the intent is to make it compliant so the general public has access to the raised levels as well as access to the podium. He also stated his understanding that numerous times a request has been made to upgrade the technology and its placement so the monitors do not block the Board members' view of the audience. It is also proposed to upgrade the lighting as well as increase video use for the Board's and public's use. Miss Green asked where the Board will meet during construction, and Mr. White explained the contractor will have all the materials in place prior to beginning the construction following the first meeting in June with an anticipated 45 days to complete the project. The Board room will still be operable for the second meeting in June, and he has worked with Technology to insure that the technology will be in place for the Board's meeting. Miss Green also asked if there will be an orientation prior to the first meeting with the new technology, and Dr. Goree assured the Board that will happen. Dr. Goree also assured the Board that staff looked at every aspect of this project to insure the best use of taxpayer dollars.

Mrs. Poljak added that she only wants the public to understand the money is being spent to make this room ADA compliant; and that once you make one aspect of the room compliant, it means other things must be done. Mr. White added there also will be some energy savings by replacing the florescent lighting with LED lighting.

Mrs. Bell stated that she is surprised that we have not been cited for not being in compliance and this is something that needs to be addressed.

Vote on the motion carried.

CONSIDERATION OF ENERGY CONSERVATION PROGRAM RECOMMENDATION (Long Range Planning and Development Committee)

Mr. Albritton moved seconded by Mrs. Bell, to approve Cenergistics as Caddo's program provider for energy conservation as recommended by the Long Range Planning and Development Committee. Mr. Rachal asked how many quotes were received, and Mr. Woolfolk responded three. Mr. Rachal asked if we sent out a RFQ (Request for Qualifications) or did we ask for quotes? Mr. Woolfolk said we sent out for RFQ (Request for Qualifications). Mr.

Rachal asked if we received quotes or qualifications, and Mr. Woolfolk responded qualifications. Mr. Woolfolk further explained that the request for qualifications was to determine what type of services would be available as far as energy conservation. He said at that time we did not want to spec out anything, but wanted someone to tell us what they had available; and when a company came in and talked to staff, then the conversation was what the cost would be. The intent was to look at the types of services available, because the only way to get quotes is to give specifications on what we are looking for. Mr. Rachal asked if he understands correctly that we do not have to get quotes for services, and Mr. Woolfolk stated that is correct. Mr. Rachal stated he doesn't know if that is wise on our part, and he asked Mr. Woolfolk if he agreed with that. Dr. Goree responded that staff wanted to make sure that, even though this is a service and technically does not require a vote of the Board, we were as transparent as possible. Mr. Rachal noted he is all for energy conservation; however, he does not believe this is the best route to go. Mr. Rachal asked if anyone on staff visited with SWEPCO about what they do, and Mr. Woolfolk said they have not. Mr. Rachal said he learned that SWEPCO offered free services for what the District is doing so he contacted them and set up a meeting with three representatives who explained they have a free company (Clear Result) that would be at no cost to the District. He added he does not believe due diligence was done and this is why he does not think we should move forward until we look at what is readily available via SWEPCO. He also referenced previous conversations with the gentleman that runs the program in Kentucky, with Kentucky being one of the leading states in the country when it comes to Energy Star Efficient buildings. He said he recommends that before we do anything, the Board should hire a qualified Energy Manager on staff. While he is for saving money; however, when the District does not have an energy manager on staff who knew to go to SWEPCO to find out what they could do to save a million dollars a year. He urged the Board not to do this because it is the wrong order to follow when we do not have a qualified, certified energy manager on staff that could have done what he did by looking and finding other companies that do the same work. He encouraged the Board to postpone this action and see if we can do it for less and save more. He shared the example of SWEPCO assisting Captain Shreve on lighting. He encouraged the Board to vote against the motion on the floor.

Dr. Goree stated that while he certainly respects Mr. Rachal's opinion about the proposal, the decision to move forward was approved in the Strategic Plan and went through the committee process with numerous meetings being held and this discussed. He said it will now be a vote of the Board that will determine what will be done and staff will move forward accordingly; however, staff did follow due diligence to come forward with this recommendation.

Ms. Trammel moved, seconded by Mrs. Bell, to call for the question. Vote on the motion to end debate carried with Board members Riall, J Green and Rachal opposed and Board members Poljak, Douzart, Trammel, R Green, Locke, Albritton and Bell supporting the motion to end debate.

Vote on the main motion carried with Board members Riall, J Green, Douzart and Rachal opposed; and Board members Poljak, Trammel, R Green, Locke, Albritton and Bell supporting the motion.

BOARD ANNOUNCEMENTS AND REQUESTS

Mrs. Poljak announced that Dr. Dana Suskin who wrote the 30 Million Word Deficit will speak March 28th at noon.

Mr. Rachal noted the successful Buildings and Grounds Committee meeting and thanked the staff for the openness and brainstorming as this process begins.

Dr. Douzart announced that she had an opportunity to attend the SWAC Championship, Grambling State University.

Mrs. Bell announced that the Super Hero Fun Run for Autism will be held April 1st. She added that these students will be afforded the opportunity to visit the White House and many museums in the Nation's capital.

Ms. Trammel thanked the Board for the opportunity to attend the Louisiana State School Boards Association Conference and asked that everyone remember those affected by the storm.

EXECUTIVE SESSION

Student Readmission Appeals. *Mrs. Bell moved, seconded by Mr. Rachal, to approve staff's recommendations for Student JR, DA, MR, NAS as submitted in the electronic mailout.*

Mrs. Bell approved, seconded by Ms. Trammel, that the expulsion of Student SP be upheld. Vote on the motion carried.

Adjournment. *Mrs. Bell moved, seconded by Mrs. Poljak, to adjourn. Vote on the motion to adjourn carried and the meeting adjourned at approximately 6:30 p.m.*

T. Lamar Goree, Ph.D., Secretary

Denee' Locke, President

March 9, 2017

The **Caddo Parish School Board (CPSB) Executive Committee** met in regular session on Thursday, March 9, 2017 at approximately 4:30 p.m. in its offices at 1961 Midway, Shreveport, Louisiana with President Denee' Locke presiding and Dottie Bell and Steve Riall present constituting a quorum. Also present were Board members Jasmine Green, Margaret Brown, Susannah Poljak, Dr. Bonita Douzart, Mary Trammel, Raymond Green, Barry Rachal, and John Albritton. Dr. Lamar Goree, superintendent, and Reggie Abrams, legal counsel, were also present. Dr. Douzart led the prayer and Pledge of Allegiance.

PRESENTATIONS

YMCA Swim for Life. Keith Burton, chief academic officer, shared with the Board an opportunity that will not only enrich students' lives but one that will have life-saving implications. He reported that the YMCA recently contacted him about discussing a partnership. He stated that from 2005 to 2014 there was an average of 3,536 drownings annually in the United States, an average of 10 deaths a day, and one in five are children 14 years old or younger. He said this proposal will offer potential life-saving instruction to all second grade students in Caddo Parish. Gary Lash, chief executive officer of the YMCA, shared with the Board information on their "Swim for Life" proposal to teach all second graders that choose to participate how to save themselves should they fall into a body of water. He explained they will bring in approximately 88-100 students each day in a four-day program to help them overcome their fear of water. With drowning being the leading cause of death in children ages 5 to 14, they hope to be able to lower this statistic by teaching students what to do if they fall in water.

Mason McGee, aquatic director who will lead the program, stated his excitement about the opportunity to teach these students how to save themselves from drowning. He said the curriculum will be taught around the Y's curriculum "Safety Around Water" already in place; and they will offer each child an educational component and a skill component. The students will spend an hour a day for four days with the instructors (30 minutes in the classroom, 30 minutes in the pool). He explained there is a 6:1 ratio of students to a teacher so that when students are in the water, it will be no more than this. He further stated the purpose is not to make sure all these children can swim, but to insure they do not panic, but maintain themselves on top of the water long enough to get to safety. The two skills they will work on in the pool will be swim, float, swim; and jump, push, turn, grab.

Mr. Riall asked if parents will sign releases, and Mr. Lash responded they will. Mr. Riall asked who will provide the liability, and Mr. Lash explained the YMCA provides their certificate of liability to the School System for when the students are on their property and he assumes the School System will work out the transportation issues. Mrs. Bell asked if all second graders in Caddo Parish have the opportunity to participate and Mr. Lash and the Superintendent confirmed that is correct. Dr. Goree stated he agrees there are many students that can swim, but he likes the aspect of focusing on how to save yourself by remaining calm in such crises situations. President Locke expressed how appreciative everyone is for all that the Y does in the community and everyone looks forward to this awesome opportunity coming to fruition.

Update on Partnership Agreement Between Caddo Parish Public Schools and the Louisiana Department of Education. Superintendent Goree shared an update on the transformation process in the District and the continuation of the work begun. He noted that on January 17th by a vote of 8-4, the CPSB gave him direction to move forward and work on the partnership agreement with the Recovery School District. Dr. Goree reported that for the past several days he, the Board President, Board Attorney and Mr. Burton, were in Baton Rouge working through issues and concerns that come from the District's transformation work to determine what moving forward will look like. He stressed, in looking at the transformation

work over the past three years, that the District began with 10 schools qualifying for State takeover and today only four schools remain (Atkins, Queensborough, Fair Park and Woodlawn) in that status. Dr. Goree said the foundation for the District's success, even though we are not where we want to be, has been primarily in the area of climate and culture; and an intense effort was put into making the climate and culture very inviting to students. He added that numerous hours were spent by principals, teachers, and support persons to insure we were improving and providing quality instruction to the students. He thanked all who worked within the Zone over the past three years for their hard work because no matter the score, a lot of people put a lot of time and energy into making them the very best. Dr. Goree also highlighted what has been the highest levels of community involvement within this body of schools in decades and how proud the District is of what the parents and community have done to help make these schools better.

Dr. Goree highlighted improvements since 2014 within the Transformation Zone.

- 70% of the schools have shown systematic growth.
- 4 schools have shown double digit gains which qualifies them for being one of the highest performing schools in the State.
- Graduation rates have soared and are at an all-time high.
- Academic growth has exceeded the State every year.

He also highlighted remaining challenges and what is next in transformation.

- Attracting certified teachers who are highly effective. He thanked the Board for recognizing the importance of incentivizing the work by approving the incentive plan; and as we continue to work with the State, he believes we will see improvements in the work already approved. The implementation of the TAP program will also provide another opportunity to incentivize the success and hard work of the teachers within the Zone.
- Insuring systematic processes so students moving from one place to another do not get behind and can still be successful.
- Providing a varied academic content to meet the needs of the students. Knowing that the needs of students in "X" school are different from the needs of the students in "Y" school, the District needs to make sure that autonomous leadership is provided so these changes can be made to meet the needs of the students being served within a school.

The superintendent stated a bold plan is needed to continue changing students' lives, and one that continues to improve the performance of the schools within the Transformation Zone, as the schools going from a "D" to an "F" and back to a "D" is not acceptable. Aspects of such a bold plan include:

- The need to move faster. Take the work and successes and move it faster for students.
- Equitable solutions that include what students need, and what do students need to see "over the wall" and be successful.
- Respect for communities and families. He noted that records are being set where parents and communities are becoming involved and we want to continue to develop that relationship because what happens at home affects what happens at school.
- High quality leaders and certified teachers. To provide these it will be necessary to provide wonderful incentives and excellent support to make sure the teachers and leaders are set up to be successful.

He said one of the challenges with a bold plan is the schools being affected; and in the conversation about the merger of Fair Park and BTW and Fair Park becoming a middle school, with the 6th grade being moved off the elementary campuses creating smaller elementary schools. He explained staff has looked at this and the result is a recommendation to close Atkins Elementary, Queensborough Elementary and Lakeshore Middle School (students here would move to the new Fair Park Middle School). In the proposed reconfiguration, Dr. Goree said

Caddo Parish would create a system that would sustain student growth and the K-5 schools in the Transformation Zone would be Caddo Heights, J. S. Clark, Midway, Mooretown, Oak Park, Werner Park, Westwood and Sunset Acres. The middle schools would be Caddo Middle Career & Technology and Fair Park Middle School; and the high schools would be Booker T. Washington and Woodlawn, creating pure feeder patterns for both high schools.

Dr. Goree stated that in talking to the community and staffs within these schools, he is often asked why are they always the schools affected (closed, reconfigured); and there is a true concern with this. As a result, he and staff believe returning to the K-5, 6-8 and 9-12 models will be a plan that makes sense 10 years from now and hopefully one where we will stop constantly changing the configurations within this body of schools. Understanding that the community, the Board and the children all expect to be successful, the staff remains committed to, at an even higher level of urgency because this must work for the students, and will be done by (1) accelerating academic offerings, (2) increasing certified teachers in struggling schools, (3) providing job embedded professional development at the highest level, (4) implementing principal autonomy and empowering them to make instructional decisions that reflect what is happening in their individual schools, and (5) increasing community involvement focusing on the children. He announced he will continue to hold meetings next week to inform and dialogue with families and parents about some of the other recommended closures and answer their and communities' questions and concerns. Dr. Goree said student leaders will be a part of the transitions to insure a smooth opening of all schools. In addressing the concerns expressed relative to the blending of neighborhoods, he assured everyone that leaders on all campuses are stepping up to do whatever is needed for children; and student leaders will be a major part in building this bridge.

The superintendent also explained the impacts and the opportunities to partner with the State and receive State support so we can make a bold effort in addressing the needs of the District's most struggling schools. He said while he celebrates and appreciates the progress made thus far, staff has taken the time to evaluate everything that has been done so as we move into the next three years we will continue to see success. Relative to struggling schools and what is most important, Dr. Goree said he started the work trying to get them off the "F" list to make them academically acceptable; and now his goal is for them to continue to improve and not go backwards on the list. He said a frame will be provided for systematic growth in student achievement so students can not just pass but also be the very best they can be, taking full advantage of college credit hours, and truly achieving at their highest possible level and it will be important that we create those opportunities for them. In looking at consolidations, Dr. Goree said it is important to earmark how the funds saved from the consolidations within these schools go back into these schools and support the work of these teachers and students in the Transformation Zone. He said every student will be provided the quality education they need to be successful because it is his, the Board's and the community's responsibility to make sure every child has every possible advantage to be successful.

Dr. Goree closed by stating again his excitement that the State has chosen to partner with Caddo to move this work forward; and while this is not something we had to do, this is something we wanted to do as this opportunity will make a bold impact on the success of Caddo's most struggling students.

Mrs. Poljak asked if permission or authorization has been received from the State allowing the District to move forward with proposed closures/consolidations. Mr. Abrams read a letter received this afternoon from Joan Hunt, general counsel for the Department of Education. He also reported a meeting was held with John White and they participated in the BESE meetings where Mr. White clearly stated that BESE had no interest in stopping Caddo Parish Schools in doing whatever it needed to do to be successful and consolidations and closures are a local

decision of the Board when reconfiguring or closing schools. He added the first agreement ends in May 2017 and requires that Caddo move forward with grade reconfigurations.

Dr. Douzart asked for clarification on the TAP program, and Dr. Goree explained that the Teacher Advancement Program is one that is implemented to increase the quality of curriculum and instruction within the school. Dr. Douzart noted she is a veteran teacher and Caddo tried TAP but it did not work. Dr. Goree responded that staff looked at where TAP was implemented in Caddo in the past and discussed with principals who saw great success and growth in their schools as to why it was successful. He also discussed with Cade Brumley the success DeSoto Parish has seen with TAP in their district. While there is no bullet for making children successful, staff is committed to continuing to diligently work daily to create the best possible environments for all the children. Also, this year in the TAP program, an Executive Master Teacher was hired and Bridget Brown was pulled from Huntington in November as the District began to hire and train the new Master Teachers for next year. With the incentive pay and the opportunity to improve their skill sets, Dr. Goree stated staff believes there will be a significant difference seen. Dr. Douzart asked if there are alternate instruments in the event this does not work, and Dr. Goree responded that as the program was designed with the State and the supports that will go into these schools, there will be opportunities on many levels to improve student performance. In addition, there will be other different things they are looking to work in conjunction with this plan and insure students have a fair shot. Dr. Douzart recommended, because there are those students that just do not understand, the creation of a plan for students that have fallen by the way side; and Superintendent Goree explained that the District operates from the truth that “all children can learn” and learn at high levels to be successful. He also added there are many examples of students where no matter the background, the income or the situation, they can learn and be successful.

In talking about autonomy and leadership, he said it is important to create a principal and teachers who have the freedom to be different so they can be successful. Dr. Douzart said as an experienced teacher and principal, she recommended that teachers in the different areas/subjects be prepared to move around and teach one of the other subjects. Because of this they found that the teachers worked harder.

Mrs. Bell asked for clarification on schools that have closed in District F and G. Dr. Goree stated that the proposal is a part of the presentations and that Superintendent White was very clear that school closures are a local decision and not the State's. Mrs. Bell asked if all the employees being recommended for school closures will have a job, and Dr. Goree said yes, everyone will have a job, and many employees will be employed through attrition. He also stressed the importance of moving to the end of this conversation so communication can begin with the staff relative to where they will be next year. Dr. Goree added he does not feel comfortable stretching this out without providing clarity to teachers, principals and persons concerned where they will work next year. Mrs. Bell asked about the incentive program approved by the Board; and Dr. Goree stated the incentive plan has been designed so core teachers at a target school (Transformation Zone schools) will receive an incentive of \$2,500, and if they receive a successful observation, they have the opportunity (based on Spring testing and if their school is Top Gains) to receive a \$1,500 incentive. There is also a \$1,250 incentive in place for those in hard to staff subjects (which he will identify); and there is a \$6,000 stipend for National Board Certified teachers. He added they are working with the State on an idea of how to increase the number of National Board Certified teachers working in the Transformation Zone schools, as well as improving the incentives at the schools within the Transformation Zone. Mrs. Bell asked if a teacher is at a non-Zone school and wishes to move to a school in the Transformation Zone, will they have that opportunity if there is space in a core subject. Dr. Goree responded that is correct and if the principal selects them.

Ms. Trammel expressed her concern over the recommendation to close Atkins. With Atkins being located in Cedar Grove and the closest elementary school to Atkins being Caddo Heights, she is concerned because the children in this area already attend three different schools; and if all the students attended Atkins, Atkins' capacity would be close to full. She also noted that with Atkins being a K-3 school and the test scores based on the 3rd grade students only, she asked the Superintendent and staff to look at all aspects as to why a school's grades are low. She said you can't take the K-2 students, and divide by the number of 3rd grade students testing and expect a great outcome. Ms. Trammel noted she understands things must be done to right-size the District, but she asked that further thought be given to the idea of closing of Atkins before doing so. Dr. Goree stated that in looking at the fact that students in Cedar Grove are attending schools outside the Atkins neighborhood, it is interesting to him that the change came about in 2002 when decisions were being made about the future of Fairfield. He said staff has looked at this and he understands there are many students leaving the Cedar Grove area and attending schools in other parts of the City. Ms. Trammel requested that staff provide her with the number of students that should be at Atkins but are attending schools outside the Atkins attendance area. Ms. Trammel also said she would be excited for Atkins to be a K-5 school.

Mr. Green stated he believes Caddo has the teachers qualified to do the job needing to be done and he believes negotiations should take place with staff regarding employing these teachers to go to the location where we need them the most and thus get the job done. He further stated that having lived through the establishment of magnet schools where the administrative teams at each of the schools were allowed to visit and interview until they had the staff in place that they were happy with and felt would get the job done, he believes this is what is needed in Caddo's Transformation Zone. Dr. Goree complimented the Board because when he arrived in Caddo there were things like incentive pay that was not going to happen. Also, when it came to equity in the system, the community had not embraced this; however, he believes this is now being embraced. He stated that during the entire month of February, the staff recruited only for the TAP schools; and the month of March will be set aside as a time for recruiting only for the target schools. The month of April will be a time that staff will look at all schools in the District; and the fact is that every school does not have the same challenge when finding staff; however, staff recognizes this and is definitely working to that end. Mr. Green added he believes every position in a school should be filled with a qualified, full-time teacher.

Mr. Rachal asked the Superintendent if he believes this will be better for our students and is this what the Superintendent wants to do? Dr. Goree responded absolutely and he believes that this is the bold step in the right direction from an instructional perspective and is a plan that will set the inner city schools up and level the playing field that capital provides for students who do not live within the inner city part of the District. Mr. Rachal asked for clarity and if the impetus of these closures is as a result of the reconfiguration of Fair Park High School; and Dr. Goree responded he was actually speaking more to the academics but that is correct when speaking to the closures. He further stated that when capacity of a school is pushed up, i.e. fill up BTW and Woodlawn, you create more capacity at the middle; so when you pull the 6th grade from the middle schools, the result is smaller elementary schools. He further explained that this creates an opportunity to directly reinvest the money saved in the students in this area, and it is a plan he supports. Mr. Rachal asked Dr. Goree if he likes this and will it be better for the students; because when he asked the superintendent if he supported the Fair Park reconfiguration, he would not say yes or no. Dr. Goree said he continues to support his answer at that time because there was no time for staff to look at the plan; and since then the Board directed staff and staff has looked at this, it is his responsibility to carry out the wishes of the Board. What he has presented to the Board is something he feels will work and improve opportunities for students in accordance with the Board's directive to him.

Miss Green asked about the incentives and the least incentive a teacher will earn if accepting a position at a target school, i.e. Green Oaks. Dr. Goree said the least is \$2,500 and the most is

approximately \$13,000. Dr. Goree also explained that some stipends are for target schools (approximately 20), and some incentives are designed for the Transformation schools, and there will be a list of ways teachers can earn these incentives. Miss Green stated she does not want to see teachers leave Green Oaks and as a result scores begin to decline. Dr. Goree explained in looking at the research that supports how money affects people's willingness to work in different places and while we want to make sure that everyone is able to see across the fence; working in a District the size of Caddo with as many as diverse populations, they believe an opportunity is being created that will allow every school to survive. He also said the schools will only be as strong as their leaders, and surveys indicate that money is not the number 1 indicator of where people choose to work. Dr. Goree also reminded everyone attending community meetings with State Superintendent that for a long time the conversation has been about how long many of these schools have struggled. To change what has become systematic and generational, it will be important for us to be extremely aggressive. Miss Green stated she is speaking for all schools and not just Green Oaks.

ESTABLISH THE AGENDA AND PROPOSED CONSENT AGENDA FOR THE MARCH 21, 2017 CPSB MEETING

Dr. Goree highlighted items for the Board's consideration and the following discussion ensued. Dr. Douzart requested that "Change Fair Park Back to a High School" be added to the agenda.

Capital Projects Bids. Mr. Rachal asked for clarification on the refurbishing of Linear's foundation. Steve White responded the Board last year approved this renovation to Linear to create an elementary school and during the investigation for architectural improvement, stress was noticed in the foundation thus the necessity to stabilize the foundation of Linear's buildings. The project was broken into two parts, (1) foundation stabilization (bids presented), and (2) architectural refurbishment (no structural changes but paint, ceiling tiles, etc. Mr. Rachal asked if this project has a large impact (total dollars in Linear), and Mr. White responded while staff is still working within the budget, it is a substantial piece of the overall budget and staff relooked at the project and removed some of the aspects of the project. Mr. Rachal asked the superintendent if he thought staff would be coming back to the Board for additional dollars because he believes if we do this project, it should be done right. Dr. Goree said Linear will become the new home for Northside Elementary School and staff has worked with the principal, teachers and community in this; and some of the things removed from the project are what is considered "bells and whistles" and will not affect the learning environment of the school. While he does not want to definitely say staff will not come back to the Board, Dr. Goree said staff is moving forward with the project and working toward not coming back to the Board. Mr. Rachal asked that he be kept up to date as this project moves forward as well as seeing options if more is needed. Mr. White explained provision has been made to do that since under the Louisiana Public Bid Law, we are allowed to bid the base bid (which must remain under budget) as well as up to three alternates. Staff has prioritized the school's needs and broke them down in the alternates.

Miss Green expressed Mr. Rachal's concern; however, she thought \$2 million was budgeted for this project, and Dr. Goree responded it is a \$3 million budget, and he is very excited about this project. Miss Green complimented staff on the amazing job done on revitalizing these school campuses, and she expects Linear to be the same state of the art school as the others.

Approval of Partnership Agreement Between the Louisiana Department of Education and the Caddo Parish Public School System and Authorizing the Closure of Atkins Elementary, Queensborough Elementary and Lakeshore Middle School. Miss Green asked if, when this is voted on, the parents will be aware. Dr. Goree confirmed that when the Board votes on March 21st, and depending on the results of that vote, staff will begin to make parents aware. He added

that staff is doing some pre-work relative to staffing because to be ready for the start of the next school year, there are some decisions that need to be made.

Ms. Trammel requested that when voting on this item, the vote be on each closure separately.

2015-16 Comprehensive Financial Report. Mr. Rachal stated he has not seen a copy of the audit and Mrs. Locke stated it will be attached to BoardDocs. Mr. Rachal also asked if the Audit Committee had a recommendation, and Mrs. Locke explained it was only a report so there is no necessary recommendation. Mr. Lee stated that he has copies of the audit for Board members who were not at the Audit Committee meeting. Mr. Abrams clarified that the Board will only vote to accept the audit report. Mr. Albritton explained that Carr, Riggs and Ingram made a presentation to the Audit Committee on the 2015-16 Annual Comprehensive Financial Audit, and he believes the audit turned out well with only two items noted, and these have been addressed. He also clarified for the public that the perception of Caddo having a “D” grade on the audit is incorrect because the “D” is a code used in auditing and is where Caddo falls.

Mrs. Brown noted the number of calls she has received regarding the Auditing Department and President Locke asked that she get with the Superintendent regarding the questions/calls she received. Mrs. Locke requested that Mr. Sims be at the March 21st meeting.

Change Fair Park Back to a High School. Dr. Douzart stated that she wants to follow protocol and Louisiana Code of Ethics; and although she is not the sum total of all knowledge, she has been quiet up until 2017. She said she cannot be accountable for what other people say and do; she can only be accountable for what she says and does. She has tried to be a team player. There were a lot of issues she did not agree to; and she agreed to keep from disagreeing. She collaborated with the Board. By the way, she did not start this. Another school board member took over her district without notifying her; and this is serious folks. Now, she has to resolve one situation after another. She opposed the merger of Fair Park High School. Superintendent Goree, get real; you have opposition from this district. She represents District 5; and not only does she oppose this merger, she is very much concerned about the direction a few members of this administration is taking District 5. She will look for an opportunity to change this direction. She will look for an opportunity also to work with other Board members to change the direction of the School District. She said the changes that a few members of this administration proposed have bias and economic components which advocates rearranging the lives of people who need stability, and most of all, a solid education. Caddo Parish School System has a high number of changes in administration, a high number of long-term substitute teachers, teachers are not attracted to Caddo like they used to do because they do not have trust in the System. They are not motivated to come here (low salaries); and because of all these changes, it only further destabilizes the Black side of the town. It diminishes a community without a high school. We must use common sense. Closing one high school and a hidden agenda closing several other schools in the same district thus creating a ripple effect throughout District 5. You know the old saying...when you close one school, you got to close three or four more in the same district. Using the merger of a school as a cover up for not fixing the problems is destroying a community. She said this community is active and thriving; and if this high school merges, the District will change to a ghost town or a prison. She asked, “When will we fix these problems?” Shuffling, rotating, and transporting students is not stable and will not get the job done. It is not the solution. Caddo has not been given authorization to close the school and the State of Louisiana and the RSD have not given authorization to close a school. Thank you so much.

ESTABLISH THE AGENDA AND PROPOSED CONSENT AGENDA

President Locke announced that Items 8.02-8.10, and 8.12 are the consent agenda items. *Dottie Bell moved, seconded by Mr. Riall, approval of the agenda and proposed consent agenda for the March 21, 2017 CPSB meeting as presented. Vote on the motion carried unanimously.*

POLL AUDIENCE

Lloyd Thompson stated he is disturbed because he thought we had a chance to save the communities and this did not just begin with Dr. Goree, but with Dr. Schiller, Dr. Dawkins, et.al. He referenced comments made by Dr. Douzart that the communities were soon to become ghost towns with no schools, and stressed the need to “slow the train down” and find another way to save the school system besides closing schools on his side of the track. While he doesn’t know the answers, he is willing to work with whomever to find the answers. He asked the Board to postpone this decision until there has been opportunity to look at how these children can be educated without closing down schools.

John Miles addressed the proposal to merge Fair Park and BTW and that he has always heard that smaller classes are better. He asked how the Board feels it can improve the grade average for these schools by consolidating them. While it should be all about the children, he doesn’t see that in the discussions and decisions.

Jon Glover said she is heavy hearted because she has begged and pleaded when it comes to educating the predominance of students in Caddo Parish that look like her. She said they are failing and nothing has changed. While this is no reflection on the present superintendent because this has been going on for a while, she doesn’t care what has been going on for a while but she needs to know what is going on now. When talking about taking students and putting them in other institutions that are already inferior academically, she questions what they will get. Putting new programs in schools will not help if students cannot read; and their children are being devastated and no one seems to care. She said she may be given all the rhetoric in the world about implementing great and extreme programs and plans, but nothing is coming to fruition, and the only way schools have come off the AU list is because the scale has been lowered. She doesn’t believe the Board is doing and giving the best it has to offer; and while she believes the resources are there, the Board is not doing the best it can to get the resources where they need to be. She asked the Board if it were their children that had to attend the 37 D and F schools, would they put them there.

Jackie Lansdale, president of Red River United, stated that in looking at what will work well in Caddo, one only has to look at DeSoto Parish who 10 years ago implemented universal preK as well as the TAP program. Regarding teacher pay and attracting teachers, she said it is very hard to have this or preK and the TAP program when the community does not support the school district. She said there is a lot of finger-pointing as to what someone is not doing instead of looking within and determining what the community needs to do; because a school will only rise to the level of expectation of the community surrounding it. She also referenced Mr. Albritton’s comments to make sure the public understood the report that Caddo received a D was not accurate and the need for him to say that because the community wants to continue to demean the School District. If the School District is to succeed and prosper, it will take the community coming together and supporting the School District.

Cathy Bonds, chair of Fair Park Alumni Association, addressed her concern about the 700 students at Fair Park and that this is the 6th time in 10 years the School Board has planned to move them to Booker T. Washington High School. The Superintendent says it is to preserve an African-American high school, and she said this is not an acceptable reason to move 700 students. Many do not even think this is possible and has not been since the Civil Rights Act of 1964. She said Caddo Parish has once again swept the Fair Park students under the rug and no thought was given to how the students feel about this move. Mrs. Bonds shared the number of times the students have been moved – from Bethune to Fair Park, two years later they were moved to Lakeshore and now they are being moved back to Fair Park, and now to Booker T. Washington. She questions if there will be room for all the Fair Park students at Booker T.

Washington and if not, they will be assigned to Woodlawn. She asked the Board if this is how they would want to spend their school years, is this how the Board would want their children or grandchildren to spend their school years. She believes this is disgraceful and doesn't believe any educator would think this is a conducive environment for learning and she questions how the children will survive this. She also asked about the 20,000 students (over half of Caddo's students) enrolled in D and F schools, and she doesn't believe anyone can ever say again that it is truly all about the children. Having attended Board meetings for 10 years, Mrs. Bonds stated there is very little that goes on in the meetings that is truly about the children. Regarding teachers in the AU schools, twice in the past 10 years they have had to resign and reapply for their positions. She said there is constant turmoil at Fair Park, and six principals assigned to Fair Park in the past 10 years is unacceptable. She asked the Board to reconsider its decision and let Fair Park remain a high school and serve the community as it has for 89 years. She also agreed TAP has been unsuccessful in the past, and asked the Board to work together on another plan because there is room in Shreveport for Fair Park and Booker T. Washington as high schools.

Dr. Timothy Jones addressed the Board about the Cedar Grove community and the recommended closure of Atkins Elementary, because if it is closed, Cedar Grove will not have a school; and every child in Cedar Grove will be bused out of the community. He said three of the leading elementary schools in the state are in 71106 (South Highlands, Eden Gardens, Fairfield), as well as Caddo Middle Magnet; but, the children in Cedar Grove cannot attend these schools. He said he feels betrayed and will not sit idly by to watch an entire community taken from them by closing Atkins, and he asked the Board to not close Atkins.

BOARD MEMBER ANNOUNCEMENTS

Miss Green referenced the Caddo Parish Public Schools quarterly magazine and asked that each student on the cover receives a copy as well as strategically placing copies across the city. She also is interested in talking with Board members whose schools will be affected by any closure as she wants to make certain she hears what the community is saying about schools closing.

Ms. Trammel announced that earlier today she was in Lake Charles for the semi-finals; and while Woodlawn was outstanding even though they lost the game, she reported that the students represented Caddo well. She encouraged everyone to continue to support these students.

Mrs. Brown stated that (1) TAP in DeSoto Parish is outstanding, (2) she never thought Caddo put enough emphasis on communities, and (3) their generation was smart because the family took care of the children and taught them important things. She also thanked everyone for their prayers during her illness.

Raymond Green recognized State Representative Barbara Norton in the audience who is a strong supporter of public education.

Dr. Goree stated that over the last few months there has been a lot of conversation around the Transformation Zone and he recognized the District Transformation and Innovation Officer Billy Snow for the hard, tireless work he has done to help improve education in a struggling population. He shared his appreciation for Ms. Glover's comment that this has been going on for a long time and we must continue to work hard to make the needed changes. He also invited all who were interested to be involved in the Amazing Shake final competition on March 14th. This event will be a dinner with the finalists serving those in attendance and the proceeds from the \$30 tickets will help support the finalists traveling to Washington D.C.

Mrs. Bell announced she is assisting with a fund-raiser for the autistic students at Huntington High School. She said the Hero Run will take place April 1st and will help support the opportunity for these students to travel to Washington D.C. in 2018. The students will also be at

the March 21st CPSB meeting. Ms. Trammel also announced that on March 31 Tabitha Taylor will lead an event “Turn it Blue” at Bill Cockrell Park at the Community Center.

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

March 21, 2017

The **Caddo Parish School Board (CPSB)** met in regular session on Tuesday, March 21, 2017 at 4:30 p.m. in its offices at 1961 Midway, Shreveport, Louisiana with President Denee' Locke presiding and the following board members present constituting a quorum: Steve Riall, Jasmine Green, Margaret Brown, Susannah Poljak, Dr. Bonita Douzart, Mary Trammel, Raymond Green, Barry Rachal, Larry Ramsey, John Albritton and Dottie Bell. Also present were Dr. Lamar Goree, superintendent, and Reggie Abrams, legal counsel. Ms. Trammel led the prayer and Pledge of Allegiance.

CONSIDERATION OF MINUTES OF THE FEBRUARY 21, 2017 AND MARCH 9, 2017 CPSB MEETINGS

Mr. Riall moved, seconded by Ms. Trammel, to approve the February 21, 2017 and March 9, 2017 CPSB minutes as submitted in the electronic mailout. Vote on the motion carried.

PRESENTATIONS AND RECOGNITIONS

President Locke announced that Mary Nash-Wood, assistant director of communications, on Sunday delivered her baby girl prematurely. Everyone was asked to remember them in their thoughts and prayers.

Diane Atkins, chief human resource officer, on behalf of the board, recognized the following staff members and students for recent achievements. President Locke and Chief Academic Officer Keith Burton congratulated and presented each one recognized with a certificate acknowledging their accomplishments. Administrators, family and friends present were recognized.

Autism Awareness Month. In recognition of April as Autism Awareness Month, Santana Jones, Huntington High School student under the leadership of Teacher Ronald Radel, shared with everyone memory and math calculation skill activities naming in order all the U.S. Presidents, randomly when given a number, as well as completing mental math exhibitions of large number equations. Mrs. Bell recognized Santana's parents and announced they will host a Super Hero Run at Bill Cockrell Park on April 1st with proceeds going to fund expenses for 25 autistic students to travel to Washington, D.C.

LSBA 2017 Art Work Contest. Jodie Ray Johnson, student at Caddo Magnet High School, was recognized for placing first in the high school division of LSBA's 2017 Art Work contest. Her artwork "The Blue Heron" was displayed, along with student artwork from districts across the state, at the recent LSBA Annual Conference in New Orleans.

Perfect ACT Score. Dylan Tines, 15 year-old student at C. E. Byrd High School, was recognized for scoring a perfect 36 on the ACT test. Dylan will have the opportunity to attend any college/university in the United States.

Louisiana A+ First Arts. South Highlands Elementary Magnet School was recognized as the first laboratory school in the Louisiana A+ Schools Network. The George Rodrigue Foundation of the Arts advocates the importance of the visual arts in the development of our youth and encourages the use of art within all curricula and supports a variety of educational programs. South Highlands completed their third year in this pilot program showing their deep commitment to the A+ essentials, art integration and maintaining art as their primary focus.

2016 Louisiana PTA Educators of Distinction Award. The following teachers were recognized as outstanding educators of distinction: Amy Nicole Hopper, Youree Drive Middle School; Megan DeFatta Quin, University Elementary; Stacey Thomas, A. C. Steere Elementary; Amy Horn Williams, Fairfield Elementary Magnet; Jeremy Ryan Williams, C. E. Byrd High School; and Kris Klements, Caddo Magnet High School.

CPSB LSBA Earned CLUs. Mrs. Atkins recognized and presented to each CPSB member their commendation for completing the required hours of continuing education with many going beyond the required hours. Steve Riall, District 1; Jasmine Green, District 2; Margaret Brown, District 3; Susannah Poljak, District 4; Dr. Bonita Douzart, District 5; Mary A. Trammel, District 6; Raymond E. Green, District 7; Denee' Locke, District 8; Barry Rachal, District 9; Larry Ramsey, District 10; John Albritton, District 11; and Dottie Bell, District 12.

VISITORS

Jackie Lansdale, president of Red River United, addressed the Board on a possible pay raise noting that Caddo has the lowest new teacher salary in the region and the highest turnover as noted by the number of classes taught by uncertified or substitute teachers. She said Red River United remains steadfast in their belief that the community would support them if asked even though many of the Board members do not share that view. She stated the only avenue for a pay increase if the district does not go to the public is to continue to scrub the budget and suggest ways to fund it. Mrs. Lansdale reported that the Superintendent last week met with the site-based leadership of the professional organizations and explained the process in areas where funds could possibly be found. He asked those in attendance to select their priorities; and the top three were (1) consolidation; (2) insurance adjustments; and (3) a new tax. She believes this is called transparency and asked that this be posted. While there has been no decision made, and no decision will be made until the Board goes through the budget process beginning in April; she asked the Board not to oppose this because those vested in the system understand what the District is up against and when given the facts, their position is against those who deliberately and purposely spread misinformation and lies. Because the District is faced with unheralded cuts to an overburdened system by the Federal Government, because BESE is poised to take another 3% out of Title I funds for vouchers, because we have a State Government who has an unbelievable industrial tax exemption that includes schools, and if we were able to keep the \$18 million lost each year, every child would be receiving a preK education. With the law change, it is hoped the Board would be in a position to approve or disapprove any additional requests. She said they have faith in the Board to do the right thing and will support the Board when doing the right thing to get Caddo off the bottom. The RRU supports getting certified teachers in every class, supports all teachers being compensated for their contributions; and because there is no separate or equal in Caddo unless we work together, she encouraged the Board to work together.

Brenda O'Brock stated that changing Fair Park to anything other than a high school will only be a shuffle of students which cannot fix what is broken; and a lack of occupancy is going to increase if Fair Park is changed to a middle school. More people will leave for other states and parishes, and the Board can prove that it knows what is broken by how each Board member casts their vote today. If the Board votes to keep Fair Park a high school, other measures should come next to fix what is actually broken, i.e. doing away with standardized testing. If the Board votes to change Fair Park to a middle school, the Board will show that it believes another idea of an individual is worth a try even though these ideas have taken the District on a path of failure for years. Research-based education reform is needed and not an ideology of the next person in charge; and to fix what is broken, it is important to be systematic and this will bring improvement. She shared statistics of the homeless in Caddo Parish, the important role of a "cheerleader" in each individual home and what we are doing for the impoverished children, particularly in the State of Louisiana, because they do not have cheerleaders in their homes. For those who are underperforming, the Board needs to make changes so these students are reached.

Marion Howard stated that having attended many Board meetings and retiring after 33 years teaching at a single school in Caddo, she can't remember the last substantial pay increase received by employees while costs for housing, food, etc. continue to rise. Because she sees too many permanent subs, she asked the Board to please find a way to fund a pay raise and stop the bleeding of Caddo's qualified teachers to other parishes.

Rob Broussard noted that when using the term "We are Caddo", it is inclusive of those not in the employee organizations, the teachers that go to work every day, bus drivers, custodians, and even retired teachers. He said if a proposed raise is given, those impacted the most negatively are the

retirees. Mr. Broussard referenced the state audit report stating there are 4,500 retirees, but the proposal lists 4,000 retirees, and asked where are the 500 missing people. He referenced an email from Board member Poljak stating that the average age of employees is 59 which means they are eligible for retirement. If this is correct, there are 1,451 teachers eligible for retirement and they will feel the immediate impact on their salaries if this raise goes forward. Board member Locke stated in an email that the premiums would remain the same and we would keep the low-cost prescription plan. The timeline disagrees as does the work list where prescriptions will go from zero to \$250; and while some of these things may change, one must remember that the retired teachers are also “We are Caddo” as well as students, teachers, parents, the taxpayers; and when one group asks that we look at exterior sources to fund a pay raise, he believes others want to see this happen but not by taking it from one pocket and putting it into another one.

Lloyd Thompson stated he has said the same thing for two months and that is we can no longer continue to close schools in their community. Rather than closing Fair Park or refiguring Fair Park, he asked the Board to look at adding them to the Transformation Next Zone and giving them an opportunity with the 11 other schools to turn it around. In talking about giving pay raises for teachers to come into the communities and teach, this brought 45 teachers to Fair Park rather than taking the students to another school. He encouraged the Board to stop destroying the African American community by closing its schools. He asked the Board to consider if they wish to continue to go down the road and close schools or does it want to save some of those communities.

Middie Farrow addressed the closing of schools in the Black Community and how it seems more appropriate to do so than repairing them and putting the money in the General Fund; and she questioned what is being done with the extra money from closing schools. Ms. Farrow noted the importance of children getting a great education and they depend on the Superintendent and Board to do the right thing for the children. Ms. Farrow stated she is a cheerleader for the children in her community and she believes it awful for the Board to close schools one by one.

Gladys Starks addressed Black schools not being treated fairly and Fair Park is one of those schools. She said the students are not getting a quality education at Fair Park, the resources are low, high achievers have moved to other schools, there are no vested principals or teachers at Fair Park, and now the Board wants to close the high school and make it a middle school. She shared her disagreement with this decision; and if the Board passes this tonight, the Board’s taxes will not pass in May.

Stormy Gage-Watts shared her support last week of the Transformation Zone described as a component that could help improve all schools struggling in Caddo Parish. She said it was not once stated that Fair Park would not be included under this umbrella. With the contract not yet available for public viewing, she questioned why following the meeting it was available on the Caddo Parish School website and noted that Fair Park would not be included but closed. She added it is interesting to her that schools with lower grade standards, less enrollment and lower scores on overall testing were included in the plan. Believing that the picture is much larger, she hopes it is not the ultimate goal; and she noted accomplishments that give honor to the students at Fair Park. She is concerned that students will have to walk home from another high school across town, that robots are sitting collecting dust, that the ROTC went to Washington DC with their honorable accomplishments and that they are on their way to Kentucky yet are being overlooked, that the programs are presented for the students yet they are taken away, and how hard the teachers have worked to improve the school’s scores. She added they are not advocating or asking that any other high school be closed even they do not have the capacity and do have the same lower grades, but they are asking that Fair Park remain under the Transformation Next; and she would hate to threaten non-support of the Caddo Parish School Board tax if this happens tonight.

Brian Salvatore, LSUS Professor and Chair of the Department of Chemistry and Physics, addressed the Board on a program implemented at Fair Park approximately 4 years ago sponsored by the Community Foundation and the American Chemical Society. The plan is for this program, the ASPIRE Program, an after-school program for innovation and respect for

education, to continue in the fall, and he places tremendous credit for this program's success on the staff and Alumni President Cathy Bonds. He shared that he learned from this program that when you invest in students at a school like Fair Park, they invest in themselves and their futures which will change their outlook on life by having people care about them. He stated the message the Board is sending tonight is it will disinvest in the school and its students, leaving students to feel abandoned. Mr. Salvatore stated the Board can choose the second choice and think about these students that are the future and make the right decision. He also encouraged the Superintendent and Board to invest in the neighborhoods around the schools.

Marlon Blackshire, Fair Park student, addressed the consolidation of Fair Park with Booker T. Washington High School. In his English assignment to look at the Board's plan, Mr. Blackshire noted that he learned this is about facilities and not about academics. He said when the education at a school is not on the same standard as the other schools in the District, how can this help students progress to be on the same level. He questions how it can be equal for all students when what is being taught in the classrooms from school to school is not the same. If the School Board is over education, it should be over education at all schools and not those who appear to be excelling the most. He said if the School Board really cares about its students and Fair Park is really a part of Caddo, then the right decision will be made tonight.

Tahira Abdul-Rahman, BTW Alumni Foundation, addressed the merger of Booker T. Washington High School and Fair Park High School and their support of this plan, and encouraged the Board to vote for the merger. Knowing that additional resources, certified teachers and funds are needed for the merger to be successful, and believing that all children can learn, they believe everyone (students at Fair Park and BTW, BTW Alumni Foundation, principal, staff, and students) will work diligently to see the merger succeed. She reminded everyone that BTW was built for the African American community, and it is the only African-American school in Caddo Parish that served as a high school in the 50s, 60s and still is a functioning high school. She also believes that under the leadership of a new principal, Booker T. Washington is on its way to a newly, revitalized school; and even though she understands the emotions expressed regarding the merger of these two schools, Booker T. Washington once was the largest, and was the only high school for African Americans in Caddo Parish, and it belongs to everyone in the room. She thanked the Board members who understand the broader implication of this merger and the move to preserve an icon in the community and encouraged the Board to continue its support in this merger.

Chester T. "Catfish" Kelley stated it is hard to match what's been said and acknowledged the last presentation. He added he believes what is being done is perpetrating the bad things happening in the Black community; and he does not believe closing Fair Park High School is in the best interest of the Black community. If done, he believes the area covered by Fair Park will become a ghetto. With a neighborhood needing schools and churches and with high schools always being an anchor of a good neighborhood, he believes there is an opportunity to relook at this situation and change it for the better. While he knows it is a difficult decision, the Board now has the opportunity to correct the wrong direction, and not only save Fair Park but also the neighborhood.

Richard M. Dailey shared his education experience in Caddo Parish and the bonds formed among the students from elementary through high school (Fair Park Class of 1963); and if we are to break the vicious cycle seen today, children need a good education.

Diana Lucas stated her support of Fair Park and encouraged the Board to allow the students at Fair Park to taste the victory for which they have diligently worked and that is to come out of corrective action. She said there are good educators at Fair Park as evidenced by the students' accomplishments despite the adversities they face each day.

Michelle Young addressed the unfair punishment of a student urinating in her son's cup and he consumed it. Only suspended for two days, she questions why when the day before another student sprayed Febreeze in a teacher's drink, which she did not consume, and that student was suspended from all Caddo Parish Public Schools for two years. She said this student was

charged by the police yet he was allowed to return to school to play in a baseball game. Ms. Young stated her son has been humiliated on more than one occasion and the school has done nothing to protect her child. Having emailed each School Board member and taking all the necessary steps for holding this student accountable for what he did to her son, she has not gone to the media. While she does not desire to ruin this student or his parents, she does want to understand the slight punishment received for such a harsh act against her son.

Tabitha Taylor asked that the Board leave Fair Park alone. She said for the past 10 years an attempt has been made six times to close Fair Park; and in lieu of insurmountable odds, Fair Park keeps rising. Having been taught to stand for what one believes in, she doesn't believe the Board has done due diligence to the students; because the day the decision was made to make Fair Park a middle school, travesty was brought among the Fair Park students. As a parent, as an alum, and as a citizen of Caddo Parish, she asked the Board to leave Fair Park alone. If not, she promised there will be no support when tax renewals are up for re-election.

Earnestine Coleman expressed her opposition to the reconfiguration of Fair Park High School. She reminded everyone that this is children's lives; and while she is not against keeping a failing school open, she is against depriving the students at Fair Park a quality education. Taking students from a failing school and putting them into another failing school, she questions if it is the School Board that is failing or is it Fair Park. She said it is also wrong to sacrifice 742 students at Fair Park because the neighborhood is not seeing any growth. She doesn't understand why the parents and students must suffer unsuccessfully as well as have their Constitutional and Civil Rights violated. She also asked if any Board member has visited Fair Park, the classrooms, students' performance prior to voting against Fair Park and bussing students to another failing school. Ms. Coleman asked the Board if it has considered the effect on the Queensborough community, and if any Board member would want their children mistreated in a manner that the current Board has disrespected the students and parents today. She said she will fight twice as hard against Caddo Parish taxes and reminded them that what is done to others will be done to you.

Chris Henry addressed the plan to close Lakeshore Middle School and Item 8.13 which states "Move to change Fair Park to high school". He stated if 8.11 passes, there will be no need to vote on 8.13; and he questions why we are here today playing what appears to be a game. He addressed the under-attended schools (Arthur Circle, A C Steere, Riverside) and the possibility of raising the SPS grade in Caddo if Arthur Circle were closed. In looking at Atkins, Queensborough, and the Fair Park-BTW merger, he doesn't believe the students and community (stakeholders) have been given a fair share at the table. He reminded everyone that the Board closed Barret Elementary last year and asked where the saved dollars were used. Working in the community every day, Mr. Henry said he sees a number of children in the community that want to do better; but, they do not get the support they need. He encouraged the Board before making these decisions to get more involved, listen to the stakeholders and not vote on this today.

Representative Barbara Norton stated she was in attendance to address the Board and make sure she did her due diligence on behalf of her community and her three children that graduated from Fair Park. Having served as PTA President at Fair Park for approximately 5 years, she asked the Board to please not put her in the middle of this and force her to choose, because she will have to stand with her community and make sure the children get the services and education they need.

PERSONAL POINT OF PRIVILEGE

Because people in the audience were leaving and she wanted them to hear what was going on, Board member Dr. Bonita Douzart requested a personal point of privilege in order to make the following statement. *Dr. Douzart thanked President Locke and Dr. Goree. She appreciates both of you and all of the hard work you encounter. A majority of the issues of Caddo Parish School Board have been inherited long before you were elected to the Board President Locke and before Superintendent Goree was selected. Some of these problems existed before she retired and she understands. Thanks to all the members of the Board. She knows that schools are being closed all over the country, but none like this. It is the way these closures have been done. A figure of*

speech... "it is not what we do, but how we do it". The manipulations and constant change in methods are just not right. How much money did the District save by closing Fair Park High School? How much would it cost Caddo to give all the students affected a choice of where they would like to attend school? Since we are saving this money, we should at least give all the students a choice. My title is "An Update of the Ride on the Train". The CPSB train is moving too fast. The Conductor Goree is leading the train. There are missing pieces of the puzzle. The games that are played and meetings that are scheduled are led by the conductor. This year, 2017, the original scheduled school board meeting dates have been changed quite often. On January 17, 2017, there was a majority of votes from the School Board to merge Fair Park High School to Booker T. Washington High School 9-12 grades. Fair Park High School to a middle school. This announcement caused an electrified shock to numerous citizens across the city. January 20, 2017, the conductor gave directives to Lakeshore to move into Fair Park High School building, a closure of Lakeshore. Before Lakeshore closure is finalized, the conductor announced on March 9, 2017 that Atkins and Queensborough elementary schools are to consolidate. A few days later, an announcement from the conductor that Atkins and Queensborough schools remain (President Locke asked that Dr. Douzart not be disrespectful to the superintendent.) Dr. Douzart continued and said several schools have been announced for closure. We must get organized and consistent. This train is not in correct order. At least front, middle and end, then later filled in spaces. March 14, 2017, the conductor invited school board members to come learn about an agreement and the next steps for approval implementation. On March 15th he hosted a briefing regarding the agreement to discuss the key pillars of the plan from 12:30 p.m. to 1:30 p.m. Another rushed meeting. One hour is not enough time for 15 different schools. The School Board needs two or more weeks to analyze and review. No one even requested to have the agreement read. A news conference was scheduled at 1:30 p.m. to announce the agreement. How can 12 members collaborate for an agreement within one hour. A two-hour meeting that day – the train is moving too fast. The School Board members did not receive an agreement. Maybe they received one when they went home. It stated in the agreement that the Board agreed to it. She was there. She does not agree to written papers that she has not read. The Board will vote on March 21st (today) 2017 for final approval. It appears that a lot of work was done for the new plan, but why these initiatives were not presented before the voting on January 17th, 2017. The conductor presented a Caddo Transformation Partnership Agreement. The first page, third paragraph clearly states that Fair Park (closing), Lakeshore Middle moving (moving to Fair Park campus). Here comes the train. All aboard. School Board members get on the train. All aboard. Engine starting. Train moving. There are some emotional members riding on the train. All is well. First box car states "Why this plan or agreement was not presented before voting to merge Fair Park High School?" a repeated question. Next box car moving states "These past three months have been filled with confusion and inconsistencies. Some decisions were not wise. Something is not right. Why close Fair Park High School. Is there a vendetta? Something is missing and not understood. Maybe there is a hidden motive against Fair Park High School. The train's moving faster. Next box car moving states "Please consider the children. Do we care?" The next box car states "Four schools were on the "F" list. Fair Park High School's scores were higher than the other three. Why they have to close?" Next box car moving states "Well the conductor had a conversation with other members on the Board who went through closure before the school closed." He and I have not had this type of conversation. The next box car moving states "What about the students, teachers, administrators, staff, families, alumni, taxpayers, constituents and community input. The answer – no input, no time for this. Train moving fast. Mr. Riall called for a point of order because this is more appropriate during the agenda item. The next box car moving states "Some people think right is wrong and wrong is right but no matter what, do the right thing". The agreement has three entities simultaneously, meaning that when the Board votes it will have 3 yes votes or 3 no votes automatically, instantly agree and locked in. First three years that Fair Park School closing will be a middle school. Second, Lakeshore Middle (students moving to Fair Park campus), Lakeshore will not exist. Number 3, the Caddo Transformation Partnership Agreement causes for a yes or no vote. These are the three in one blow. Next box car moving states "Number 8.13 by Dr. Douzart on the agenda is automatically not considered if the majority votes are yes to the agreement". The last part of this train coming...I'm stating this one. "For the benefit of the students, we need to slow down the train". The end of the train. Thank you.

President Locke called a 10-minute recess at 6:18 p.m. The Board reconvened in open session at approximately 6:27 p.m.

ESTABLISH THE AGENDA AND CONSENT AGENDA

Superintendent Goree highlighted items for the Board's consideration and the following discussion ensued. Dr. Goree announced that at the request of the principal Item 8.08 is being pulled and Item 8.11 (b) and (c) are pulled. President Locke announced Items 6.02, 7.01, 8.01-8.07, 8.09-8.10, 8.12 and 13.02 as the Consent Agenda. *Mrs. Bell moved, seconded by Mr. Riall, to approve the agenda and consent agenda for the March 21, 2017 CPSB meeting as presented. Vote on motion carried unanimously.*

CONFIRM THE CONSENT AGENDA

Mrs. Bell moved, seconded by Mr. Riall, to confirm the consent agenda. Vote on the motion carried unanimously. The following is a summary of the Board's action on the consent agenda items.

Item No. 6

6.02 Personnel Transactions Reports (Resignations). The Board approved the personnel transaction reports (resignations) covering the period of February 1, 2017 through February 28, 2017 as recommended by staff and submitted in the mailout.

Item No. 7

7.01 Bids – Construction and Capital Projects. The Board approved the following bids as recommended by staff and submitted in the mailout on the bid tabulation sheets: (1) The Payne Company, with a Base Bid, Alternate 1 and Alternate 2, for the sum total of \$726,000 for Project 2018-305, "Keithville HVAC, Phase I"; (2) Integrity, Inc. with a Base Bid, for the sum total of \$553,600 for Project 2018-101, "Linear Foundation Refurbish"; and (3) Dixie Overland Construction, LLC, with a Base Bid, for the sum total of \$89,200 for Project 2018-311, "North Caddo Sewer Replacement". *The bid tabulation sheets are filed in the official papers of the March 21, 2017 CPSB meeting.*Mov

Item No. 8

8.01 Property/Bus Rental Requests. The Board approved the requests for use of CPSB property and/or buses as recommended by staff and submitted in the electronic mailout.

8.02 Out of State Travel. The Board approved requests for out of state travel (General Fund) as recommended by staff and submitted in the electronic mailout.

8.03 Recommendation for External Audit Services. The Board approved the CPSB contract with Carr, Riggs & Ingram, LLC to provide external audit services as recommended by the Audit Committee and submitted in the electronic mailout.

8.04 2015-16 Comprehensive Annual Financial Audit Report. The Board approved accepting the 2015-16 Comprehensive Annual Financial Audit report as submitted in the electronic mailout.

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

8.06 Granting of Servitude Agreement for City of Shreveport Sewer Improvements. The Board approved granting of servitude agreements for the City of Shreveport's Sewer Improvements as recommended by staff and submitted in the electronic mailout.

8.07 Youth Enrichment Program (YEP) Contract Renewal. The Board approved the continuation of facility usage agreement between YEP and the CPSB for August 14, 2017 through May 17, 2018 as recommended by staff and submitted in the electronic mailout.

8.09 Begin the 90-Day Process for Naming the Herndon Gymnasium for Mr. O.C. Rollins. The Board approved beginning the 90-day process for naming the Herndon Gymnasium for Mr. O.C. Rollins as submitted in the electronic mailout.

8.10 Consideration of CPSB Resolution Petitioning the Annexation of Herndon Magnet School into the Boundaries of the Town of Oil City. The Board approved the resolution petitioning the annexation of Herndon Magnet School into the boundaries of the Town of Oil City as submitted in the electronic mailout.

8.12 2016-17 General Fund Budget Revision. The Board approved the revision to the 2016-17 General Fund budget as recommended by staff and submitted in the electronic mailout.

Item No. 13

13.02 Request for Settlement Authority – Viola Patterson et al v. Bobby Jelks, James Outley & CPSB, 1JDC, Caddo Parish, La, No. 583,353. The Board authorized resolution as recommended and submitted in the electronic mailout.

APPROVAL OF PARTNERSHIP AGREEMENT WITH LOUISIANA DEPARTMENT OF EDUCATION AND CADDO PARISH PUBLIC SCHOOLS

Mr. Ramsey moved, seconded by Mrs. Bell, to approve the partnership agreement with the Louisiana Department of Education and Caddo Parish Public Schools and to authorize execution of the partnership agreement with the Louisiana Department of Education and Caddo Parish Public Schools as submitted in the electronic mailout. Mr. Ramsey said that a tremendous amount of data has been looked at to arrive at this decision, including demography data and attendance data. He further said that in the efforts to gather the best resources possible for the kids, and because it is not the building teaching the kids; he believes the District is there. He added this is part of the plan agreed to in partnering with BESE and the Department of Education and contains the first part of his motion approved and that was Fair Park being merged with BTW. Mrs. Bell shared her agreement with the proposed plan submitted to the State Superintendent; and she believes the Board has had ample time to look at this plan. Now it is time for adult issues to get out of the way so everything we do is to help the children get the best possible resources in the classroom, and she encouraged the Board to support the motion on the floor. Mrs. Bell also reported that she asked the Legislators at the Legislative Luncheon held on this date to stop labeling Caddo's schools and the District.

Mrs. Brown, in a point of personal privilege, encouraged others to be part of the revitalization initiative and help make this area for students a wonderful place to live. She shared her experience with BTW and how the students make this school one of respect and manners.

Mr. Riall moved, seconded by Mr. Ramsey, to call for the question. Vote on the motion to end debate carried with Dr. Douzart voting against the motion.

Vote on the main motion carried with Board member J Green opposed and Board members Riall, Brown, Poljak, Douzart, Trammel, R Green, Locke, Rachal, Ramsey, Albritton and Bell supporting the motion.

APPROVAL OF CLOSURE OF LAKESHORE MIDDLE SCHOOL

Mr. Ramsey moved, seconded by Ms. Trammel, to approve the closure of Lakeshore Middle School as submitted in the electronic mailout. Mr. Ramsey echoed his comments made on the previous motion on the floor and that Superintendent Goree submitted this solution as a result of negotiations. Vote on the motion carried with Board members Riall, Brown, Poljak, Trammel, R Green, Locke, Rachal, Ramsey, Albritton and Bell supporting the motion and Board members J Green and Douzart opposed.

CHANGE FAIR PARK BACK TO A HIGH SCHOOL

Dr. Douzart moved, seconded by Ms. Green, to remove the word “closing” in parenthesis following Fair Park and “students moving to Fair Park campus” in parenthesis from Lakeshore Middle and located on the 1st page, 3rd paragraph, remove the word “Middle” from Fair Park and on the 3rd page, line 11, of the Caddo Transformation Partnership Agreement. Mrs. Locke stated that this motion has passed. Dr. Douzart moved, seconded by J Green, to change Fair Park back to a high school. Dr. Douzart stated that she has said enough and she thanked the Board for whatever decision it makes. Miss Green stated she believes the community has expressed its concerns and Dr. Douzart has as well. She believes the community does not feel like they have had ample time to provide input and she encouraged reconsidering this item. Mr. Ramsey moved, seconded by Mr. Riall, to call for the question. Vote on the motion to end debate carried unanimously. Following the rereading of the motion, vote on the motion to change Fair Park back to a high school failed with Board members Douzart and J Green supporting the motion and Board members Riall, Brown, Poljak, Trammel, R Green, Locke, Rachal, Ramsey, Albritton and Bell opposed.

ANNOUNCEMENTS AND REQUESTS

Miss Green thanked the Communications Department for providing the Top 20 students at Green Oaks a copy of the Caddo magazine with their picture on the cover.

Mr. Green informed the board that on Monday a group of ladies dressed in pink and green from across the country made a trip to Oak Park on a school bus. The bus was filled with backpacks, paper, pencils, pens, uniforms, etc. to present to the students.

Dr. Goree thanked everyone who participated in the Amazing Shake dinner as well as the first Transformation Zone Conference. He announced he was unable to attend due to illness but received very positive feedback on the event. Contrary to popular belief, Dr. Goree said there are amazing things happening in Caddo’s most struggling schools and a group of individuals from all across the country visited Caddo to see what we are doing to help students and the progress made.

EXECUTIVE SESSION

Student Readmission Appeals. *Mr. Ramsey moved, seconded by Mr. Rachal, to go into executive session for up to 20 minutes for the purpose of hearing student appeals. Following a five minute recess, the Board went into executive session at approximately 6:57 p.m. The Board went back into open session at approximately 7:03 p.m.*

Ms. Trammel moved, seconded by Mr. Green, to approve readmittance of Student NM back into the School System. Vote on the motion carried unanimously.

Ms. Trammel moved, seconded by Mrs. Poljak, to amend the expulsion of Student CSS to end at the end of this school year. The parents are in agreement. Vote on the motion carried unanimously.

Adjournment. *Mrs. Bell moved, seconded by Ms. Green, to adjourn. Vote on the motion to adjourn carried and the meeting adjourned at approximately 7:07 p.m.*

T. Lamar Goree, Ph.D., Secretary

Denee' Locke, President

March 21, 2017

The **Caddo Parish School Board (CPSB)** met in regular session on Tuesday, March 21, 2017 at 4:30 p.m. in its offices at 1961 Midway, Shreveport, Louisiana with President Denee' Locke presiding and the following board members present constituting a quorum: Steve Riall, Jasmine Green, Margaret Brown, Susannah Poljak, Dr. Bonita Douzart, Mary Trammel, Raymond Green, Barry Rachal, Larry Ramsey, John Albritton and Dottie Bell. Also present were Dr. Lamar Goree, superintendent, and Reggie Abrams, legal counsel. Ms. Trammel led the prayer and Pledge of Allegiance.

CONSIDERATION OF MINUTES OF THE FEBRUARY 21, 2017 AND MARCH 9, 2017 CPSB MEETINGS

Mr. Riall moved, seconded by Ms. Trammel, to approve the February 21, 2017 and March 9, 2017 CPSB minutes as submitted in the electronic mailout. Vote on the motion carried.

PRESENTATIONS AND RECOGNITIONS

President Locke announced that Mary Nash-Wood, assistant director of communications, on Sunday delivered her baby girl prematurely. Everyone was asked to remember them in their thoughts and prayers.

Diane Atkins, chief human resource officer, on behalf of the board, recognized the following staff members and students for recent achievements. President Locke and Chief Academic Officer Keith Burton congratulated and presented each one recognized with a certificate acknowledging their accomplishments. Administrators, family and friends present were recognized.

Autism Awareness Month. In recognition of April as Autism Awareness Month, Santana Jones, Huntington High School student under the leadership of Teacher Ronald Radel, shared with everyone memory and math calculation skill activities naming in order all the U.S. Presidents, randomly when given a number, as well as completing mental math exhibitions of large number equations. Mrs. Bell recognized Santana's parents and announced they will host a Super Hero Run at Bill Cockrell Park on April 1st with proceeds going to fund expenses for 25 autistic students to travel to Washington, D.C.

LSBA 2017 Art Work Contest. Jodie Ray Johnson, student at Caddo Magnet High School, was recognized for placing first in the high school division of LSBA's 2017 Art Work contest. Her artwork "The Blue Heron" was displayed, along with student artwork from districts across the state, at the recent LSBA Annual Conference in New Orleans.

Perfect ACT Score. Dylan Tines, 15 year-old student at C. E. Byrd High School, was recognized for scoring a perfect 36 on the ACT test. Dylan will have the opportunity to attend any college/university in the United States.

Louisiana A+ First Arts. South Highlands Elementary Magnet School was recognized as the first laboratory school in the Louisiana A+ Schools Network. The George Rodrigue Foundation of the Arts advocates the importance of the visual arts in the development of our youth and encourages the use of art within all curricula and supports a variety of educational programs. South Highlands completed their third year in this pilot program showing their deep commitment to the A+ essentials, art integration and maintaining art as their primary focus.

2016 Louisiana PTA Educators of Distinction Award. The following teachers were recognized as outstanding educators of distinction: Amy Nicole Hopper, Youree Drive Middle School; Megan DeFatta Quin, University Elementary; Stacey Thomas, A. C. Steere Elementary; Amy Horn Williams, Fairfield Elementary Magnet; Jeremy Ryan Williams, C. E. Byrd High School; and Kris Klements, Caddo Magnet High School.

CPSB LSBA Earned CLUs. Mrs. Atkins recognized and presented to each CPSB member their commendation for completing the required hours of continuing education with many going beyond the required hours. Steve Riall, District 1; Jasmine Green, District 2; Margaret Brown, District 3; Susannah Poljak, District 4; Dr. Bonita Douzart, District 5; Mary A. Trammel, District 6; Raymond E. Green, District 7; Denee' Locke, District 8; Barry Rachal, District 9; Larry Ramsey, District 10; John Albritton, District 11; and Dottie Bell, District 12.

VISITORS

Jackie Lansdale, president of Red River United, addressed the Board on a possible pay raise noting that Caddo has the lowest new teacher salary in the region and the highest turnover as noted by the number of classes taught by uncertified or substitute teachers. She said Red River United remains steadfast in their belief that the community would support them if asked even though many of the Board members do not share that view. She stated the only avenue for a pay increase if the district does not go to the public is to continue to scrub the budget and suggest ways to fund it. Mrs. Lansdale reported that the Superintendent last week met with the site-based leadership of the professional organizations and explained the process in areas where funds could possibly be found. He asked those in attendance to select their priorities; and the top three were (1) consolidation; (2) insurance adjustments; and (3) a new tax. She believes this is called transparency and asked that this be posted. While there has been no decision made, and no decision will be made until the Board goes through the budget process beginning in April; she asked the Board not to oppose this because those vested in the system understand what the District is up against and when given the facts, their position is against those who deliberately and purposely spread misinformation and lies. Because the District is faced with unheralded cuts to an overburdened system by the Federal Government, because BESE is poised to take another 3% out of Title I funds for vouchers, because we have a State Government who has an unbelievable industrial tax exemption that includes schools, and if we were able to keep the \$18 million lost each year, every child would be receiving a preK education. With the law change, it is hoped the Board would be in a position to approve or disapprove any additional requests. She said they have faith in the Board to do the right thing and will support the Board when doing the right thing to get Caddo off the bottom. The RRU supports getting certified teachers in every class, supports all teachers being compensated for their contributions; and because there is no separate or equal in Caddo unless we work together, she encouraged the Board to work together.

Brenda O'Brock stated that changing Fair Park to anything other than a high school will only be a shuffle of students which cannot fix what is broken; and a lack of occupancy is going to increase if Fair Park is changed to a middle school. More people will leave for other states and parishes, and the Board can prove that it knows what is broken by how each Board member casts their vote today. If the Board votes to keep Fair Park a high school, other measures should come next to fix what is actually broken, i.e. doing away with standardized testing. If the Board votes to change Fair Park to a middle school, the Board will show that it believes another idea of an individual is worth a try even though these ideas have taken the District on a path of failure for years. Research-based education reform is needed and not an ideology of the next person in charge; and to fix what is broken, it is important to be systematic and this will bring improvement. She shared statistics of the homeless in Caddo Parish, the important role of a "cheerleader" in each individual home and what we are doing for the impoverished children, particularly in the State of Louisiana, because they do not have cheerleaders in their homes. For those who are underperforming, the Board needs to make changes so these students are reached.

Marion Howard stated that having attended many Board meetings and retiring after 33 years teaching at a single school in Caddo, she can't remember the last substantial pay increase received by employees while costs for housing, food, etc. continue to rise. Because she sees too many permanent subs, she asked the Board to please find a way to fund a pay raise and stop the bleeding of Caddo's qualified teachers to other parishes.

Rob Broussard noted that when using the term "We are Caddo", it is inclusive of those not in the employee organizations, the teachers that go to work every day, bus drivers, custodians, and even retired teachers. He said if a proposed raise is given, those impacted the most negatively are the

retirees. Mr. Broussard referenced the state audit report stating there are 4,500 retirees, but the proposal lists 4,000 retirees, and asked where are the 500 missing people. He referenced an email from Board member Poljak stating that the average age of employees is 59 which means they are eligible for retirement. If this is correct, there are 1,451 teachers eligible for retirement and they will feel the immediate impact on their salaries if this raise goes forward. Board member Locke stated in an email that the premiums would remain the same and we would keep the low-cost prescription plan. The timeline disagrees as does the work list where prescriptions will go from zero to \$250; and while some of these things may change, one must remember that the retired teachers are also “We are Caddo” as well as students, teachers, parents, the taxpayers; and when one group asks that we look at exterior sources to fund a pay raise, he believes others want to see this happen but not by taking it from one pocket and putting it into another one.

Lloyd Thompson stated he has said the same thing for two months and that is we can no longer continue to close schools in their community. Rather than closing Fair Park or refiguring Fair Park, he asked the Board to look at adding them to the Transformation Next Zone and giving them an opportunity with the 11 other schools to turn it around. In talking about giving pay raises for teachers to come into the communities and teach, this brought 45 teachers to Fair Park rather than taking the students to another school. He encouraged the Board to stop destroying the African American community by closing its schools. He asked the Board to consider if they wish to continue to go down the road and close schools or does it want to save some of those communities.

Middie Farrow addressed the closing of schools in the Black Community and how it seems more appropriate to do so than repairing them and putting the money in the General Fund; and she questioned what is being done with the extra money from closing schools. Ms. Farrow noted the importance of children getting a great education and they depend on the Superintendent and Board to do the right thing for the children. Ms. Farrow stated she is a cheerleader for the children in her community and she believes it awful for the Board to close schools one by one.

Gladys Starks addressed Black schools not being treated fairly and Fair Park is one of those schools. She said the students are not getting a quality education at Fair Park, the resources are low, high achievers have moved to other schools, there are no vested principals or teachers at Fair Park, and now the Board wants to close the high school and make it a middle school. She shared her disagreement with this decision; and if the Board passes this tonight, the Board’s taxes will not pass in May.

Stormy Gage-Watts shared her support last week of the Transformation Zone described as a component that could help improve all schools struggling in Caddo Parish. She said it was not once stated that Fair Park would not be included under this umbrella. With the contract not yet available for public viewing, she questioned why following the meeting it was available on the Caddo Parish School website and noted that Fair Park would not be included but closed. She added it is interesting to her that schools with lower grade standards, less enrollment and lower scores on overall testing were included in the plan. Believing that the picture is much larger, she hopes it is not the ultimate goal; and she noted accomplishments that give honor to the students at Fair Park. She is concerned that students will have to walk home from another high school across town, that robots are sitting collecting dust, that the ROTC went to Washington DC with their honorable accomplishments and that they are on their way to Kentucky yet are being overlooked, that the programs are presented for the students yet they are taken away, and how hard the teachers have worked to improve the school’s scores. She added they are not advocating or asking that any other high school be closed even they do not have the capacity and do have the same lower grades, but they are asking that Fair Park remain under the Transformation Next; and she would hate to threaten non-support of the Caddo Parish School Board tax if this happens tonight.

Brian Salvatore, LSUS Professor and Chair of the Department of Chemistry and Physics, addressed the Board on a program implemented at Fair Park approximately 4 years ago sponsored by the Community Foundation and the American Chemical Society. The plan is for this program, the ASPIRE Program, an after-school program for innovation and respect for

education, to continue in the fall, and he places tremendous credit for this program's success on the staff and Alumni President Cathy Bonds. He shared that he learned from this program that when you invest in students at a school like Fair Park, they invest in themselves and their futures which will change their outlook on life by having people care about them. He stated the message the Board is sending tonight is it will disinvest in the school and its students, leaving students to feel abandoned. Mr. Salvatore stated the Board can choose the second choice and think about these students that are the future and make the right decision. He also encouraged the Superintendent and Board to invest in the neighborhoods around the schools.

Marlon Blackshire, Fair Park student, addressed the consolidation of Fair Park with Booker T. Washington High School. In his English assignment to look at the Board's plan, Mr. Blackshire noted that he learned this is about facilities and not about academics. He said when the education at a school is not on the same standard as the other schools in the District, how can this help students progress to be on the same level. He questions how it can be equal for all students when what is being taught in the classrooms from school to school is not the same. If the School Board is over education, it should be over education at all schools and not those who appear to be excelling the most. He said if the School Board really cares about its students and Fair Park is really a part of Caddo, then the right decision will be made tonight.

Tahira Abdul-Rahman, BTW Alumni Foundation, addressed the merger of Booker T. Washington High School and Fair Park High School and their support of this plan, and encouraged the Board to vote for the merger. Knowing that additional resources, certified teachers and funds are needed for the merger to be successful, and believing that all children can learn, they believe everyone (students at Fair Park and BTW, BTW Alumni Foundation, principal, staff, and students) will work diligently to see the merger succeed. She reminded everyone that BTW was built for the African American community, and it is the only African-American school in Caddo Parish that served as a high school in the 50s, 60s and still is a functioning high school. She also believes that under the leadership of a new principal, Booker T. Washington is on its way to a newly, revitalized school; and even though she understands the emotions expressed regarding the merger of these two schools, Booker T. Washington once was the largest, and was the only high school for African Americans in Caddo Parish, and it belongs to everyone in the room. She thanked the Board members who understand the broader implication of this merger and the move to preserve an icon in the community and encouraged the Board to continue its support in this merger.

Chester T. "Catfish" Kelley stated it is hard to match what's been said and acknowledged the last presentation. He added he believes what is being done is perpetrating the bad things happening in the Black community; and he does not believe closing Fair Park High School is in the best interest of the Black community. If done, he believes the area covered by Fair Park will become a ghetto. With a neighborhood needing schools and churches and with high schools always being an anchor of a good neighborhood, he believes there is an opportunity to relook at this situation and change it for the better. While he knows it is a difficult decision, the Board now has the opportunity to correct the wrong direction, and not only save Fair Park but also the neighborhood.

Richard M. Dailey shared his education experience in Caddo Parish and the bonds formed among the students from elementary through high school (Fair Park Class of 1963); and if we are to break the vicious cycle seen today, children need a good education.

Diana Lucas stated her support of Fair Park and encouraged the Board to allow the students at Fair Park to taste the victory for which they have diligently worked and that is to come out of corrective action. She said there are good educators at Fair Park as evidenced by the students' accomplishments despite the adversities they face each day.

Michelle Young addressed the unfair punishment of a student urinating in her son's cup and he consumed it. Only suspended for two days, she questions why when the day before another student sprayed Febreeze in a teacher's drink, which she did not consume, and that student was suspended from all Caddo Parish Public Schools for two years. She said this student was

charged by the police yet he was allowed to return to school to play in a baseball game. Ms. Young stated her son has been humiliated on more than one occasion and the school has done nothing to protect her child. Having emailed each School Board member and taking all the necessary steps for holding this student accountable for what he did to her son, she has not gone to the media. While she does not desire to ruin this student or his parents, she does want to understand the slight punishment received for such a harsh act against her son.

Tabitha Taylor asked that the Board leave Fair Park alone. She said for the past 10 years an attempt has been made six times to close Fair Park; and in lieu of insurmountable odds, Fair Park keeps rising. Having been taught to stand for what one believes in, she doesn't believe the Board has done due diligence to the students; because the day the decision was made to make Fair Park a middle school, travesty was brought among the Fair Park students. As a parent, as an alum, and as a citizen of Caddo Parish, she asked the Board to leave Fair Park alone. If not, she promised there will be no support when tax renewals are up for re-election.

Earnestine Coleman expressed her opposition to the reconfiguration of Fair Park High School. She reminded everyone that this is children's lives; and while she is not against keeping a failing school open, she is against depriving the students at Fair Park a quality education. Taking students from a failing school and putting them into another failing school, she questions if it is the School Board that is failing or is it Fair Park. She said it is also wrong to sacrifice 742 students at Fair Park because the neighborhood is not seeing any growth. She doesn't understand why the parents and students must suffer unsuccessfully as well as have their Constitutional and Civil Rights violated. She also asked if any Board member has visited Fair Park, the classrooms, students' performance prior to voting against Fair Park and bussing students to another failing school. Ms. Coleman asked the Board if it has considered the effect on the Queensborough community, and if any Board member would want their children mistreated in a manner that the current Board has disrespected the students and parents today. She said she will fight twice as hard against Caddo Parish taxes and reminded them that what is done to others will be done to you.

Chris Henry addressed the plan to close Lakeshore Middle School and Item 8.13 which states "Move to change Fair Park to high school". He stated if 8.11 passes, there will be no need to vote on 8.13; and he questions why we are here today playing what appears to be a game. He addressed the under-attended schools (Arthur Circle, A C Steere, Riverside) and the possibility of raising the SPS grade in Caddo if Arthur Circle were closed. In looking at Atkins, Queensborough, and the Fair Park-BTW merger, he doesn't believe the students and community (stakeholders) have been given a fair share at the table. He reminded everyone that the Board closed Barret Elementary last year and asked where the saved dollars were used. Working in the community every day, Mr. Henry said he sees a number of children in the community that want to do better; but, they do not get the support they need. He encouraged the Board before making these decisions to get more involved, listen to the stakeholders and not vote on this today.

Representative Barbara Norton stated she was in attendance to address the Board and make sure she did her due diligence on behalf of her community and her three children that graduated from Fair Park. Having served as PTA President at Fair Park for approximately 5 years, she asked the Board to please not put her in the middle of this and force her to choose, because she will have to stand with her community and make sure the children get the services and education they need.

PERSONAL POINT OF PRIVILEGE

Because people in the audience were leaving and she wanted them to hear what was going on, Board member Dr. Bonita Douzart requested a personal point of privilege in order to make the following statement. *Dr. Douzart thanked President Locke and Dr. Goree. She appreciates both of you and all of the hard work you encounter. A majority of the issues of Caddo Parish School Board have been inherited long before you were elected to the Board President Locke and before Superintendent Goree was selected. Some of these problems existed before she retired and she understands. Thanks to all the members of the Board. She knows that schools are being closed all over the country, but none like this. It is the way these closures have been done. A figure of*

speech... "it is not what we do, but how we do it". The manipulations and constant change in methods are just not right. How much money did the District save by closing Fair Park High School? How much would it cost Caddo to give all the students affected a choice of where they would like to attend school? Since we are saving this money, we should at least give all the students a choice. My title is "An Update of the Ride on the Train". The CPSB train is moving too fast. The Conductor Goree is leading the train. There are missing pieces of the puzzle. The games that are played and meetings that are scheduled are led by the conductor. This year, 2017, the original scheduled school board meeting dates have been changed quite often. On January 17, 2017, there was a majority of votes from the School Board to merge Fair Park High School to Booker T. Washington High School 9-12 grades. Fair Park High School to a middle school. This announcement caused an electrified shock to numerous citizens across the city. January 20, 2017, the conductor gave directives to Lakeshore to move into Fair Park High School building, a closure of Lakeshore. Before Lakeshore closure is finalized, the conductor announced on March 9, 2017 that Atkins and Queensborough elementary schools are to consolidate. A few days later, an announcement from the conductor that Atkins and Queensborough schools remain (President Locke asked that Dr. Douzart not be disrespectful to the superintendent.) Dr. Douzart continued and said several schools have been announced for closure. We must get organized and consistent. This train is not in correct order. At least front, middle and end, then later filled in spaces. March 14, 2017, the conductor invited school board members to come learn about an agreement and the next steps for approval implementation. On March 15th he hosted a briefing regarding the agreement to discuss the key pillars of the plan from 12:30 p.m. to 1:30 p.m. Another rushed meeting. One hour is not enough time for 15 different schools. The School Board needs two or more weeks to analyze and review. No one even requested to have the agreement read. A news conference was scheduled at 1:30 p.m. to announce the agreement. How can 12 members collaborate for an agreement within one hour. A two-hour meeting that day – the train is moving too fast. The School Board members did not receive an agreement. Maybe they received one when they went home. It stated in the agreement that the Board agreed to it. She was there. She does not agree to written papers that she has not read. The Board will vote on March 21st (today) 2017 for final approval. It appears that a lot of work was done for the new plan, but why these initiatives were not presented before the voting on January 17th, 2017. The conductor presented a Caddo Transformation Partnership Agreement. The first page, third paragraph clearly states that Fair Park (closing), Lakeshore Middle moving (moving to Fair Park campus). Here comes the train. All aboard. School Board members get on the train. All aboard. Engine starting. Train moving. There are some emotional members riding on the train. All is well. First box car states "Why this plan or agreement was not presented before voting to merge Fair Park High School?" a repeated question. Next box car moving states "These past three months have been filled with confusion and inconsistencies. Some decisions were not wise. Something is not right. Why close Fair Park High School. Is there a vendetta? Something is missing and not understood. Maybe there is a hidden motive against Fair Park High School. The train's moving faster. Next box car moving states "Please consider the children. Do we care?" The next box car states "Four schools were on the "F" list. Fair Park High School's scores were higher than the other three. Why they have to close?" Next box car moving states "Well the conductor had a conversation with other members on the Board who went through closure before the school closed." He and I have not had this type of conversation. The next box car moving states "What about the students, teachers, administrators, staff, families, alumni, taxpayers, constituents and community input. The answer – no input, no time for this. Train moving fast. Mr. Riall called for a point of order because this is more appropriate during the agenda item. The next box car moving states "Some people think right is wrong and wrong is right but no matter what, do the right thing". The agreement has three entities simultaneously, meaning that when the Board votes it will have 3 yes votes or 3 no votes automatically, instantly agree and locked in. First three years that Fair Park School closing will be a middle school. Second, Lakeshore Middle (students moving to Fair Park campus), Lakeshore will not exist. Number 3, the Caddo Transformation Partnership Agreement causes for a yes or no vote. These are the three in one blow. Next box car moving states "Number 8.13 by Dr. Douzart on the agenda is automatically not considered if the majority votes are yes to the agreement". The last part of this train coming...I'm stating this one. "For the benefit of the students, we need to slow down the train". The end of the train. Thank you.

President Locke called a 10-minute recess at 6:18 p.m. The Board reconvened in open session at approximately 6:27 p.m.

ESTABLISH THE AGENDA AND CONSENT AGENDA

Superintendent Goree highlighted items for the Board's consideration and the following discussion ensued. Dr. Goree announced that at the request of the principal Item 8.08 is being pulled and Item 8.11 (b) and (c) are pulled. President Locke announced Items 6.02, 7.01, 8.01-8.07, 8.09-8.10, 8.12 and 13.02 as the Consent Agenda. *Mrs. Bell moved, seconded by Mr. Riall, to approve the agenda and consent agenda for the March 21, 2017 CPSB meeting as presented. Vote on motion carried unanimously.*

CONFIRM THE CONSENT AGENDA

Mrs. Bell moved, seconded by Mr. Riall, to confirm the consent agenda. Vote on the motion carried unanimously. The following is a summary of the Board's action on the consent agenda items.

Item No. 6

6.02 Personnel Transactions Reports (Resignations). The Board approved the personnel transaction reports (resignations) covering the period of February 1, 2017 through February 28, 2017 as recommended by staff and submitted in the mailout.

Item No. 7

7.01 Bids – Construction and Capital Projects. The Board approved the following bids as recommended by staff and submitted in the mailout on the bid tabulation sheets: (1) The Payne Company, with a Base Bid, Alternate 1 and Alternate 2, for the sum total of \$726,000 for Project 2018-305, "Keithville HVAC, Phase I"; (2) Integrity, Inc. with a Base Bid, for the sum total of \$553,600 for Project 2018-101, "Linear Foundation Refurbish"; and (3) Dixie Overland Construction, LLC, with a Base Bid, for the sum total of \$89,200 for Project 2018-311, "North Caddo Sewer Replacement". *The bid tabulation sheets are filed in the official papers of the March 21, 2017 CPSB meeting.*Mov

Item No. 8

8.01 Property/Bus Rental Requests. The Board approved the requests for use of CPSB property and/or buses as recommended by staff and submitted in the electronic mailout.

8.02 Out of State Travel. The Board approved requests for out of state travel (General Fund) as recommended by staff and submitted in the electronic mailout.

8.03 Recommendation for External Audit Services. The Board approved the CPSB contract with Carr, Riggs & Ingram, LLC to provide external audit services as recommended by the Audit Committee and submitted in the electronic mailout.

8.04 2015-16 Comprehensive Annual Financial Audit Report. The Board approved accepting the 2015-16 Comprehensive Annual Financial Audit report as submitted in the electronic mailout.

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

8.06 Granting of Servitude Agreement for City of Shreveport Sewer Improvements. The Board approved granting of servitude agreements for the City of Shreveport's Sewer Improvements as recommended by staff and submitted in the electronic mailout.

8.07 Youth Enrichment Program (YEP) Contract Renewal. The Board approved the continuation of facility usage agreement between YEP and the CPSB for August 14, 2017 through May 17, 2018 as recommended by staff and submitted in the electronic mailout.

8.09 Begin the 90-Day Process for Naming the Herndon Gymnasium for Mr. O.C. Rollins. The Board approved beginning the 90-day process for naming the Herndon Gymnasium for Mr. O.C. Rollins as submitted in the electronic mailout.

8.10 Consideration of CPSB Resolution Petitioning the Annexation of Herndon Magnet School into the Boundaries of the Town of Oil City. The Board approved the resolution petitioning the annexation of Herndon Magnet School into the boundaries of the Town of Oil City as submitted in the electronic mailout.

8.12 2016-17 General Fund Budget Revision. The Board approved the revision to the 2016-17 General Fund budget as recommended by staff and submitted in the electronic mailout.

Item No. 13

13.02 Request for Settlement Authority – Viola Patterson et al v. Bobby Jelks, James Outley & CPSB, 1JDC, Caddo Parish, La, No. 583,353. The Board authorized resolution as recommended and submitted in the electronic mailout.

APPROVAL OF PARTNERSHIP AGREEMENT WITH LOUISIANA DEPARTMENT OF EDUCATION AND CADDO PARISH PUBLIC SCHOOLS

Mr. Ramsey moved, seconded by Mrs. Bell, to approve the partnership agreement with the Louisiana Department of Education and Caddo Parish Public Schools and to authorize execution of the partnership agreement with the Louisiana Department of Education and Caddo Parish Public Schools as submitted in the electronic mailout. Mr. Ramsey said that a tremendous amount of data has been looked at to arrive at this decision, including demography data and attendance data. He further said that in the efforts to gather the best resources possible for the kids, and because it is not the building teaching the kids; he believes the District is there. He added this is part of the plan agreed to in partnering with BESE and the Department of Education and contains the first part of his motion approved and that was Fair Park being merged with BTW. Mrs. Bell shared her agreement with the proposed plan submitted to the State Superintendent; and she believes the Board has had ample time to look at this plan. Now it is time for adult issues to get out of the way so everything we do is to help the children get the best possible resources in the classroom, and she encouraged the Board to support the motion on the floor. Mrs. Bell also reported that she asked the Legislators at the Legislative Luncheon held on this date to stop labeling Caddo's schools and the District.

Mrs. Brown, in a point of personal privilege, encouraged others to be part of the revitalization initiative and help make this area for students a wonderful place to live. She shared her experience with BTW and how the students make this school one of respect and manners.

Mr. Riall moved, seconded by Mr. Ramsey, to call for the question. Vote on the motion to end debate carried with Dr. Douzart voting against the motion.

Vote on the main motion carried with Board member J Green opposed and Board members Riall, Brown, Poljak, Douzart, Trammel, R Green, Locke, Rachal, Ramsey, Albritton and Bell supporting the motion.

APPROVAL OF CLOSURE OF LAKESHORE MIDDLE SCHOOL

Mr. Ramsey moved, seconded by Ms. Trammel, to approve the closure of Lakeshore Middle School as submitted in the electronic mailout. Mr. Ramsey echoed his comments made on the previous motion on the floor and that Superintendent Goree submitted this solution as a result of negotiations. Vote on the motion carried with Board members Riall, Brown, Poljak, Trammel, R Green, Locke, Rachal, Ramsey, Albritton and Bell supporting the motion and Board members J Green and Douzart opposed.

CHANGE FAIR PARK BACK TO A HIGH SCHOOL

Dr. Douzart moved, seconded by Ms. Green, to remove the word “closing” in parenthesis following Fair Park and “students moving to Fair Park campus” in parenthesis from Lakeshore Middle and located on the 1st page, 3rd paragraph, remove the word “Middle” from Fair Park and on the 3rd page, line 11, of the Caddo Transformation Partnership Agreement. Mrs. Locke stated that this motion has passed. Dr. Douzart moved, seconded by J Green, to change Fair Park back to a high school. Dr. Douzart stated that she has said enough and she thanked the Board for whatever decision it makes. Miss Green stated she believes the community has expressed its concerns and Dr. Douzart has as well. She believes the community does not feel like they have had ample time to provide input and she encouraged reconsidering this item. Mr. Ramsey moved, seconded by Mr. Riall, to call for the question. Vote on the motion to end debate carried unanimously. Following the rereading of the motion, vote on the motion to change Fair Park back to a high school failed with Board members Douzart and J Green supporting the motion and Board members Riall, Brown, Poljak, Trammel, R Green, Locke, Rachal, Ramsey, Albritton and Bell opposed.

ANNOUNCEMENTS AND REQUESTS

Miss Green thanked the Communications Department for providing the Top 20 students at Green Oaks a copy of the Caddo magazine with their picture on the cover.

Mr. Green informed the board that on Monday a group of ladies dressed in pink and green from across the country made a trip to Oak Park on a school bus. The bus was filled with backpacks, paper, pencils, pens, uniforms, etc. to present to the students.

Dr. Goree thanked everyone who participated in the Amazing Shake dinner as well as the first Transformation Zone Conference. He announced he was unable to attend due to illness but received very positive feedback on the event. Contrary to popular belief, Dr. Goree said there are amazing things happening in Caddo’s most struggling schools and a group of individuals from all across the country visited Caddo to see what we are doing to help students and the progress made.

EXECUTIVE SESSION

Student Readmission Appeals. *Mr. Ramsey moved, seconded by Mr. Rachal, to go into executive session for up to 20 minutes for the purpose of hearing student appeals. Following a five minute recess, the Board went into executive session at approximately 6:57 p.m. The Board went back into open session at approximately 7:03 p.m.*

Ms. Trammel moved, seconded by Mr. Green, to approve readmittance of Student NM back into the School System. Vote on the motion carried unanimously.

Ms. Trammel moved, seconded by Mrs. Poljak, to amend the expulsion of Student CSS to end at the end of this school year. The parents are in agreement. Vote on the motion carried unanimously.

Adjournment. *Mrs. Bell moved, seconded by Ms. Green, to adjourn. Vote on the motion to adjourn carried and the meeting adjourned at approximately 7:07 p.m.*

T. Lamar Goree, Ph.D., Secretary

Denee' Locke, President

April 4, 2017

The **Caddo Parish School Board (CPSB) Executive Committee** met in regular session on Tuesday, April 4, 2017 at approximately 4:30 p.m. in its offices at 1961 Midway, Shreveport, Louisiana with President Denee' Locke presiding and Dottie Bell and Steve Riall present constituting a quorum. Also present were Board members Jasmine Green, Margaret Brown, Susannah Poljak, Dr. Bonita Douzart, Mary Trammel, Raymond Green, Barry Rachal, Larry Ramsey, and John Albritton. Dr. Lamar Goree, superintendent, and Reggie Abrams, legal counsel, were also present. Mrs. Poljak led the prayer and Pledge of Allegiance.

President Locke began the meeting by stating that during the last few meetings there has been some confusion with the proper use of actions taken during our meetings. For the sake of following policy as well as being mindful and respectful to the staff, the public, and fellow board members, she feels it necessary to review some of these actions. After reviewing the policies and *Roberts Rules of Order* and asking Mr. Abrams to provide proper explanations. The first area, "Point of Personal Privilege", and the correct use of "Point of Personal Privilege" is the following: if a situation is effecting the comfort, convenience, integrity, rights or privileges of a meeting or of an individual member, for example noise, inadequate ventilation, computer not working, clock not working, speakers failing, and introduction of confidential subject in the presence of guests, then a member can raise a "Point of Privilege", which will permit him/her to interrupt pending business to make an argument, statement, request or motion. If the matter is not simple enough to be taken care of informally, the chair rules as to whether it is admitted as a question of privilege and whether it requires consideration before the pending business is resumed. A "Point of Personal Privilege" may also be used to seek permission to present a motion of an urgent nature. "Point of Personal Privilege" is not to be used as a method of violating board policies and procedures. Under Board Policy BCB it states that all School Board members shall be respectful and display common courtesy to each other in all their dealings with each other, with School Board employees and with the public. In order to make sure procedures are being followed and not abusing the "Point of Personal Privilege", she asked each Board member who believes he or she needs to raise a "Point of Personal Privilege" for any of the above to state, "I would like to raise a Point of Personal Privilege", and she will then ask the members what is the privilege. Statements that are not urgent will not be allowed. The proper time to discuss an item is during the discussion and argument regarding an item when it is before the board for discussion. Furthermore, she will rule out of order any statements that are disrespectful to School Board members, school employees, including the Superintendent, and the public. As far as "Point of Order", it is difficult to preside over a board meeting. She would appreciate Board members not talking or attempting to get her attention during the meeting. If a Board member feels that something is out of order, please call "Point of Order". At that time, we will address your concern. When a situation does not fall under our Board policies and/or *Roberts Rules of Order*, she reminded everyone that it is at the discretion of the Board Chair to make the decision as to what will be allowed. It is the Board's responsibility to treat these actions with respect and follow the guidelines set forth. As a reminder, she asked Board members to refer to their booklet provided earlier this year that not only includes the Code of Ethics the Board approved and agreed to abide by, but all the governing policies and proper procedures. As always, she said she appreciates the Board's support and that Board members should feel free to contact her if interested in discussing further. Thank you.

ESTABLISH THE AGENDA AND PROPOSED CONSENT AGENDA FOR THE APRIL 18, 2017 CPSB MEETING

Superintendent Goree highlighted items for the Board's consideration at its April 18, 2017 meeting and the following discussion ensued.

Capital Projects Bids. Miss Green asked staff to explain replacing Byrd's north bus loop, and Mr. White explained that this bus loop enters and exits on Kings Highway and the panels that make up this bus loop are failing and faulting big pot holes in it. This loop is between the parking lot put in last year and the science building, and encompasses only one-half of the drive (the exit side near the science building). Miss Green said she remembers work was just done at Byrd, and Mr. White explained a parking lot was done to expand the parking at Byrd.

July Board Meeting Date. Superintendent Goree stated that in past years the Board has elected to do one meeting in July, and this year staff is proposing that July 25th (4th Tuesday) be the date for the July meeting.

Surface and Subsurface Agreement for a Well Site by Chesapeake Operating LLC. In response to Mrs. Bell's request for clarification, Steve White stated that Chesapeake is interested in a one-acre school house tract (Whitehall) that is off of Hwy. 769 in SW Caddo Parish. At this time, Chesapeake is only interested in the surface rights and they will put a mega pad there that will encompass a portion of Caddo's one acre and other properties that adjoin it. They are not looking for the mineral rights. This property adjoins the Veterans Cemetery.

Miss Green asked if we know how much money we will receive, and Mr. Woolfolk said the lease is a one-time fee of \$7,500 to lease the surface rights. Miss Green asked how long do they wish to stay, and Mr. Woolfolk said five years. Miss Green asked if she understands they will pay us \$7,500 for five years for Caddo's one-acre plot of land. Mr. Woolfolk clarified that it is not for the entire acre, but only .57 acre. Miss Green asked if Mr. White believes this is a good deal, and Mr. White responded that he has been here approximately 18 years and no one has shown any interest in this piece of property; and while there is no access to it, we are receiving something.

Mr. Rachal asked Dr. Goree if this property was listed in the information presented to the Buildings and Grounds Committee. Mr. White explained it was listed in the Parsons Study under "other" properties, and there are approximately eight or nine one-acre pieces of property that were one-acre school sites. Mr. Rachal stated when the Buildings and Grounds Committee met he did not remember seeing this in the breakdown. Dr. Goree said staff can pull this information to make sure it is listed.

Request for an Oil, Gas, Mineral Lease for Arkoma Louisiana LLC. Mr. White explained that this is a mineral lease on the property "Springhill". This property was sold in 1974; however, CPSB retains the mineral rights. Arkoma Louisiana LLC is proposing to go to the State Mineral Board to lease the mineral rights from CPSB. Mrs. Bell asked if CPSB will receive any money for this and how much? Mr. Woolfolk explained that when Arkoma goes to the Mineral Board, it is bid out, but Caddo can say we will accept no less than \$1,500 an acre and 25% of the mineral rights. This lease also is for one acre.

Mrs. Poljak asked if the minimum bonus is if there is another Haynesville Shale and we would not be stuck at that price. Mr. Abrams further explained in this request, Caddo is saying it will accept no less than \$1,500; and if it goes to the Mineral Board, there will be other bidders and it could go higher, but that is the potential and why it goes to the Mineral Board.

General Fund Line Item Transfer. Mr. Rachal asked that this item be explained, and Dr. Goree said it is a movement of money from one art account to another art account, which requires Board approval. He explained the request from Art Supervisor Henry Price is to move dollars from the M&S account into the inservice account. Mr. Rachal asked staff to provide him with information on what type of inservice. Dr. Goree assured the Board that this is a request for better use of the funds in art.

Servitude Agreements for City of Shreveport Sewer Improvements. Mrs. Bell asked if we still own M. J. Moore? Dr. Goree said we do still own M. J. Moore, and this request allows the City to go on our property to maintain and make corrections/updates on the sewer lines.

Mrs. Locke announced that the following are the consent agenda: Items 7.01, 8.02-8.07 and 13.02. *Mrs. Bell moved, seconded by Mr. Riall, to approve the agenda and proposed consent agenda for the April 18, 2017 CPSB meeting as presented. Vote on the motion carried unanimously.*

ANNOUNCEMENTS

Mrs. Bell thanked everyone who participated in the Autism Super Hero Run on Saturday, April 2nd, to raise funds for 25 autistic students to travel to Washington, D.C. Mrs. Bell also reported on her visit to the Shreveport Fire Department to learn what a firefighter does on a daily basis. Ms. Trammel also commented on the Autism Super Hero Run and what a wonderful event it was for the children.

Mrs. Locke commended Rosetta Boone for the outstanding job in planning the 25th Career and Technical Education Employer Appreciation Banquet. This banquet was run by the students, and she learned how many companies in the community that not only employ but mentor our students. She asked that the names of these companies be sent to the staff as an encouragement to use them when appropriate and thank them for investing in Caddo's students. She also stated that on March 30th, she and Ms. Trammel attended the United Way Annual Awards Luncheon at which Caddo Parish Schools was recognized for being in the Top 5 companies of giving to the United Way. She announced that the Dolly Parton's Imagination Library, a program Dolly Parton started in her community, is now offered in this area; and preK children who sign up will receive a book in the mail every month to help build their reading skills.

Mrs. Brown asked that Board members who are interested to make a donation to students who are raising money to make a school trip.

Superintendent Goree announced that the process has begun to implement those things related to Transformation Next in order to be prepared for the innovative changes in schools for next year. He also stated the Innovation and Transformation Officer position is currently posted, and wished Mr. Snow well as he transitions to the Chief Transformation Officer in Dallas ISD. Dr. Goree also addressed the establishment of an Advisory Council that will work with he and the State Superintendent in an advisory role for the work being done within the Transformation Zone. He explained a protocol will be established and posted to Caddo's web site on Wednesday and there will be a one-week period for citizens in Caddo Parish to nominate themselves or be nominated to be a part of this committee. At the end of that week, State Superintendent White and he will go through the applicants and determine who the seven persons will be to fill this advisory role.

Ms. Trammel asked Dr. Goree if those involved in the advisory council will be in the education area? Dr. Goree said the only requirement listed in the plan is that they live within Caddo Public Schools; and attention will be given to having persons who represent the communities involved on the committee as well as those who live outside the community who will bring great value to the conversation of moving this work forward fast.

Adjournment. *Mrs. Bell moved, seconded by Mr. Riall, to adjourn. Vote on the motion to adjourn carried and the meeting adjourned at approximately 5:07 p.m.*

April 18, 2017

The **Caddo Parish School Board (CPSB)** met in a budget work session on Tuesday, April 18, 2017 at approximately 2:00 p.m. in its offices at 1961 Midway, Shreveport, Louisiana with President Denee' Locke presiding and the following board members present constituting a quorum: Jasmine Green, Margaret Brown, Susannah Poljak (via telephone conference), Bonita Douzart, Mary Trammel, Raymond Green, Barry Rachal, Larry Ramsey, John Albritton and Dottie Bell. Also present were Dr. Lamar Goree, superintendent, and Reggie Abrams, legal counsel. Ms. Trammel led the prayer and Pledge of Allegiance.

2017-18 CONSOLIDATED ANNUAL BUDGET

Superintendent Goree noted the purpose of today's budget discussion is to begin the conversation around educational opportunities for Caddo students, and he highlighted the pay raise timeline to date as follows:

- In July 2016 at a retreat, CPSB listed pay raises as the top priority.
- Between September and December 2016 staff began looking at all possible funding sources for pay raises within the current dollars.
- In January 2017 staff presented to the Board in an Insurance and Finance Committee an initial option of all possible funding sources.
- Between February and March 2017 additional planning and input took place by meeting and talking to stakeholders and further looking at comments from the Insurance and Finance Committee meeting.
- April 18, 2017 is the first formal budget work session and presentation on how staff believes these goals can be accomplished.

He further highlighted the need for employee pay raises in providing all students with highly qualified teachers, increasing high quality educational opportunities for all students, and retaining and rewarding all employees. Everyone plays a vital role in providing a quality education for all students; and in looking at what neighboring districts are doing, Caddo must remain competitive so it can provide these opportunities for people to work in Caddo.

Jim Lee, chief financial officer, shared an overview of possible funding sources for employee pay raises, including additional revenue, additional savings, and diversion of future funding for insurance reserves as a result of medical management savings. Some additional revenue sources, even though small, are savings from Caddo's participation in the Child Nutrition Community Eligibility Program. This savings comes from participation by all students in all schools, except the traditional 9-12 high schools, eating breakfast and lunch free. This additional revenue will go to the Child Nutrition Program and not directly to the General Fund. He further stated that it was explained at the last meeting that it is only necessary for Caddo to provide Child Nutrition allotted MFP funds of approximately \$320,000, but in the current year, the District provided Child Nutrition approximately \$2.2 million to help them.

He added that the Community Eligibility Program will provide in excess of \$1 million in additional revenue this year by reducing their MFP allocation by \$1,000,000 and retaining this amount in the General Fund which can be used for any purpose and staff proposes using it toward a pay raise.

Mr. Lee stated that Caddo currently bills Medicaid for services to special needs students and receives an excess of approximately \$2 million annually. He explained we will now begin billing Medicaid for the transportation costs as long as their IEP indicates that the student receives services from Caddo and requires transportation. Preliminary numbers at this time indicate this could generate additional revenue in the amount of \$300,000 to \$1 million; and

since this is an unsure source, staff is taking the very conservative approach and estimating approximately \$300,000 for next year.

Because the above adjustments do not meet the needed recurring amount, he explained that additional savings are being looked at through a reduction in staffing numbers which could generate additional savings of \$3 million.

Randy Watson, director of insurance, shared with everyone potential savings in the District's healthcare program that could be used to help fund a pay raise. Being a self-funded plan, claims are funded (paid) from the District's insurance reserves, and the reserves are funded by premiums. He explained that if the District saves money, it goes into reserves and if it is costing the District more, it becomes necessary to increase premiums. Mr. Watson cautioned everyone that the information he is presenting today is based on projections the same as with every renewal. Mr. Watson highlighted graph charts on drug claims, medical claims, trends, and changes made to improve the plan, explaining how pleased staff is with the positive direction as a result of medical management changes all of which did not cost the members or the plan any additional money.

Mr. Watson explained the trends for the past three years, changes in out of pocket expenses and the fact that an increase in out of pocket expenses does not change healthcare inflation but only shifts who is paying the expenditures. He also highlighted Quality Blue, a new program implemented whereby Blue Cross loads their software on the doctor's computer, so the insurance company can monitor results. If they get better blood sugar or blood pressure, etc., they will receive additional money, and it is a change in the way reimbursements are done (good results mean more money than if you do not get good results).

Mr. Watson further explained the evaluation of the drug and medical claims, that cost has improved and that each year we have seen fewer monthly reserve deficits, and how it is believed that these future reserves could be used to help fund a pay raise. However, instead of doing this, staff proposes the following with these potential monies: (1) partially fund a pay raise, (2) mitigate out of pocket expenses for the next plan year (any need to increase out of pocket expenses will be funded with these reserves), and (3) mitigate premium change until March 2019 for all members. He noted that there will be a need to be cautious and he shared projections through March 2019 and what would happen if the inflation trend was 5%, 7% or 9% (with 9% being a worst case scenario) and the premium increase that could possibly be seen with each of these trends. Mr. Watson stated that the recommendation for the coming year is to use a one-time \$5 million to help fund pay raises at the beginning of the coming year; and if over the next two years the reserves grow for future claims, the reserve would be back to its current amount. He added staff believes there should be a minimum \$10 million in reserves. He summarized that while out of pocket expenses could be increased, this would increase short-term savings and possible higher costs down the road. While premium increases are vital, they do not affect the cost of health care but help cover the cost. He reiterated that recent outcomes in medical management have resulted in exceptional growth in the healthcare reserves in the last 8 months; and if medical management changes continue, it is believed the reserves will maintain stabilization and allow us to divert future funding of the reserves that could go toward funding the pay raise. An added benefit is keeping the out of pocket expense and premium at the same level through next year. However, he cautioned there are always a lot of unknowns and the need to adjust premiums and out of pocket amounts if claims exceed premiums and reserves are severely affected.

Dr. Goree highlighted the summary of total revenue/cost savings for funding a 5% pay raise as follows: healthcare savings - \$8,000,000; increased revenue from child nutrition MFP funds - \$1,300,000; and staffing allotments - \$3,000,000. He stated he believes this is a well thought out opportunity after many different discussions over the past year and one that will not only reward

our employees but will continue to offer all employees and retirees the opportunity to get preventative care. In the timeline, Dr. Goree reported on opportunities for stakeholder groups to talk to Mr. Lee and/or Mr. Watson, information which Mr. Watson and Mr. Lee used to develop the plan being presented today and that will be presented at the work session in May for a possible vote at the regular meeting on May 16th.

Mr. Rachal asked for clarification on additional revenue in the Child Nutrition Program and the requirement to put in \$321,000 but we are allocating \$2.25 million, an excess of \$1.95 million. Mr. Lee confirmed that is correct and we have always provided an excess of the required amount. Mr. Rachal asked about the \$1.95 million in excess funding and the statement that we can do \$1 million. Mr. Lee explained while we could do more than \$1 million, it is important for them to continue to operate and Child Nutrition will also provide the cost of the pay raise for the Child Nutrition employees. Mr. Rachal asked about the numbers for Child Nutrition to fund CNP employees' pay raise? Mr. Lee responded the ballpark amount is between \$300,000 and \$400,000. Regarding the Medicaid transportation cost, Mr. Rachal asked when was this Medicaid program implemented, and Mr. Lee responded it was approved this year for implementation in the next school year. Mr. Rachal also asked to see the details on the savings when correcting the overstaffing. Dr. Goree stated that in right-sizing the District and consolidations of schools will help in this regard because a lot of the staffing will be in the smaller schools as a result of having 35 kindergartners and needing 2 teachers rather than one. He also said that corrections have been made in the last few years to address some of the overstaffing in the administrative staffs and staff will continue to look at this. Mr. Rachal asked if staff could look at numbers further back and where we are now. Mr. Rachal asked if he understands correctly that today is addressing how a pay raise could be funded, but we have not looked at the rest of the budget and will there be additional budget saving items. Dr. Goree explained that this is what staff is recommending as the only savings/opportunities to reduce costs this year to fund a pay raise; and when looking at some of the plans in the Strategic Plan for the next year, some additional savings will be seen. Dr. Goree further stated an example would be vacant buildings/off-line schools and how they will be managed in the future.

Mr. Ramsey stated he will need to see a little more total budget because it is obvious we will not receive an increase in MFP so he believes we are putting all our positive revenue in one basket; and the overall budget is going to be sound and perform at a level we need to get through the next school year. Mr. Lee stated that this will be a big part of the entire budget process. Staff's plan is to bring the possibility of a pay raise to the Board for action as the Board's decision will determine how we move forward in bringing a balanced budget to the Board for approval. Dr. Goree stated that a part of this is time sensitive since neighboring districts have approved pay raises so they can begin their teacher recruiting efforts for next school year and a part of the conversation is our need to remain competitive in this area; and he agrees with Mr. Lee's statement that staff will return to the Board with a balanced budget. Mr. Ramsey said while we could possibly gain more savings by changing the staffing formula, he prefers leaving the staffing formula constant for a few years before changing again. He also stated it looks like we are keeping a comfortable reserve for the health plan and he appreciates this. Relative to the school lunch program, he referenced past discussions on funding appropriate lunches for students and how will cutting in this area affect the lunch program. Mr. Lee stated that the District will receive in excess of \$1 million through the Community Eligibility Program and we have not received this in the past. Mr. Ramsey asked if there are any projected price increases on the lunches. Dr. Goree explained that the Community Eligibility Program provides free breakfast and lunch for all students in preK – 8th grade. Because of the increase in participation, it is anticipated that our returns will be greater and this has created some savings in this area. Mr. Ramsey referenced the note that all employees are guaranteed a flat rate in premiums and out of pocket until April 2019, and Mr. Watson said that is correct and the process for determining adjustments will continue to be followed and brought back to the Board. Mr. Ramsey said knowing that this is something we have done and will continue to do, he questioned what impact

the Health Care Act will have this year and next year if it doesn't change. Mr. Watson said it should be very little as he built in any possible impact, and the District avoided \$3-\$4 million in taxes by going self-funded. He also said the life-cycle of the reinsurance tax (approximately \$2 million) has run its course. Mr. Ramsey asked if additional fees include the taxes on the social security and Medicare benefits, and Mr. Watson confirmed that is correct and it is a global (Federal) adjustment. Mr. Watson also explained that these changes have nothing to do with employee pay raises but are things staff has done for years to be pro-active; and now be able to take advantage of good medical management and the unified support of the Board, the retirees and active employees to make these changes. Mr. Ramsey asked about last year's premium increase and Mr. Watson responded it was 5% and the surrounding parishes were all in the double digit increases.

Mrs. Bell expressed her appreciation to Dr. Goree, Mr. Watson and Mr. Lee and asked staff to clarify the \$25 million reserve. Mr. Watson explained that premiums are adjusted to keep the range of the reserve between \$10 and \$12 million; however, the results of aggressively implementing medical management changes have doubled that amount. She also asked if she understands there will only be a portion of the reserve to help with the pay raise. Mr. Watson explained that they are only recommending a one-time \$5 million withdrawal this year; and instead of funding the employer's share, the medical management changes will take care of it. Mrs. Bell summarized that she understands this proposal to be one that will not increase health care costs for retirees or any employees for nearly 2 years and is one that will help not only the teachers but all employees. She also asked about the Child Nutrition Program and opportunity to feed these students every day for free and the money saved will help fund the pay raise. Mrs. Bell noted that her awareness that some schools are overstaffed and she wants to make certain her schools receive what they need, but what staff will be doing is adjusting where people are. Dr. Goree added that staff is looking at the current staffing ratios and working to keep those within the staffing formula. He said it is easier to do when there are a large number of students at a school, but it is the smaller schools with special situations. Mrs. Bell also noted a newspaper article relative to districts cutting art programs and teachers because of a lack of funds and her appreciation for staff's hard work.

Ms. Trammel asked about concerns expressed to her that a pay raise would not include the full staff, i.e. librarians, and if this passes, will everyone be included in the pay increase. Dr. Goree confirmed that a raise would be inclusive of all employees, because Caddo sees the value in what everyone does to educate a child. He also clarified that the conversation around librarians might be that one proposal in the January presentation when staff presented everything possible that could possibly be cut, and librarians were mentioned. After much conversation about this national trend, it was decided that this was not the direction Caddo needed to move in, so there is no recommendation to remove librarians from Caddo's campuses. Ms. Trammel asked about projections and what will happen if there is a need to fall back to before the pay increase to be able to pay the expenses. Mr. Watson stated that in the event something happened, the District is immediately covered by very healthy reserves, so there will not be an immediate need to make any changes. In moving forward, this could happen at any time since we do not know what kind of claims will be processed tomorrow, but this is why we have the reserves. He also reiterated what caused the reserves to grow – drug and medical management which staff will continue to watch it and report back to the Board innovative solutions. Ms. Trammel thanked Mr. Watson for keeping a watchful eye on this benefit. In order to be prepared, she asked Mr. Watson if he will notify them near the 2-year period of any possible changes. Mr. Watson reported that they will continue to bring reports to the Board via the Insurance and Finance Committee.

Mr. Lee reminded everyone that there will not be a premium increase in the fall; however, next fall it does not mean staff will not be bringing renewals to everyone.

Dr. Dauzart expressed thanks to Dr. Goree, Mr. Lee, Mr. Watson and all the work they have done as well as to everyone who came out for the meeting today.

Mrs. Brown shared that last summer when she was hospitalized and having a difficult time, Mr. Watson took care of what she needed. She also asked if, when business fluctuates in the Nation's Capital and our money is cut off from the Federal government, has anyone looked at what could happen. Mr. Lee responded that as far as the pay raise, staff has not looked at it directly; however, they will as they do every year at budget time. With Federal funds declining each year, he is completely aware that there is a need to take this into consideration; and each fund that is tied to employees, i.e. Title I, is required to provide the funding for their employees.

Mrs. Locke asked about the staffing formula and that this is something we normally do to save dollars. Dr. Goree explained that is correct and last year when faced with similar budgetary concerns, there were some adjustments made to the Staffing Formula; and that is something that has probably been done 2-3 times in the past 5 years. Mrs. Locke asked if the staffing formula applies to Central Office, and Dr. Goree explained there is no staffing formula for Central Office; however, he can provide the Board with reductions that have happened within Central Office. He also noted the percentage of dollars spent on Central Office and how competitive Caddo is in outperforming many of the districts Caddo is compared to. Mrs. Locke noted the importance of sharing this information with the public, and she extended appreciation to staff for listening and working hard to present this option for funding pay raises. She also asked about information distributed out of context, and asked Mr. Watson to explain how he works directly with the Board via public meetings. Mr. Watson noted that the Board has had different structures for handling issues and he believes it was under Larry Ramsey's leadership that the committee structure was implemented which increased the number of contacts staff had with the Board. Rather than coming in one meeting a year to look at insurance renewals and other important items, these things are presented periodically to the committee and to the Board. Recruitment and retention with benefits is something the Board challenged him and when this happened, staff was challenged to bring any possible ideas, not just what would work and what would not, but anything. When staff brought the directives to the Committee in January, these were not things that staff was behind, but the Board was not either, as there was no discussion.

Mr. Watson explained that it is staff's job to help the Board make an informed decision, and as a result, the Board is presented with the good, bad, and the ugly to consider in making its decision. He also stated that all the employee organizations and the retirees were included in the presentation for their input.

VISITORS

Lonnie Dunn, retiree since 2002, shared that retirees have never been against a teacher or staff pay raise and have always been supportive of pay raises in the school system and supportive of improving schools in Caddo Parish. He said retirees have sacrificed a lot to help the school system get to where it is. He said many of them went into education to help children as well as to take advantage of the retirement system and the insurance program available. He thanked Randy Watson for the work he has done to keep the insurance program where it is as the best possible insurance program for active and retired employees. Mr. Dunn noted that those in the audience were a part of the school system during desegregation in 1970 and there was turmoil in the parish during that time. He stressed that the main thing retirees do not want the Board to do is change the insurance to the point it impacts the people who have helped this system the most.

Jerry Paige stated his concern over something in the newspaper but after hearing the presentation he does not believe it necessary to address that. He shared his history in the Caddo system and the retirees continued support of the active employees and understanding that without highly qualified teachers in the classroom, Caddo will not be able to meet its Mission Statement. He

stated his and other retirees' support of the pay raise for employees and thanked Mr. Watson for continuing to keep the retirees updated on the insurance and changes.

Jackie Lansdale, Red River United, shared her memory of 1995 when there was a pay raise needed and there was no money. She said they worked with the Board and went to the public and was successful in receiving a 10% increase for teachers and a 6% increase for support employees. Since that time the RSD, charters, vouchers have come into the picture taking money from Caddo's budget. Also MFP was frozen, the public ceased to support public education, and the Board has not rolled forward taxes in many years. She said new teacher pay in Caddo is the lowest of all the districts in this area; and as a result, last year there was a turnover rate of new teachers that totaled 196 and Red River had 8 which amounted to a loss of almost \$2 million when new teachers need to be replaced and retrained. She thanked the Board for supporting this.

Rob Broussard congratulated Mr. Watson and Mr. Lee for going back to the drawing Board and revising the proposals previously presented to the Board. He has always supported a pay raise for teachers and he believes staff has come up with a way to make this happen. He added he believes there are some ways to generate additional savings and strongly suggested a cap on the raise for employees making over \$75,000 (which is an amount that is not written in stone). Mr. Broussard also stated that he has requested FOIA on the operational costs for all the schools because he believes there is more money that can be saved in the operational costs that could be directed to teachers. Finally, he said with the last proposal made, it came out and he thanked the retired teachers for getting active and making calls to the Board in this matter.

Emma Sheppard, president of the Caddo Retired Teachers Association, thanked, on behalf of the retired teachers association, the Superintendent and staff for seeking options that would not put retirees on the path to poverty. She said the retirees support active employees getting a much deserved pay raise and the previous information received seemed to put the groups at odds. She said they want to see a pay schedule that reflects the commitment the Caddo Parish School Board has to attract, recruit, and retain the best qualified and certified teachers and employees. She also stated the retirees want to feel as if the contributions they made actually did make a difference and that they worked hard to build a sustainable foundation, and they worked hard to build the benefits they received. They commend the staff who worked on these recommendations and recognized the importance of every person, active and retiree. If passed, Mrs. Sheppard said it is believed the recommendations will allow retirees to save dollars for a minimum two years. She expressed appreciation to the staff who worked on this proposal, and encouraged the Board to consider the presented recommendations.

Denee' Locke recognized former CPSB Member Lola May who was present in the audience.

There being no additional business, Mrs. Bell moved, seconded by Ms. Trammel, to adjourn the meeting. Vote on the motion to adjourn carried and the meeting adjourned at approximately 3:35 p.m.

April 18, 2017

The **Caddo Parish School Board (CPSB)** met in regular session on Tuesday, April 18, 2017 at 4:30 p.m. in its offices at 1961 Midway, Shreveport, Louisiana with President Denee' Locke presiding and the following board members present constituting a quorum: Steve Riall, Jasmine Green, Margaret Brown, Susannah Poljak, Dr. Bonita Douzart, Mary Trammel, Raymond Green, Barry Rachal, Larry Ramsey, John Albritton and Dottie Bell. Also present were Dr. Lamar Goree, superintendent, and Reggie Abrams, legal counsel. Mrs. Poljak led the prayer and Pledge.

CONSIDERATION OF MINUTES OF THE MARCH 21, 2017 AND APRIL 4, 2017 CPSB MEETINGS

Mrs. Bell moved, seconded by Miss Green, to approve the minutes of the March 21, 2017 and April 4, 2017 CPSB meetings as submitted. Vote on the motion carried.

PRESENTATIONS AND RECOGNITIONS

Diane Atkins, chief human resource officer, on behalf of the board, recognized the following staff members and students for recent achievements. President Locke and Superintendent Goree congratulated and presented each one recognized with a certificate acknowledging their accomplishments. Administrators, family and friends present were recognized.

Oak Park Elementary Middle School Choir. Members of the Oak Park Elementary Middle School choir (grades 4-8) under the direction of Mr. John Collins performed the musical selections "It's Me" and "Great Day" both arranged by Mr. Collins.

Academic Exchange Program. Mr. Steven Caldwell, who currently works as a nuclear program manager at Barksdale Air Force Base, places international high school exchange students with families in the Shreveport-Bossier area. Mr. Caldwell introduced the following six students who currently attend Caddo schools and participate in the Foreign Exchange Program: (1) Noor Ashir, Palestine (Gaza Strip), Caddo Magnet HS; (2) Tala Vage, Qatar (originally Syria), sophomore at C. E. Byrd; (3) Arini Babuci, senior at C. E. Byrd; (4) Katrina Haluschka, Ukraine, Southwood HS; and (5) Uliia Turktelova, Muldova, junior at Southwood HS. He noted these students are sponsored in the program, which means they competed in their country, and the Department and State pay their tuition, etc. to attend school in the United States.

All Academic 4.0 Scholar Composite Girls' Basketball Team. The Louisiana High School Athletic Association All Academic Award Program recognizes the academic excellence of senior student athletes who have a 3.5 grade point average by placing them on the composite "All Academic Team". To earn this honor, a student must have at least six semesters of GPA on an unweighted 4.0 scale, and cannot have a B on their transcript. Under classes are not considered. C. E. Byrd High School student Carmen Ann Rogers was recognized for receiving this award.

2017 National Field Archery Winner. Emily Partin, senior at C. E. Byrd HS, placed 9th out of 20 student athletes from around the country at the 2017 National Field Archery Association with a combined score of 572 points out of 600 in two days of shooting. Mrs. Atkins stated Emily placed or won in the Top 5 in every competition in the last five years.

2017 Caddo Parish Schools Students of the Year. District winners in the 2017 Caddo Parish Schools students of the year were recognized as follows: (1) Shalyse Harris, South Highlands Elementary Magnet School; (2) Emilee Claire Davis, Donnie Bickham Middle School; and (3) Ashley Solberg, North Caddo High School. Emilee Claire Davis was also recognized as the Regional Student of the Year winner.

Louisiana State Science and Engineering Fair Winners. The following Louisiana State Science and Engineering First Place Senior Division winners from Caddo Magnet High School were recognized: (1) Alicia Smith (Senior) whose category was Animal Sciences and her topic was "Erasure of Neural Extracellular Matrix to Ameliorate Aging-Dependent Cognitive

Decline”; (2) Sunjay Letchuman (Junior) whose category was Biochemistry and topic was “Synthesis of a Fusarochromanone Analog and its Efficacy in Treating Triple Negative Breast Cancer”; (3) Rohinton Dissabhoy (Freshman) whose category was Computational Biology and Bioinformatics and topic was “Alterations in Zika Virus Glycoprotein that Infects Humans Susceptibility to Infection”; (4) Matthew Willis (Junior) whose category was chemistry and topic was “Watching Paint Dry: How Metal Additives Affect the Oxidation of Linseed Oil”; (5) Christopher Ferrier (Junior) whose category was embedded systems and topic was “The Effect of Distance on the Ability of a Condenser Microphone and LM386”; (6) Tobias Kallenberg (Junior) whose category is Energy: Chemical and his topic was “The Effect of the Complexity of Organic Media on the Output of Microbial Fuel Cells”; and (7) Lawrence Chi (Sophomore) whose category was Mathematics and his topic was “Mediation Analysis of Payer Status on Survival of Stage III Colon Cancer Patients”.

National Interscholastic Athletic Administrators Association Certified Athletic

Administrators. Laura Addington, Athletic Director at Caddo Parish Magnet HS, was recognized for earning the title of Certified Athletic Administrator by the National Interscholastic Athletic Administrators Association.

Living Our Mission Award. The following 2017 winners of the “Living Our Mission Award”, funded by the Ivan Smith Family Fund at the Community Foundation, were recognized: 1) Rosie Cash, teacher at Werner Park; (2) Alicia Olivier, teacher at Sunset Acres; and (3) Shelia Gladney, principal at Mooretown Professional Development.

VISITORS

Jackie Lansdale, Red River United, stated their organization represents three parishes (Caddo, Bossier and Red River) and began in Caddo in 1996. She said they have worked hard to build a viable organization with over 3,000 members; and she shared that Red River United is the largest in Louisiana and in Caddo; as well as one of the largest non-collective bargaining units in the South. She also noted how their mission in some ways blends with Caddo’s mission. It is the Caddo Parish School Board’s responsibility to oversee the budget (modify and make recommendations); and hopefully pass it; and knowing that new teachers in Caddo Parish are the lowest paid, they noted to the Board the turnover rate and the cost to the District; and the Board and the administration looked at this to come up with possible solutions for a salary increase to help in this area. With both wanting the very best education for the students in Caddo Parish, Mrs. Lansdale stated they are very grateful that the Board listened to their input. She further stated that they are also disappointed in the naysayers and they do not understand why we don’t move beyond this and do what is good and right for the District.

Jon Glover referenced Sunday’s article in *The Times* and asked the Board what is the truth. She stated the article addressed specifics as it relates to employment; and if the information is not accurate, where did it come from. She believes someone divulged such extensive information; and then referred to it as misinformation and divisiveness. As a constituent in Caddo Parish, she finds the need for transparency to again be at the utmost height. In planting seeds, she questions if any thought of cultivating or roots taking control was considered. She said we should all be about the education of children and with such misinformation, she asks what does this do for furthering the academic success of Caddo’s children.

ESTABLISH THE AGENDA AND PROPOSED CONSENT AGENDA

Superintendent Goree highlighted the proposed items for the Board’s consideration and the following discussion ensued.

President Locke announced that Items 6.02-6.03, 7.01-7.02, 8.02-8.07 and 13.01, 13.02 (DP, AC, NJ, and ZR), and 13.03 are the Consent Agenda.

Ms. Trammel moved, seconded by Mrs. Bell, to establish the agenda and consent agenda for the April 18, 2017 CPSB meeting. Vote on the motion carried.

Mrs. Bell moved, seconded by Ms. Trammel, to confirm the consent agenda. 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 Transaction Reports-Resignations-March. The Board approved the personnel transaction reports (March resignations) as recommended by staff and submitted in the electronic mailout.

6.02 Administrative Contract Renewals. The Board approved the administrative contract renewals as recommended by the superintendent and submitted in the electronic mailout.

Item No. 7

7.01 Purchasing Bids. The Board approved the following bids as recommended by staff and submitted in the electronic mailout on the bid tabulation sheets: (1) Multiple vendors for the purchase of Food, Fish, Meat and Specialty Items; and (2) Multiple Vendors for the purchase of Food Service Paper and Supplies. *The bid tabulation sheets are filed in the original papers of the April 18, 2017 CPSB meeting.*

7.02 Capital Projects/Construction Bids. The Board approved the following bids as recommended by staff and submitted in the electronic mailout on the bid tabulation sheets: (1) ELA Group, with a Base Bid, Alternate 1 and Alternate 2, for the sum total of \$1,790,595 for Project 2018-101, "Linear Renovation"; (2) The Payne Company, with a Base Bid, for the sum total of \$344,500 for Project 2018-303, "Donnie Bickham Add Chiller for Redundancy"; (3) Whitlock & Shelton Construction, with a Base Bid and Alternate 1, for the sum total of \$451,000 for Project 2018-210, "Claiborne Elevator, Phase I"; (4) Camus Electrical Company, with a Base Bid, Alternate 1 and Alternate 2, for the sum total of \$314,534.00 for Project 2017-411, "Central Office Data Upgrade"; (5) Thermo Technics Air Conditioning, Heating & Refrigeration, Inc., with a Base Bid, for the sum total of \$199,400.00 for Project 2018-302, "North Caddo Boiler Replacement"; (6) Martin Construction, with a Base Bid, Alternate 1 and Alternate 2, for the sum total of \$151,426.00 for Project 2018-219, "Eighty-First Ceiling"; (7) 3 Gen Construction with a Base Bid, Alternate 1 and Alternate 2, for the sum total of \$348,711.70 for Project 2018-213, "Byrd Replace North Bus Loop"; and (8) The Payne Company, with a Base Bid, for the sum total of \$227,500.00 for Project 2018-304, "Judson HVAC, Phase I". *The bid tabulation sheets are filed in the original papers of the April 18, 2017 CPSB meeting.*

Item No. 8

8.02 Out of State Travel. The Board approved requests for out of state travel (General Fund) as recommended by staff and submitted in the electronic mailout.

8.03 July Board Meeting Date. The Board approved holding only one meeting in July and that the meeting will be held on July 25, 2017.

8.04 Surface and Subsurface Agreement for a Well Site by Chesapeake Operating LLC. The Board approved the resolution and surface and subsurface agreement for a well site by Chesapeake Operating LLC affecting one acre in Section 20, Township 15 North, Range 12 West as submitted in the electronic mailout. *A copy of the resolution is filed in the official papers of the April 18, 2017 CPSB meeting.*

8.05 Request for an Oil, Gas, Mineral Lease for Arkoma Louisiana LLC. The Board approved the resolution allowing the Caddo Parish School Board to enact with Jason Sneed's (Arkoma Louisiana LLC) request to lease the one-acre tract described in the resolution and submitted in the electronic mailout. *A copy of the resolution is filed in the official papers of the April 18, 2017 CPSB meeting.*

8.06 General Fund Budget Line Item Transfer. The Board approved the line item transfer to the 2016-17 General Fund Budget transferring \$10,000 from the Art M&S and Equipment Account to the Art Inservice Account as submitted by staff in the electronic mailout.

8.07 Granting of Servitude Agreement for City of Shreveport Sewer Improvements. The Board approved the servitude agreements for the City of Shreveport sewer improvements as recommended by staff and submitted in the electronic mailout.

Item No. 13

13.01 Request for Settlement Authority – Gloria West vs. CPSB, Docket #588,115-B, 1st Judicial District Court, Caddo Parish, Louisiana. The Board authorized resolution as recommended by staff and submitted in the electronic mailout.

13.02 Student Readmission Appeals. The Board approved staff's recommendations for Students DP, AC, NJ and ZR whose parents are in agreement.

13.03 Lariana Graham Taylor, Claim #35668953. The Board authorized resolution as recommended and submitted in the electronic mailout.

SUPERINTENDENT'S REPORT

Superintendent Goree announced that proposed attendance zone changes for school changes approved by the Board are attached for the Board's information.

ANNOUNCEMENTS AND REQUESTS

Mr. Rachal reminded everyone that on Thursday, April 20th at 6:30 p.m., the Caddo Career and Technology Foundation will award 37 \$2,000 scholarships and he encouraged Board members to attend. He also announced that 105 Caddo Career and Technical Center students were inducted into the National Technical Honor Society.

Mrs. Bell echoed Mr. Rachal's comments and reported on the state competition that took place in Shreveport this year. She also asked the superintendent if there is a personnel handbook. Dr. Goree explained that each school has a separate book for their individual school and the Board has a Policy Handbook. Mr. Abrams stated that the Board is revising/revamping the Policy Manual and the Superintendent will have his own part of the policy manual.

Dr. Douzart stated that she, Dr. Douzart, did not and has not disrespected Superintendent Goree. At this point, she said she is not speaking. Mr. Ramsey called for a point of order and that policy dictates a Board member should not address any staff or Board members. President Locke noted that Dr. Douzart's comments were out of order.

Mrs. Brown at the last meeting requested help for students at BTW who are traveling to Washington, DC. She said they have done a magnificent job and now need less than \$2,000 to defray the cost of a bus from Shreveport to Dallas. Anyone interested in supporting this should forward their donation to BTW before Wednesday evening.

Mrs. Locke reported she and several Board members attended the Senior Recognition Banquet, and she thanked Mrs. Atkins for a well-organized program and keeping it to an hour.

EXECUTIVE SESSION

Mrs. Poljak moved, seconded by Mrs. Bell, to go into executive session for the purpose of hearing a student admission appeal. Vote on the motion carried, and following a 10-minute recess, the Board went into Executive Session at approximately 5:50 p.m.

The Board reconvened in open session at approximately 6:17 p.m. *Mr. Ramsey moved, seconded by Mr. Green, to approve staff's recommendation for Student YS. Vote on the motion carried with Board member Brown abstaining.*

Mr. Rachal moved, seconded by Mr. Green, to go back into Executive Session for up to 10 minutes for Student BJ appeal. Vote on the motion carried and the Board went back into executive session at approximately 6:20 p.m.

The Board reconvened in open session at approximately 6:53 p.m. *Mrs. Poljak moved, seconded by Mr. Rachal, to uphold staff's expulsion and to readmit BJ early contingent upon his successful completion at AMIKids and upon successful completion of drug counseling as required by District staff. Vote on the motion carried with Mr. Ramsey opposed.*

Adjournment. *Ms. Trammel moved, seconded by Mrs. Bell, to adjourn. Vote on the motion to adjourn carried and the meeting adjourned at approximately 6:55 p.m.*

T. Lamar Goree, Ph.D., Secretary

Denee' Locke, President

May 2, 2017

The **Caddo Parish School Board (CPSB)** met in special session on Tuesday, May 2, 2017 at 4:30 p.m. in its offices at 1961 Midway, Shreveport, Louisiana with President Denee' Locke presiding and the following board members present constituting a quorum: Steve Riall, Jasmine Green, Margaret Brown, Susannah Poljak, Dr. Bonita Douzart, Mary Trammel, Raymond Green, Barry Rachal, Larry Ramsey, John Albritton and Dottie Bell. Also present were Dr. Lamar Goree, superintendent, and Reggie Abrams, legal counsel. Dr. Douzart led the prayer and Pledge of Allegiance.

CONSIDERATION OF RFP PROPOSAL FOR E-RATE SERVICES

Ms. Trammel moved, seconded by Miss Green, to approve the proposal of Persidio for the E-Rate Category 2 Networking Equipment as recommended by staff and submitted in the electronic mailout. Vote on the motion carried unanimously.

CONSIDERATION OF CONSTRUCTION BIDS

Mr. Rachal moved, seconded by Mrs. Bell, to approve the following bids as recommended by staff and submitted in the electronic mailout on the bid tabulation sheets: (1) Hamm Mechanical, with a Base Bid and Alternate 1, for the sum total of \$1,176,600 for Project 2018-307, "Turner HVAC, Phase I"; and (2) Mechanical Solutions, with a Base Bid, Alternate 1 and Alternate 2, for the sum total of \$230,300 for Project 2018-308, "Ridgewood HVAC "C" Wing.

Mr. Rachal asked staff to clarify the bid for Turner and how many phases are in this project, and what is the total for this project. Mr. Woolfolk explained that it is a three-phase project. Mr. Rachal also asked about the timelines for the phases and the budgeted costs for the additional two phases. Mr. Woolfolk responded that he is unsure the exact cost, but it is scheduled in phases since the entire project cannot be completed in one summer. Dr. Goree said staff will provide the answers to his questions.

Vote on the motion carried unanimously. The bid tabulation sheets are filed in the official papers of the May 2, 2017 CPSB meeting.

EXECUTIVE SESSION

Prospective Litigation – Demand on Behalf of Fair Park Alumni Association from Allison Jones dated April 28, 2017. *Ms. Trammel moved, seconded by Mrs. Bell, to go into executive session in the Superintendent's Conference Room for 10 minutes. Vote on the motion carried and the Board went into executive session at approximately 4:40 p.m. President Locke announced that the Board is meeting in executive session in the Superintendent's Conference Room so that the audience can remain in the Board Room.*

The Board reconvened in open session at approximately 4:49 p.m.

ADJOURN

Mr. Ramsey moved, seconded by Mr. Albritton, to adjourn. Vote on the motion carried and the meeting adjourned at approximately 4:50 p.m.

T. Lamar Goree, Ph.D., Secretary

Mary A. Trammel, President

May 2, 2017

The **Caddo Parish School Board (CPSB)** met in special session on Tuesday, May 2, 2017 at 4:30 p.m. in its offices at 1961 Midway, Shreveport, Louisiana with President Denee' Locke presiding and the following board members present constituting a quorum: Steve Riall, Jasmine Green, Margaret Brown, Susannah Poljak, Dr. Bonita Douzart, Mary Trammel, Raymond Green, Barry Rachal, Larry Ramsey, John Albritton and Dottie Bell. Also present were Dr. Lamar Goree, superintendent, and Reggie Abrams, legal counsel. Dr. Douzart led the prayer and Pledge of Allegiance.

CONSIDERATION OF RFP PROPOSAL FOR E-RATE SERVICES

Ms. Trammel moved, seconded by Miss Green, to approve the proposal of Persidio for the E-Rate Category 2 Networking Equipment as recommended by staff and submitted in the electronic mailout. Vote on the motion carried unanimously.

CONSIDERATION OF CONSTRUCTION BIDS

Mr. Rachal moved, seconded by Mrs. Bell, to approve the following bids as recommended by staff and submitted in the electronic mailout on the bid tabulation sheets: (1) Hamm Mechanical, with a Base Bid and Alternate 1, for the sum total of \$1,176,600 for Project 2018-307, "Turner HVAC, Phase I"; and (2) Mechanical Solutions, with a Base Bid, Alternate 1 and Alternate 2, for the sum total of \$230,300 for Project 2018-308, "Ridgewood HVAC "C" Wing.

Mr. Rachal asked staff to clarify the bid for Turner and how many phases are in this project, and what is the total for this project. Mr. Woolfolk explained that it is a three-phase project. Mr. Rachal also asked about the timelines for the phases and the budgeted costs for the additional two phases. Mr. Woolfolk responded that he is unsure the exact cost, but it is scheduled in phases since the entire project cannot be completed in one summer. Dr. Goree said staff will provide the answers to his questions.

Vote on the motion carried unanimously. The bid tabulation sheets are filed in the official papers of the May 2, 2017 CPSB meeting.

EXECUTIVE SESSION

Prospective Litigation – Demand on Behalf of Fair Park Alumni Association from Allison Jones dated April 28, 2017. *Ms. Trammel moved, seconded by Mrs. Bell, to go into executive session in the Superintendent's Conference Room for 10 minutes. Vote on the motion carried and the Board went into executive session at approximately 4:40 p.m. President Locke announced that the Board is meeting in executive session in the Superintendent's Conference Room so that the audience can remain in the Board Room.*

The Board reconvened in open session at approximately 4:49 p.m.

ADJOURN

Mr. Ramsey moved, seconded by Mr. Albritton, to adjourn. Vote on the motion carried and the meeting adjourned at approximately 4:50 p.m.

T. Lamar Goree, Ph.D., Secretary

Mary A. Trammel, President

May 2, 2017

The **Caddo Parish School Board (CPSB) Executive Committee** met in regular session on Tuesday, May 2, 2017 at approximately 4:50 p.m. in its offices at 1961 Midway, Shreveport, Louisiana with President Denee' Locke presiding and Dottie Bell and Steve Riall present constituting a quorum. Also present were Board members Jasmine Green, Margaret Brown, Susannah Poljak, Dr. Bonita Douzart, Mary Trammel, Raymond Green, Barry Rachal, Larry Ramsey, and John Albritton. Dr. Lamar Goree, superintendent, and Reggie Abrams, legal counsel, were also present. The prayer and Pledge of Allegiance were omitted.

PRESENTATIONS

Shreveport Aquarium. Shreveport Aquarium Marketing Director Jake Wood introduced Adria Gibbs, managing director for Planet AquaGroup (parent company for Shreveport Aquarium) who reported that construction of the Shreveport Aquarium in the former Barnwell Center is moving forward with the aquarium scheduled to open at the end of August. She announced there will be 45 part-time positions available, and they will begin conducting job fairs the last two weeks of May. Mr. Wood announced that a full-time educator will begin with the Shreveport Aquarium staff next month and will reach out to community educators in Caddo, Bossier and DeSoto Parishes to help develop curriculum programs that work together with what is happening in science courses. Mrs. Bell shared her excitement about the opening of the aquarium, and she looks forward to being invited to a tour of the aquarium to see what it has to offer not only to the community but for all students in Caddo. Mr. Riall asked about the type exhibits, etc. that will be available? Ms. Gibbs explained that a different environment has been created throughout the aquarium, i.e. shipwreck scene to see what it would look like at the bottom of the ocean, setting up a wetlands, marsh area indigenous to this area in the dome, shoreline tank where people can actually touch hermit crabs, starfish; a tank where people can actually touch jellyfish, and small virtual theater. Mr. Wood noted that the Barnwell Center is approximately 21,000 square feet of exhibit space so the idea behind the design is to create a highly interactive immersive experience one on one. Ms. Gibbs also stated that those visiting the aquarium will go online and obtain a time for their tour so that there will not be overcrowding and visitors can be comfortable and have an optimal experience.

2017 MILLAGE RATES

Chief Financial Officer Jim Lee announced we will be adopting the 2017 millage rates at the June 20, 2017 CPSB meeting.

ESTABLISH THE AGENDA AND PROPOSED CONSENT AGENDA FOR THE MAY 16, 2017 CPSB MEETING

Superintendent Goree highlighted items for the Board's consideration at its meeting on May 16, 2017, and the following discussion ensued.

Consideration of Proposed Employee Pay Raise. Mr. Rachal stated that many meetings were held to discuss this and asked that staff summarize the proposal. Jim Lee stated that the recommendation is a 5% across the board pay raises for all employees to be funded by reductions in overstaffing, additional monies from Medicaid transportation, additional MFP dollars that would have gone to Child Nutrition; as well as the one-time use/transfer from the healthcare reserves (\$5 million). Mr. Rachal asked for more background on each of the following areas in which additional revenue will come:

Child Nutrition Program – Mr. Lee explained that Child Nutrition is now participating in the Community Eligibility Program which basically, with the exception of the traditional 9-12 high

schools, provides free breakfast and lunch to all students; and because of the increased participation levels, revenue has increased for child nutrition and that additional revenue should more than offset the reduction in MFP for next year (about \$1 million).

Transportation Costs – Mr. Lee explained that we receive Medicaid for certain services for at-risk students, high need students; and the District can now bill for transportation services. At this time projections are approximately \$300,000-\$500,000 annually, and it will be implemented next year.

Over-Staffing – Mr. Lee explained there are some areas in schools that are staffed above the formula and staff is looking at reducing this number and still remain within the staffing formula. This should account for approximately \$3 million. Mr. Rachal asked if he remembers correctly from committee discussions that this is as a result of some of the consolidation of schools. Mr. Lee said that is correct in addition to the number of administrators (APs) placed at a school.

Healthcare Savings – Mr. Watson highlighted and clarified some of the misunderstandings. He shared that the charts reflect at what point the reserves were growing as a result of more money in than claims paid currently have surpassed present needs. He stated he believes this is a result of medical management changes the Board approved over the past two years, i.e. primarily in pharmacy, but also in medical management. He also explained that each year there needs to be a reserve that can cover any month the monthly premiums do not cover the current claims; and approximately 7 months ago the claims were less than the monthly premiums thus we began to see an over-fund reserve as a result of purchasing health care more efficiently by working with Blue Cross and third party vendors. He added in moving forward, he believes this will be a recurring savings; and rather than bringing an increase to the Board for approval, staff recommended no increase in the premiums for employees and retirees, and there is also no need to contribute employer contributions for the upcoming year. As a result, the savings going into reserves would stay in the General Fund and be used for the pay raise. Again, he stated that relative to the reserves, the District is way ahead of where it wanted to be when it became self-funded. He explained the misconception is we are using reserves for the pay raise, and the future reserve terminology is just that staff is projecting to be over-reserved and will continue to do medical management to make certain that is where we stay.

Mr. Watson further explained that for this year a one-time \$5 million contribution from the current reserves from the employer's share to fund the pay raise for the remainder of this fiscal year; and the employee contribution will be used to mitigate any rate or out of pocket increase, meaning the employees and retirees will not see a rate or out of pocket increase for two years.

Based on the false information being put out, Mrs. Bell expressed her appreciation for the explanation about the one-time \$5 million contribution from the reserves since she heard the Board was taking all the money from the reserves to fund a pay raise. Relative to the pay raise, she stated this is something the Board has been trying to do for all employees, and she appreciates the hard work of staff in coming forth with the proposed recommendation so the Board can show the employees how much they are appreciated. She asked everyone to remember that everything we do is about the children.

Mr. Riall asked staff what is the future of the Federal subsidy for the free breakfast and lunch. Mr. Lee said the percentages of free and reduced lunch used this year are locked in for five years. He also asked about the future of the Transportation subsidy for the SPED children. Mr. Lee explained that staff has been doing other Medicaid billings for as long as he has been in Caddo. Mr. Riall also shared that it seems the District is always over staffed; and when we become understaffed, it seems halfway through the school year we are overstaffed again. Dr. Goree explained that major improvements have been made in the overstaffing situations; and because Caddo is a unique district and has schools that are diverse in size, and small schools requiring

larger staffs, the staff is committed to continuing to make improvements and make sure the budget is a fiscal responsible budget. Mr. Riall stated that the numbers quoted are listed as estimates and he questions, because if the Board approves the pay raise it will have to fund it, what will happen if the predictions beyond two years on the savings on the health care are wrong. Mr. Watson explained every year he projects, after many calculations, what the premiums will be and puts it in the bank. Currently, the District is over-reserved and if the Board wants to provide a pay raise, now is the time to do so; and even though it may not be a 100% sure, it is a reasonable risk with backup plans. He also asked the Board to not be misled because the District still must address the normal healthcare inflation every year, and in 2019 staff will project the claims, and healthcare inflation and necessary adjustments to the premiums and/or out of pocket expenses, but this will not have anything to do with the raises or the money used for it. Originally, he added, it was not a part of the pay raise plan to give employees and retirees a pass on the out of pocket and premiums in 2018, but this is an added benefit.

Mr. Ramsey asked if he is correct that the retirees were most interested in hearing no premium or out of pocket increase, and Mr. Lee responded he hopes that is what they would be interested in hearing. Mr. Ramsey stated this has been the main concern expressed to him and staff has done it right since he has been on the Board and that is maintain the lowest cost and the best healthcare and benefits possible for the employees and retirees. The result has been a savings to the District over the years, as well as savings for the employees and retirees. He expressed his appreciation to staff for their hard work to keep our benefits at a low cost.

Mr. Rachal asked how many teachers are we losing on an annual basis? Mr. Lee stated the average is approximately 190, but last year it was in excess of 300. Mr. Rachal asked about the cost to the District when we hire a new teacher, train that teacher, the teacher leaves and then the District must hire and train a teacher for that vacancy? Dr. Goree explained a big part of the pay raise is to attract highly certified teachers, provide them professional development and then to retain them. Mr. Rachal asked if he is correct the cost is approximately \$10,000, and Dr. Goree confirmed that is a good estimate. Mr. Rachal asked if the number of teachers we are losing each year will be reduced as a result of the pay increase, and Dr. Goree agreed he believes the District will see a measurable decrease in the number of teachers we are losing to anything other than retirement. Mr. Rachal asked if students perform better if they have the same teacher through the school year, and Dr. Goree responded yes they do.

Margaret Brown expressed her concerns relative to the stability of the nutrition program and the transportation piece where we receive funds from Medicaid. Regarding the transportation costs, this is how the District currently provides services, and the change is in how we bill and recoup some of the money. Mrs. Brown reiterated she is only concerned about the instability in some of the arenas. She also asked is outsourcing best for children. Mrs. Brown said some have asked her if the Board is getting a raise, and she told them no but the Board is giving theirs to charity.

Ms. Trammel said she believes she is hearing the District is in a safe place not only with the pay raise but also the support system. She also wanted to make sure everyone understands the superintendent is not included in the proposed pay raise for the employees. Also, even though she is leery about what she is hearing in the news, she is thankful we are to this point; and while she would love for it to be more, she appreciates staff's hard work in bringing this to the Board.

Mrs. Locke asked if she understands the one-time \$5 million will be transferred at one time or throughout the year, and Mr. Lee stated that in the charts presented, it has been built in that the full amount will be transferred at one time. Mrs. Locke asked what the projected reserves will be as of July 1, and Mr. Watson said while it changes daily, it currently runs about \$25 million and after transferring the \$5 million, it leaves the reserves at \$20 million. He further explained that for the last 3 years, reserve were kept at \$10-\$12 million which has been adequate. While the projections can change, he believes the reserves will still be twice what the minimum should be

in two years and normal adjustments will be made. He reminded the Board that the District has reinsurance to protect us, as well as backup plans; and if we must, we can raise premiums; however, staff will approach this with as many medical management strategies as possible. Mrs. Locke reiterated the comments on the large amount of work since the first presentation in January and thanked the staff for listening. Dr. Goree also thanked Mr. Lee and Mr. Watson for their hard work in bringing this, and for the retirees and teacher organizations working with staff to arrive at something that is not just best for people in the system, but also for the community.

Mr. Riall asked about the \$20 million in "GASBE", and Mr. Watson explained that a few years ago the government stated that government entities should begin funding for future retiree healthcare costs. He added that governments are not required to fund it, but Caddo has voluntarily funded this account and every dollar in it has not come from the General Fund, but it is money he receives each year (approximately \$1.5 million) and this is a backup which 99% of school districts do not have. Mr. Riall asked about the total uncommitted balance at this time and Mr. Lee responded it is approximately 11% of the District's expenditures, or mid \$30 million range. Mr. Lee expanded his comments to say the District has never been in the red even though we have overspent; and while it has gone down, Caddo still has a balance in the range required by policy.

ESTABLISH THE CONSENT AGENDA

Mrs. Locke announced that 7.01, 8.01-8.02, 8.04-8.06 are the consent agenda. *Mrs. Bell moved, seconded by Mr. Riall, to approve the proposed agenda and consent agenda for the May 16, 2017 CPSB meeting as presented. Vote on the motion carried unanimously.*

POLL AUDIENCE

Nathaniel Manning addressed the Board on his concerns and help needed on some things in West Shreveport. With economic development strategically being linked to education, he stated concern that there are two D- schools in District 12. He said Huntington and Turner do not have the benefit of being in any zone, and they are concerned about continuing to lose many of their students to the magnet schools. He believes it is time to seriously consider placing enrollment caps at the magnet schools. He also stated his support of the Fair Park Alumni Association.

Ed Hearnon thanked Jim Lee and Randy Watson for explaining the misconceptions on the table, and he also appreciates the questions asked by Board members. As a result, he believes the explanations cleared up the questions. He also shared his appreciation for the 40 years he worked in Caddo.

Jackie Lansdale, president of Red River United, apologized to Magnolia Charter School for not realizing they fall under the umbrella of Caddo and for not including them in the "Most Improved Student" recognition; however, this has been corrected for the future. She also stated that if the District is going to roll forward the millage, it will need to be on the June agenda. She also read a letter encouraging the approval of a pay raise at the May 16th meeting.

Review of Magnolia Charter Continuation. With Magnolia Charter School falling under the umbrella of Caddo Parish Public Schools, Miss Green asked if there are any programs being offered at Magnolia that are not being offered in Caddo? Superintendent Goree explained that Magnolia has a traditional school program; and when talking about choice, it is about a choice other than the neighborhood public school. Mrs. Bell said she has not read the information and asked if there will be an opportunity to ask questions at the next meeting before voting on this item. She also asked what is different from the previous presentation to the Board. Dr. Goree responded that a part of the process is to review the program as it was originally approved by the

School Board to insure that Magnolia is still meeting the requirements for which they were approved.

Mrs. Atkins added that by the bulletin, after the third year of operation, the charter must have a review (evaluation) to determine whether or not it will continue to operate for the length of the charter. She reported the academic audit has been completed, a financial statement indicates they are in compliance, and staff is recommending to the Board continuation of their charter with the recommendations for academic improvements in professional learning. Mrs. Bell recalled a couple of years ago when it was stated that the School Board did not have anything to do with the Magnolia Charter School; and asked if Caddo will be the one to do the review? Mrs. Atkins explained that Magnolia is a Type I Charter and in order for them to continue their 5-year charter, an evaluation is done after the third year to determine what is going on in the school and if the school is meeting the requirements as stated in their charter. Dr. Goree said Magnolia operates as an extension of Caddo Parish Public Schools and it is a choice within the Caddo Parish Public School System, meaning it is still the School Board's responsibility to make sure charter qualifiers are being met. Mrs. Bell stated she remembers Magnolia pulled out and she didn't realize we are responsible for evaluating and determining if they met the requirements. Mrs. Atkins reminded the Board that Magnolia's School Performance Score is a part of Caddo's District Performance Score.

Mr. Abrams clarified that the Magnolia Staff is to periodically report to the School Board based on the charter agreement, and they have submitted written reports to the School Board, as they actually report to Magnolia's Board. Also, Mr. Abrams confirmed the School Board (as the charter authorizer), is responsible for conducting a review/evaluation after year 3 of the agreement to determine if they are eligible to continue the remaining 2 years of the charter agreement. He further explained that in year 5 they would need to apply to renew.

Mr. Riall asked if we are now at the 3-year investigation and the review has been completed. Mrs. Atkins said that is correct. He asked if he understands correctly that Magnolia has met the requirements of the charter and staff is recommending continuation with the recommendations, and Mrs. Atkins said yes.

Mrs. Poljak asked if the recommendations mentioned are recommendations or are they requirements, and Mrs. Atkins responded they are recommendations. Miss Green asked if Magnolia is under Caddo's umbrella, can they be offered the same services offered to the other schools. Dr. Goree said yes and because they are a charter and operate independently, Caddo is required to provide them the MFP dollars associated with the students enrolled at Magnolia. He added we also provide SPED services, professional development, etc. Miss Green asked about Magnolia's grade for the past 3 years, and Dr. Goree stated that while he believes they have consistently been a D school, he will ask staff to provide her with accurate information.

BOARD MEMBER ANNOUNCEMENTS

Mrs. Poljak thanked Magnet High School for holding a graduation ceremony for five of their students that will be traveling out of town to participate in a Mock Trial" and will miss their graduation on May 13th.

Miss Green stated she is thankful for the discussion on the pay raises and she is a proud Board member this year because at Green Oaks' student Brandon Armstrong who won first place in the Film Festival this week. She also recognized and congratulated Tra'Davious White, 2013 Green Oaks graduate, who was the 1st round draft pick #27 to the Buffalo Bills.

Mrs. Brown also recognized Ed Hearron and Lonnie Dunn who she worked with in Caddo for many years.

Mr. Rachal thanked Board members who attended the Caddo Career & Technical Foundation scholarship program. He said he is proud and humbled to be a part of this foundation and stated that the Caddo Parish School District has some of the top performing students in technical training in the country that come from the Caddo Career Center. Also of the 700 students that came through the Career Center, 115 students (approximately 20% of the students at the Career Center) qualified for the Career and Technical Honor Society.

Mrs. Bell thanked the Superintendent and the Committee for the outstanding banquet recognizing all the Caddo Students of the Year. She also stated how disappointed she was that the Caddo student scoring a perfect 36 score on the ACT Test was not featured in the paper.

Ms. Trammel invited all the women in attendance to a prayer breakfast at 8:00 a.m. Saturday at Peaceful Rest Baptist Church at which time they will be praying for the school system. She also announced that if anyone has a weapon they wish to get rid of they can bring it at the Peaceful Rest beginning at 9:00 on Saturday and the Police Department will receive it, no questions asked. They will also be cleaning up Cedar Grove beginning at A B Palmer Park.

Adjournment. *Mr. Riall moved, seconded by Mrs. Bell, to adjourn. Vote on the motion to adjourn carried and the meeting adjourned at approximately 6:10 p.m.*

May 16, 2017

The **Caddo Parish School Board (CPSB)** met in regular session on Tuesday, May 16, 2017 at 4:30 p.m. in its offices at 1961 Midway, Shreveport, Louisiana with President Denee' Locke presiding and the following board members present constituting a quorum: Steve Riall, Jasmine Green, Margaret Brown, Susannah Poljak, Dr. Bonita Douzart, Mary Trammel, Raymond Green, Barry Rachal, Larry Ramsey, John Albritton and Dottie Bell. Also present were Dr. Lamar Goree, superintendent, and Reggie Abrams, legal counsel. Dr. Douzart led the prayer and Pledge.

CONSIDERATION OF MINUTES OF THE APRIL 18, 2017 AND MAY 2, 2017 CPSB MEETINGS

Mrs. Bell moved, seconded by Ms. Trammel, to approve the minutes of the April 18, 2017 and May 2, 2017 CPSB meetings as submitted. Vote on the motion carried.

PRESENTATIONS AND RECOGNITIONS

Diane Atkins, chief human resource officer, on behalf of the board, recognized the following staff members and students for recent achievements. President Locke and Superintendent Goree congratulated and presented each one recognized with a certificate acknowledging their accomplishments. Administrators, family and friends present were recognized.

Act 303 Diploma Recipients. The following students were presented their high school diploma as a result of Act 303 of 2016 that allowed students with disabilities who did not receive credit or a diploma to petition their school district for high school diplomas upon completion of specific criteria. (1) Heather Bailey, C. E. Byrd High School; (2) Jeffery Baker, Captain Shreve High School; (3) L'Marcus Bell, Booker T. Washington High School; (4) Anita Buford, Northwood High School; (5) William Evans, Huntington High School; (6) Kenneth Henry, Woodlawn Leadership Academy; (7) Travis Huglon, Woodlawn Leadership Academy; and (8) Carolyn Smith, Woodlawn Leadership Academy.

North Caddo Talented Arts Music Class. Students in the North Caddo Talented Arts music class performed musical arrangements for the Board and audience.

2017 Congressional Essay Winner – National Society of Colonial Dames of America. Maura Pugh and Lauren Florsheim, Shreveport Committee officers of the Louisiana Society of the National Society of Colonial Dames of America, presented a Certificate of Merit to Vasser Terry, winner of the 2017 Congressional Essay contest. Miss Terry will participate in the Washington workshops Congressional Seminar through the Society's educational program for secondary school students in Washington D.C. June 17-23, 2017.

2017 STARBASE 2.0 Louisiana Award of Distinction. Mrs. Mary Beth Irvine, instructor for the STEM (Science, Technology, Engineering, and Mathematics) secondary education program known as STARBASE 2.0, shared history of this 5-year program and presented the 2017 STARBASE 2.0 Louisiana Award of Distinction to Ethan Adams, student at Lakeshore Middle School.

2017 Region I Science and Engineering Fair Award 1st Place Winners in Elementary and Middle School Division. The following elementary and middle school students were recognized as 1st place winners in the 2017 Region I Science and Engineering Fair: (1) Jack Cain, Earth & Environmental Science, Fairfield Elementary Magnet; (2) James Holtsclaw, Energy: Physical, Eden Gardens Magnet; (3) Jackson McWhiney, Energy: Chemical, Eden Gardens Magnet; (4) Miles Putman, Plant Science; Riverside; (5) Sahej Sachdeva, Biochemistry, Eden Gardens Magnet; (6) Jeffrey Schneider, Physics & Astronomy, South Highlands Magnet; (7) Dasia Semien, Mathematical Science, Judson Fundamental; and (8) Sir'Awinn Smith, Environmental Engineering, Judson Fundamental. Fairfield Elementary Magnet, Principal Pamela Graham, was presented the Region I Sweepstakes Award. Jeffery Schneider of South Highlands also was

recognized for winning a Reflections Award of Excellence in Music Composition at the National PTA level.

Mrs. Atkins announced that the 12 middle school students who placed 1st are all from Caddo Middle Magnet; however, they are not present today because of their 8th grade awards ceremony.

2016-17 Autonomous Robotics Circuit Competition Grand Champion Winner. Summer Grove Elementary School was recognized as the Grand Champion Winner in the 2016-17 Autonomous Robotics Circuit Competition. Principal Pamela Bloomer accepted the certificate for the Summer Grove's Robotics Team which is sponsored by FDDOC-Winners Circle (Fully Devoted Developer of Children).

JumpStart Program Grant. Dr. Phillip Rozeman, Alliance for Education, presented JumpStart grants from the Alliance for Education and Community Foundation to the following schools to help them prepare students not planning on pursuing a four-year university degree for community college, technical college, certificates and military. (1) Booker T. Washington High School, \$12,885; (2) Captain Shreve High School, \$11,100; (3) Green Oaks Laboratory High School, \$9,445; (4) Huntington High School, \$11,100; and (5) North Caddo High School, \$12,200. These grant dollars are to be used to implement JumpStart in these schools.

2017 Annual Cora M. Allen Essay Contest Winners. The following students were recognized as winners in the 2017 annual Cora M. Allen Essay Contest: (1) Jasmine Barnes, 8th grade, Walnut Hill; (2) Jayden Dock, 8th grade, Walnut Hill; (3) Stephanie Fuller, 8th grade, Walnut Hill; (4) Paige Greer, 8th grade, Youree Drive; (5) Alyssa Hoey, 8th grade, Caddo Middle Magnet; (6) MaKinse Powers, 8th grade, Walnut Hill; and (7) Kamauri Washington, 8th grade, Walnut Hill.

Third Grade Literacy Volunteers/Move the Needle Award. Laura Alderman, executive director of Step Forward (The Community Foundation of North Louisiana), recognized 122 Caddo Parish literacy volunteers who give at least one hour each week to help 3rd grade students improve their reading proficiency. Mrs. Alderman also shared the successful results of this Step Forward program for schools that have these volunteers helping their students. The following Top Gains Schools for 2016 were also recognized: (1) Blanchard (Rhonda Bass); (2) Cherokee Park (Tyrone Burton); (3) Northside (Dr. Cindy Frazier); (4) Green Oaks (Marvin Alexander); (5) Caddo Middle Career & Technology (Monte DeMars); (6) A. C. Steere (Brandy Holcomb); (7) Werner Park (Shunda Huff); (8) Donnie Bickham (Shannon Wall); (9) Lakeshore Middle (Dr. Matt Mitchell); and (10) Pathways in Education (John Keith).

Newly Appointed Administrators. The following newly appointed administrators were recognized: (1) Judy Langley, principal, North Caddo Elementary/Middle; (2) Malonda Mills, instructional coordinator, Midway Professional; (3) Nicolas Cunningham, assistant principal, North Caddo Elementary/Middle; (4) Clifford Jenkins, assistant principal, Caddo Middle Career and Technology; (5) Leon Moore, assistant principal, Fair Park Middle; (6) Joseph Anderson, assistant principal, Woodlawn Leadership Academy; (7) Lynette Hampton, principal, North Highlands; (8) Marco French, principal, Queensborough; (9) Cheryl Jones-Hart, principal, Riverside; (10) Monte Demars, principal, Caddo Middle Career & Technology; (11) Amanda Wall, principal, Donnie Bickham Middle; (12) Dr. Matthew Mitchell, principal, Fair Park Middle; (13) Shannon Wall, principal, Northwood High; and (14) Dr. Grady Smith, principal, Woodlawn Leadership Academy.

Mrs. Atkins announced for Board member Raymond Green that on May 11th Corporal LeToya Sampson, SRO at Oak Park Elementary/Middle School, and Corporal Officers Janeka Allen, Adrian Ferguson, Jay Casteneta came together with Ms. Tierra Glover and Ms. Julia Coleman to present J'Kayden Davis' parents with an honorary certificate, uniform and badge. Laleisa Edwards advised Corporal Sampson that J'Kayden always dreamed of becoming a police officer and they wanted to recognize him and declare him a junior police officer. J'Kayden's life tragically ended as the result of car accident.

PUBLIC HEARING FOR NAMING THE HERNDON GYMNASIUM FOR O.C. ROLLINS

President Locke announced that the public hearing for naming the Herndon Gymnasium for Mr. O. C. Rollins is opened. There being no speakers, the public hearing was closed.

VISITORS

Jackie Lansdale, president of Red River United, commended the Board and staff for recognizing how raising the threshold on salaries impacts a willingness of the graduates to look at teaching as a profession. She noted that the Board recognized how the students, the District and the community all suffer when classes are taught by non-credentialed teachers. With the wage gap between teachers and other professions reaching historic proportions, the 5% is a great start in getting higher achieving college students to enter our classrooms and give them a stronger reason to stay. Mrs. Lansdale stated they look forward to working with the Board to create a salary schedule that reflects the needs of the employees and enhances the benefit package. She also thanked the Board for recognizing the need for a salary increase for not only teachers, but for all staff and for looking to the budget for solutions. She thanked the RRU members for staying the course.

Jon Glover addressed the Board on the many times she has stood before this and past boards on the ineffectiveness in students not achieving academic success. She said we are still not meeting the needs of students collectively academically; and it is still a problem and unacceptable that we have more than 30 schools ranked D or F in Caddo. She said merging failure with failure should not be an option, but that is what was chosen; and she questions what is to be gained from this.

Curtis Hooks shared that during budget sessions each of the four years he was on the Board, he begged for a raise for the employees; and before he left, a 2% raise was approved. He asked the Board to support the proposal on the agenda to provide all employees a 5% pay increase.

Dawn Jordan, president of the Caddo Association of Educators, thanked Mr. Lee and Mr. Watson for allowing the association leaders to be a part of the process in the plan presented to the Board. She believes this allowed the association members' voices to be heard in the process and they are appreciative. She thanked them for their hard work in arriving at solutions that will fund a much-deserved pay raise. Ms. Jordan also thanked the Board for its hard work for the employees and the children of Caddo Parish; and expressed the CAE's appreciation for the Board's consideration of a needed pay raise in order to attract and retain qualified, certified teachers for Caddo's classrooms.

ESTABLISH THE AGENDA AND PROPOSED CONSENT AGENDA

Superintendent Goree highlighted the items for the Board's consideration. President Locke announced that the following items are the consent agenda: 6.01-6.03, 7.01-7.02, 8.01-8.02, 8.04-8.06 and 13.01 (student RB). *Ms. Trammel moved, seconded by Mr. Rachal, to establish the agenda and consent agenda for the May 16, 2017 CPSB meeting as presented. Vote on the motion carried unanimously.*

CONFIRM THE CONSENT AGENDA

Ms. Trammel moved, seconded by Mrs. Bell, to confirm the consent agenda (Items 6.01-6.03, 7.01-7.02, 8.01-8.02, 8.04-8.06 and 13.01 (student RB)). 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 the Superintendent and submitted in the electronic mailout.

6.02 Personnel Transaction Reports – Resignations – April. The board approved the personnel transaction reports (April resignations) as recommended by staff and submitted in the electronic mailout.

6.03 Administrative Contract Renewals. The board approved the administrative contract renewals as recommended by the Superintendent and submitted in the electronic mailout.

Item No. 7

7.01 Purchasing Bids. The board approved the following bid as recommended by staff and submitted in the electronic mailout on the bid tabulation sheets: (1) Shiffler Equipment Sales, Inc. for Marker Boards and Bulletin Boards. *A copy of the bid tabulation sheets is filed in the official documents of the May 16, 2017 CPSB meeting.*

7.02 Construction/Capital Projects Bids. The board approved the following bids as recommended by staff and submitted in the electronic mailout or at Board member stations on the bid tabulation sheets: (1) Quality Sheet Metal, with a Base Bid, for the sum total of \$259,000 for Project 2018-306, “Booker T. Washington HVAC Renovations”; (2) M & M Builders, with a Base Bid, for the sum total of \$296,900 for Project 2018-221, “Turner Ceiling at Gym and Auxiliary Gym”; (3) Reject all bids and revise and rebid Project 2018-220, “Keithville Ceiling at Gym”; (4) Dale’s Paving, with a Base Bid and Alternate 1, for the sum total of \$395,140 for Project 2018-211, “Fairfield Paving”; (5) The Payne Company, with a Base Bid and Alternate 1, for the sum total of \$60,200 for Project 2018-312, “Summer Grove Replace Sewer Line”; (6) Carter Construction, with a Base Bid, for the sum total of \$206,800 for Project 2018-212, “Midway Paving”; (7) Postpone Project 2018-217, “Shreve Island Canopies”; and (8) Postpone Project 2018-218, “University Canopies”. *The bid tabulations sheets are filed in the official documents of the May 16, 2017 CPSB meeting.*

Item No. 8

8.01 Property/Bus Rental Requests. The board approved requests for use of CPSB property and/or buses as recommended by staff and submitted in the electronic mailout.

8.02 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 electronic mailout.

8.04 Consideration of High School Staff Professional Development Day October 13, 2017. The board approved Friday, October 13, 2017 as a Professional Development Day for all high schools.

8.05 Authorization of Salvage Sale – Buses, Vehicles & Various Lawn Equipment. The board authorized staff to hold a salvage sale for buses, vehicles and various lawn equipment.

8.06 2017-18 Caddo-Shreveport Sales Tax Budgets. The board approved the 2017-18 Caddo-Shreveport Sales Tax budgets as recommended by staff and submitted in the electronic mailout.

Item No. 13

13.01 Student Readmission Appeal. The board upheld staff’s recommendation for Student RB whose parents were in agreement.

CONSIDERATION OF PROPOSED EMPLOYEE PAY RAISE

Mr. Riall moved, seconded by Mrs. Bell, to approve a 5% across the board pay raise for all employees as recommended by staff and submitted in the mailout. Mr. Riall explained he asked that this item not be on consent because he wanted to insure that the questions relative to the funding of this pay raise, as well as misinformation shared, were all clarified. He also believed because it was not placed on consent, it indicated to everyone the board’s desire for everyone to

be aware that the board was considering this and that the board wanted everyone to have a pay raise. He also confirmed that Mr. Lee and Mr. Watson have made it evident the funding is solid. Mrs. Bell echoed Mr. Riall's comments and expressed her appreciation to staff for their hard work in coming up with how this pay raise could be funded as well as clarifying the misinformation that had been shared. Ms. Trammel said she believes the time is right for this pay raise for all employees.

Mr. Green said he would like the record to reflect that he believes all 12 board members seconded the motion to approve the 5% across the board pay raise for all employees.

Mr. Ramsey moved, seconded by Ms. Trammel, to call for the question. Vote on the motion to end debate carried with Jasmine Green opposed.

Vote on the motion to approve the pay raise carried unanimously.

REVIEW OF MAGNOLIA CHARTER EXTENSION

Ms. Trammel moved, seconded by Mrs. Bell, that the CPSB approve the extension of the Magnolia Charter as submitted in the electronic mailout. Mrs. Bell stated that after reading the report she wholeheartedly supports this. Miss Green stated that Attorney Abrams clarified this is only an extension to complete the original five year agreement.

Mr. Ramsey moved, seconded by Ms. Trammel, to call for the question. Vote on the motion carried with Mr. Albritton opposed.

Vote on the main motion carried unanimously.

ANNOUNCEMENTS

Miss Green thanked staff for the outstanding graduation season and how well everything went.

Dr. Douzart asked that an item to roll forward the millage be on the June agenda.

Ms. Trammel announced that a student (Kaneisha LeShon Brown) graduated from Woodlawn Leadership Academy a few years ago and continued her education at Southern University. She graduated from Southern in Baton Rouge May 11th with honors and is now commissioned as a Navy officer to the rank of Ensign. She stated she believes Caddo is doing a good job and she will be reporting on additional successes of Caddo's graduates in the future.

Mrs. Bell announced that Huntington High School's band has been invited again to represent Louisiana in Washington, D.C. for the Fourth of July parade in 2018, and she will be helping raise money for these students.

Mr. Rachal announced he would like to schedule a Building Committee meeting for June 6th at 3:00 p.m. He also asked to receive a copy of the Transformation Advisory Council members, and Dr. Goree responded that staff forwarded this to the board but will resend it. Mr. Rachal also asked for an update or presentation from the energy group hired by the board.

Mrs. Brown thanked the Superintendent and staff for the wonderful job in finding the funding for the pay raise, but asked staff to keep a close watch on this as a result of the lack of stability in certain areas.

EXECUTIVE SESSION

Student Readmission Appeal. *Ms. Trammel moved, seconded by Mr. Green, to go into executive session not to exceed 15 minutes for the purpose of hearing a student appeal. Vote on the motion carried and following a 10-minute recess, the board went into executive session at approximately 6:10 p.m. The board reconvened into open session at approximately 6:41 p.m.*

Mr. Ramsey moved, seconded by Mr. Rachal, to uphold staff's recommendation dated May 16, 2017, relating to DB. Vote on the motion carried unanimously.

Adjournment. *Mr. Rachal moved, seconded by Ms. Trammel, to adjourn. Vote on the motion to adjourn carried and the meeting adjourned at approximately 6:42 p.m.*

T. Lamar Goree, Ph.D., Secretary

Denee' Locke, President

May 23, 2017

The **Caddo Parish School Board (CPSB)** met in a budget work session on Tuesday, May 23, 2017 at approximately 2:00 p.m. in its offices at 1961 Midway, Shreveport, Louisiana with President Denee' Locke presiding and the following board members present constituting a quorum: Steve Riall, Jasmine Green, Susannah Poljak, Bonita Douzart, Mary Trammel, Barry Rachal, John Albritton and Dottie Bell. Also present were Dr. Lamar Goree, superintendent, and Reggie Abrams, legal counsel. Dr. Douzart led the prayer and Pledge of Allegiance.

VISITORS - There were no visitors wishing to speak.

2017-18 CONSOLIDATED ANNUAL BUDGET

Chief Financial Officer Jim Lee presented the following aspects of the proposed 2017-18 Consolidated Annual Budget.

- Budget calendar
- Projected General Fund revenues and expenditures
- Division savings
- Special Revenue Funds (Title I, Child Nutrition, IDEA, Title II)
- Debt Service Fund

Mr. Lee announced that the proposed General Fund budget is a balanced budget with \$120,950 in excess revenue over expenditures. He reported the 5% across the board pay raise is included in this budget and there will be no change in the classroom staffing formula for the coming year. He shared 2015-16 actual budget results, the 2016-17 final budget, and the proposed 2017-18 budget as well as budgeted revenue sources (local revenue from sales and property taxes, state sources (MFP), Federal sources including money received for JROTC instructors, and other sources, i.e. one-time transfer from insurance reserves for pay raise). Mr. Lee reminded the Board that in 2016, two millages in the General Fund were renewed, the largest for salaries and benefits, and the smallest for Technology.

Mr. Lee explained that the Instructional Services budget of \$275,000,000 includes expenses at the school level plus some Central Office expenditures tied directly to the school, i.e. instructional supervisors, etc. The Board's and Superintendent's Office expenditures are reported under General Administration, and School Administration includes Principals, Assistance Principals, and School/Office Clerical, Business Services. Operation and Maintenance expenditures include utilities, custodial services, etc. Transportation costs are mostly bus drivers, and Central Services includes Human Resources, Information Technology, and Communications. He also noted the \$16 million designated for the charter schools; and the offset to the MFP as a result of increased dollars to Magnolia Charter. He explained the School Board receives 1.5% of the 9.5% sales tax; and while we currently use the State's model, there is no growth factor in the State of Louisiana's MFP model.

Mr. Lee explained how staff determines expenditures for the coming year and the policies that govern this. Because of the consolidation of the two high schools and removing the 6th grade from some elementary schools and moving them to Fair Park Middle School, staffing is being reduced but remaining within the current formula. He also noted the slight reduction in benefits as mentioned during the pay raise discussion which is being accomplished by not increasing the cost of the benefits. Also, LSE retirement will decrease next year (% charged), as well as unemployment and workers compensation taxes. Mr. Lee also added that the \$200 teacher supplies, the leasing of used buses (less than 10 years old), textbook adoption, and the amount to be paid to the district via charter schools are all included in the proposed budget.

Mr. Lee explained that once the pay raise was added in, staff looked at everyone's wish list as well as discussed with the department heads where budget reductions could be made. In Academic Affairs, reducing travel and M&S accounts will save approximately \$350,000, and reducing the textbook expenditure will save approximately \$200,000. In the area of Operations, staff is proposing reductions in fuel costs by approximately \$75,000; vacant custodial positions through attrition, \$200,000; maintenance and operation costs, \$275,000; and in transportation operations, \$525,000. Finance will reduce travel by \$1,000, M&S by \$9,500 and will restructure this department to save approximately \$103,500. The total savings in these areas as a result of reductions is approximately \$1,742,000, which are built into the proposed budget.

Mr. Riall asked Mr. Lee to explain where employee benefits are in the budget, and Mr. Lee responded they are included in the budgets for each of the different areas with the exception of #VII. Mr. Riall also asked for the estimate on sales tax revenue, and Mr. Lee said it will be approximately \$73.5 million.

Mr. Albritton asked staff to explain the reduction in textbooks, and Mr. Lee explained ample funds are available to cover this year's textbook adoption which will be ELA books for high schools only, and that cost is spread over three years.

Miss Green asked about savings associated with Linear and Northside and is it because of maintenance costs. Mr. Lee explained these savings are because maintenance will not be as costly next year because of all the work done in the current calendar year to get it ready for occupancy by Northside. Miss Green asked staff to explain how costs are being cut when the District will still have upkeep on Northside, and Mr. Lee explained these maintenance costs are relative to the facility.

Mr. Rachal asked staff to explain the expenditure for ELA textbook adoption, and why are we still buying textbooks. Mr. Burton explained the STEM curriculum uses virtual textbooks which is a subscription with our partnership with Discovery Learning; and the ELA textbook for this year is a traditional textbook. He also added that except for anthologies, the District is moving to the digital format.

Mr. Rachal also asked about other sources of funds and that staff clarify, for the public, the one-time \$5 million being transferred from the insurance reserve to the General Fund. Mr. Lee confirmed that is correct; and because our insurance claim year (April through March) is different than the District's fiscal year (July 1 through June 30), the increase put into the budget last year carries us through March of 2018. Dr. Goree added that the funds being transferred are funds that were collected to operate the system and were placed in the insurance fund to pay claims; but at this time, we are in excess of the minimum amount needed to maintain this fund, thus utilizing a one-time \$5 million transfer for the pay raise. Mr. Watson confirmed and further stated that ultimately the savings is health care savings as a result of better medical management and staff predicts an annual savings of approximately \$8 million. Because of the decision made last October, the funds were already put in the reserves and we began to see the savings sooner than expected resulting in the reserves now being over-funded. Because of the over-funding, a one-time \$5 million is being transferred to help fund the pay raise this year and next year the \$8 million in savings will be placed in the General Fund for the raise and not in the over-funded insurance reserve. Mr. Rachal restated his understanding of Dr. Goree's statement that the allocation of the dollars spent are now being moved; but due to the calendar years, we are actually making one big one and it will work itself out on a monthly basis for the remainder of the year. Dr. Goree confirmed that is correct; and in his opportunities to respond to questions relative to fiscal responsibility, he has stressed that as a governmental body we must be aware and make the very best preventive decisions about our insurance. Also in support of Mr. Watson and Mr. Lee, he said staff feels very certain we can do this and continue to see lower payments for claims as a result of continued medical management.

Mrs. Poljak asked about the Cenergistic contract, and Mr. Lee responded that we are currently in the preliminary stages so he did not factor utility costs in the budget. Dr. Goree announced that he will send an update to the Board outlining what has been done with Cenergistic thus far, but actual work and savings in this area will begin with the next school year.

Ms. Trammel asked if she understands at this time the MFP dollars are secure, and Mr. Lee said yes at this time. She also thanked staff for not changing the staffing formula. In looking at some of the positions that will be eliminated through attrition, she asked if it will be possible to put a position back in place if needed. Dr. Goree responded that staff stands on the position can be eliminated as opposed to saying we can add it back.

Dr. Douzart asked if the District is covered for teachers who are on medical and sabbatical leaves, and Mr. Lee said the District is covered through the sub system.

Mrs. Bell asked about the \$16 million for charter schools, and Mr. Lee said this includes Magnolia, Pathways and AMIKids. Mrs. Bell asked that staff provide her everything we are paying these three schools. Also, at Mrs. Bell's request, it was further explained how the elimination of one position in the General Fund Finance budget, additional interest received, and the elimination of bank service charges is more than what is needed to offset the cost of the increase in the salaries for those persons who have taken on additional responsibilities. Dr. Goree pointed out that the \$41,000 amount represents adjustments for persons that have taken on more responsibilities. Mrs. Bell also asked about the savings in the Child Nutrition Program and the length of the contract for the free breakfast and lunch for students in preK through 8th grade. Mr. Lee and Mrs. Harris responded the agreement is for four years. Mrs. Bell asked if this program might be available for the high school students in the future. Dr. Goree explained that staff looked at the grant from not only what is in the best interest of the students, but the District, and the usage rate at the high school level is very low overall. Because our economically disadvantaged students are still taken care of in the free and reduced lunch program, it was not in the fiscal best interest of the District to add the high schools. Mrs. Harris added that Fair Park Middle School and AMIKids will be added to CEP this year.

Mrs. Locke asked what did the District receive in sales tax last year, and Mr. Lee said it is the current year which is not yet complete, but it is anticipated we will receive approximately \$74 million. Also, on the one-time \$5 million transfer for the pay raise, she asked if the funds for insurance are withheld from payroll checks and placed in a separate fund or are claims paid from the General Fund. Mr. Lee said there is an insurance internal service fund and all that is deducted from the employees' paychecks plus the District's portion is taken from General Fund and placed in this fund monthly. She also asked how does staff determine what is needed in reserves, and Mr. Watson explained that every year staff, through study and formulas, brings to the Board what staff projects claims to be, and what is needed to cover projected claims and maintain a healthy reserve. He confirmed the District's portion and the employee's portion are both placed in this reserve and are only used for health care claim payments. She asked if it is correct that the one-time transfer is from the medical insurance reserves and has nothing to do with retirement, and Mr. Watson responded it has absolutely nothing to do with retirement.

Mr. Lee highlighted the other special revenue funds and noted that the four largest (Child Nutrition, Title I, Title II and IDEA) make up approximately 90% of those funds and are the only funds with over \$1 million in estimated expenditures. He explained these are traditional special revenue (Federal or State) grants we receive every year; however, occasionally, a new grant will be added to the list. Relative to Child Nutrition, Mr. Lee credited Mrs. Harris and those working in this area as auditors have expressed concern because of the decline in funds in this area; but, as a result of the addition of the CEP Program, Child Nutrition is receiving an estimated \$1

million plus for this year and this will stay in the Child Nutrition Fund to help build up their balance, which this year is projected to be approximately \$1.6 million.

Regarding capital projects, Mr. Lee explained there have been several funds in the past; however, they currently only have the traditional parishwide capital projects fund that is funded by two property tax millages. He said all bonds received from any bond issue in the past have been fully spent and we now have only the one. Mr. Lee stated that Capital Projects still receives about \$20-\$23 million annually which is what they expect to spend next year. At this time, the millage rate is approximately \$11.8 mils and most of the projects now are requested directly from the principal, ADA projects, and any critical projects. He noted a list of the projects the Board approved for next year along with how much each project will cost.

The Debt Service Fund is in place to strictly pay back our bonds; and at this time, there is approximately \$72 million in outstanding general obligation bonds. A 5 mil property tax is used to fund capital projects and this year staff expects to pay approximately \$9.4 million in principal and interest. Having not issued any bonds recently, the \$72 million will continue to decline each year and by law, we are only allowed to maintain a certain amount in reserves for debt service. As the bonds are paid off, this millage rate will continue to reduce if the District does not do another bond issue.

Mrs. Bell asked about Capital Projects and if renovations on the Turner gymnasium are included. With Huntington being built before Turner, she asked when the bleachers will be replaced. Dr. Goree explained that Turner's roof is the original from 1984; and because of a defect (peeling), Dr. Webb asked that it be placed on the priority list. Mr. Woolfolk reported that Steve White met with Mr. Graham about the bleachers; and last year we attempted to bring the bleachers at Huntington up to standards. Mrs. Bell also asked about the band uniforms for Huntington and, in the event a school in the rotation does not want new uniforms, is it possible for Huntington to move up in the rotation.

Mr. Rachal asked staff to provide him information on Fund 1287 for School Climate. Mr. Lee responded that he can find the administrator over this grant and provide additional information to the Board. Mr. Rachal stated it would be helpful if staff noted which ones are grants. Mr. Lee said each one in this section is a grant, either Federal or State, and this particular grant appears to supply a lot to pupil support services. Mr. Rachal asked if this augments what is in General Fund. Mr. Lee said he is not completely aware of the facts of this grant, but he will get with staff and provide this information to the Board members. Mr. Rachal also asked about the possibility of receiving a breakdown on the CEEF funds, and staff will provide a current report on this fund. Mr. Rachal asked if a breakdown could be provided on all special funds including the percentages that come from State or Federal.

Mr. Albritton asked staff about the student count being used, and the reductions under the instructional area. Mr. Lee said approximately 40,000 students is the number used, and any reductions under instructional are a result of doing remediation throughout the school year and not just in the summer. In response to the State and Federal Revenue, Mr. Lee explained that the MFP will increase slightly, but it will be offset by the increase to the charter schools.

Mr. Riall asked about the total millage collected for debt service, and Mr. Lee responded 5 mils. Mr. Riall asked what will be paid off by 2021 and are there specific millages for each. Mr. Lee stated they look at the total amount to be paid off next year and the millages are ample to pay the two that must be paid off; and if we do not sell any additional bonds, the amount will continue to reduce until it is paid off. Mr. Riall asked staff to indicate in the breakdown of all funds as requested by Mr. Rachal which ones are grants.

Mrs. Locke asked about the \$400,000 for new windows at Lakeshore and if this is something we will do with Lakeshore closing. Mr. Lee explained this is the list approved by the Board and this will be removed since everything has stopped at Lakeshore because of the move to Fair Park.

Mrs. Bell asked about the money from the boats and what fund is this. Mr. Lee said it is not shown as it is a trust of the school district, and every January interest earnings from the prior calendar year are determined and when this builds up the money is distributed to the schools to use at their discretion for instructional enhancements.

There being no additional questions, the meeting adjourned at approximately 3:10 p.m.

May 30, 2017

The **Caddo Parish School Board (CPSB)** met in a budget work session on Tuesday, May 30, 2017 at approximately 3:30 p.m. in its offices at 1961 Midway, Shreveport, Louisiana with President Denee' Locke presiding and the following board members present constituting a quorum: Steve Riall, Jasmine Green, Margaret Brown, Susannah Poljak, Bonita Douzart, Mary Trammel, Raymond Green, Barry Rachal, Larry Ramsey, John Albritton and Dottie Bell. Also present were Dr. Lamar Goree, superintendent, and Reggie Abrams, legal counsel. Dr. Douzart led the prayer and Pledge of Allegiance.

VISITORS - There were no visitors wishing to speak.

2017-18 CONSOLIDATED ANNUAL BUDGET

Chief Financial Officer Jim Lee stated there has been no material change to the General Fund budget since the first meeting and it still reflects a \$120,950 positive balance. He also presented the following changes since the budget work session on May 23, 2017.

General Fund

- Transfer the Chief Financial Officer from Business Services to General Administration as this is where all other division heads are located. This is a budget neutral transfer.
- Transfer the Transformation & Innovation Officer from Instructional Staff Services to General Administration. This transfer is budget neutral.

Special Revenue Fund

- Added Revenue & Expenditure Charts for Special Revenue Funds.
- Added CEEF Fund to Budget Summary & Summary by Fund, as well as CEEF with individual budgets. This change increased budgeted expenditures for Special Revenue Funds from \$59,039,303 to \$59,314,690 and Total Budgeted Expenditures from \$491,127,682 to \$491,403,069.

Capital Projects and Debt Service

- There were no changes to these funds.

QUESTIONS

Regarding Mrs. Bell's question relative to the amount listed in the CEEF and Special Revenue Funds, Mr. Lee explained the amount budgeted reflects the interest accumulated over the years from the riverboat money that has not been spent by the schools. In response to the amount budgeted under Special Revenue, Mr. Lee explained that the local amount (\$350,000) is mostly CEEF and a small amount is Child Nutrition and is interest earned from lunch money collected at the high schools. The Federal and State revenue dollars breakdown indicates how staff arrived at these numbers for Federal and State dollars, and everything in this Federal revenue section is from grants. Dr. Goree also clarified that the transfer of the Transformation & Innovation Officer to General Administration is part of the Transformation NEXT agreement with the state that requires this person to report directly to the Superintendent.

Mr. Riall asked if the Federal sources in the General Fund make a minority amount of that fund and did a grantwriter apply for these Special Revenue Funds. Mr. Lee explained that is correct and many of these the District receives each year, i.e. Title I, IDEA, Title II; but, the District must submit a budget to receive the government allotments in these areas.

Mr. Rachal asked about the \$4 million under "other uses of funds", and Mr. Lee explained that most Federal grants build a percentage into the grant amount that will pay indirect costs to the District's General Fund. Mr. Rachal asked how the percentage amount is determined for placement in the General Fund, and Mr. Lee explained that all Federal funds pay the same set

percent, and as Special Revenue Funds are spent and reimbursed through the State, a transfer is made to make a payment to the General Fund. Mr. Rachal asked where money spent for Early Childhood Education is reflected in the budget, and Mr. Lee stated 4 grants generate approximately \$7.5 million for Early Childhood Education. Mr. Rachal asked if this can be more easily noted in the budget, and Mr. Lee explained staff can provide a report, but the format presented is how staff must report this information. Mr. Rachal said the board is continually talking about the importance of Early Childhood Education and he believes it would be good to detail this so the public can see the dollars and programs Caddo has in place.

Mrs. Bell echoed Mr. Rachal's questions relative to Early Childhood Education and noted the programs Caddo has in place, i.e. La4 TANFT Federal grant, La4 preK Cecil Picard program and the \$1 million grant. She also noted her concern for the homeless students and the McKinney-Veto grant for the homeless as well as a grant through the Homeless Department (HUD) and the difference in these two revenue sources. Mr. Lee said these are both Federal grants.

Ms. Trammel noted that many board members are unfamiliar with all the various grants, and she believes it would help the board if additional information on these grants was provided, i.e. what the dollars received are used for and how they are distributed. Mr. Lee noted the brief description provided and if needed, staff can expand on these descriptions. She again asked, because the board continues to get requests to contact State legislators regarding MFP dollars, if we are making sure there are ample dollars in the budget in the event the amount in MFP is reduced. Dr. Goree and Mr. Lee both reported that they too are reaching out to the Legislators and following legislation daily that could affect the District.

Mr. Riall asked for clarification on the budgeted positions, instructional supervisors and that it appears the number has almost doubled in the last 1.5 years. Mr. Lee said some of these positions were moved into Federal funding sources and moved out again; however, this number is actually only one additional position.

Mrs. Brown again encouraged staff and board to be careful with the Child Nutrition funds accounted to the pay raise as well as the Transportation (Medicaid) budget because everything is fine today but we do not know what will happen in Washington in the future. She believes it would be wise to have a Plan B, and Mr. Lee assured Mrs. Brown that staff continues to look at the budget and is why staff has been very conservative in the funding of the 5% across the board pay raise. She also asked that staff look at grant writing either pro bono or a position.

Mr. Rachal asked about the unspent balance of each school's CEEF fund and how the amounts in the budget are determined. Mr. Lee said in looking at the budget for 2016-17, it is at \$37,206 and the next column reflects what staff projects schools will spend based on the history of how schools are spending these funds. He further explained this fund does not close out at the end of the year and money allotted to a school to spend can be kept out there as long as the school wants (maybe they are accumulating their portion to order something big for their school). Mr. Rachal asked if there is a report showing each school's balance in this fund, and Mr. Lee said staff can provide such a report; and the board will see a lot of the schools have little or no balance in their CEEF fund because they spent their allotment as they received it. Mr. Rachal asked if the spending is at the principal's discretion, and Dr. Goree confirmed it is in working with their area director in making a decision.

Mr. Lee announced that if there are no recommended changes today, staff will move forward making the proposed budget available to the public by the end of this week and placing it on the June 20th agenda for adoption by the board.

Mr. Ramsey stated that over the years he has learned about the budget and referenced a meeting where Mr. Lee explained the School Board's budget to a large group of people that included

professional accounts who were confused as to how the District must do business and account for every line item, yet Mr. Lee was able to explain each and every one. He added it is complicated in that every line item in the budget could have another 10-15 associated with it. He thanked Mr. Lee for doing a good job.

There being no additional questions, Ms. Trammel moved, seconded by Mrs. Bell to adjourn. Vote on the motion carried, and the meeting adjourned at approximately 3:10 p.m.

May 30, 2017

The **Caddo Parish School Board (CPSB)** met in special session on Tuesday, May 30, 2017 at 4:30 p.m. in its offices at 1961 Midway, Shreveport, LA with President Denee' Locke presiding and the following board members present constituting a quorum: Steve Riall, Margaret Brown, Susannah Poljak, Dr. Bonita Douzart, Mary Trammel, Raymond Green, Barry Rachal, Larry Ramsey, John Albritton and Dottie Bell. Miss Green was absent. Also present were Dr. Lamar Goree, superintendent, and Reggie Abrams, legal counsel. The prayer and Pledge were omitted.

VISITORS - There were no visitors wishing to speak.

PERSONNEL RECOMMENDATIONS

Ms. Trammel moved, seconded by Mr. Riall, to approve the personnel recommendations as recommended by the Superintendent and submitted in the electronic mailout. Vote on the motion carried unanimously.

ACT ON CAPITAL PROJECTS/CONSTRUCTION BIDS

Ms. Trammel moved, seconded by Mr. Rachal to approve the following bids as recommended by staff and submitted in the electronic mailout on the bid tabulation sheets: (1) Tri-State Aluminum, with a Base Bid, Alternate 1 and Alternate 2, for the sum total of \$194,048 for Project 2018-218, "University Canopies"; and (2) Tri-State Aluminum, with a Base Bid, for the sum total of \$120,865 for Project 2018-217, "Shreve Island Canopies". Vote on the motion carried unanimously. Bid tabulation sheets are filed in the official papers of the May 30, 2017 special called CPSB meeting.

ACT ON CHARTER SCHOOL APPLICATION

Attorney Kimberly Williams, third party reviewer, announced one charter application was received this year, K-8 Trinity Charter. Chris Jarbo, Trinity Charter representative and teacher at Creswell Elementary, stated that having been a teacher for 21 years, his heart is children. He has seen students struggle in traditional classrooms and believes there is a need to offer them an alternative via smaller classrooms and a different learning environment than is being offered in the traditional public school, and this is why he is interested in and bought into Trinity Charter.

Ms. Williams stated the recommendation is to deny the application of Trinity Charter School based on the following: (1) the school did not come as an alternative school, but as a traditional school, and the evaluation had to be the same as any other school; (2) no curriculum was provided when the application was submitted; (3) yesterday three curricula were received and their concern is how much thought was given to how it would impact their proposed program if developed in three days; (4) the application focuses on what was done in Texas (with no connection or performance scores) and most of the Texas programs operate out of residential treatment facilities; (5) how the school performed or would perform is unclear; and (6) budget numbers were off and changes requested have not been provided.

Mr. Ramsey asked about a facility for the school's operations, and Ms. Williams explained they submitted two options, (1) lease a school facility if available; or (2) space in a strip mall type building, but a definite place was not submitted.

Mr. Ramsey moved, seconded by Mrs. Bell, to accept the Board's consultant's recommendation to deny charter application for Trinity Charter School of Louisiana. Vote on the motion carried unanimously.

Adjournment. *Mrs. Bell moved, seconded by Ms. Trammel, to adjourn. Vote on the motion carried and the meeting adjourned at approximately 4:44 p.m.*

June 6, 2017

The **Caddo Parish School Board (CPSB) Building and Grounds Committee** met in regular session on Tuesday, June 6, 2017 at approximately 3:00 p.m. in Room 1 at 1961 Midway, Shreveport, Louisiana with Chair Barry Rachal presiding and the following committee members present constituting a quorum: John Albritton, Steve Riall, Margaret Brown and Jasmine Green. Also present were Denee' Locke, Susannah Poljak, Mary Trammel, Raymond Green, Dottie Bell, Dr. Bonita Douzart and Larry Ramsey. Superintendent Lamar Goree and Reggie Abrams, legal counsel, were also present; as well as staff members James Woolfolk, Keith Burton, Jim Lee, Tommy Smith, and Steve White. Mr. Riall led the prayer and the Pledge of Allegiance.

ESTABLISH AND CONFIRM THE AGENDA AS SUBMITTED

Mr. Riall moved, seconded by Mr. Albritton, to establish and confirm the agenda as published. Vote on the motion carried.

CAPITAL PROJECTS BUDGET REVIEW

Chief Operations Officer James Woolfolk presented an overview of the capital projects budget for the 2017-18 projects approved by the board, as well as the contractors that have been awarded the bid for those projects that will begin July 1. Steve White shared a breakout of the projects, explaining districtwide projects such as asbestos abatement, and the deletion of replacing the windows at Lakeshore and redirecting those funds to the new Fair Park Middle School renovations. Dr. Goree also noted the large number of HVAC projects due to failing systems, and the need for the District to begin replacing them over the next 5-10 years since 90% of them are beyond their life span. Mr. Riall asked staff to explain the \$16,800,000 budget for these projects and the anticipated cushion of approximately \$1.3 million. Mr. Riall asked how will these funds be used, and Mr. White stated while that is correct and we are under budget by that amount, there are a few projects remaining to be bid. Mr. White explained the amounts in Debt Service and salaries which are not included and Mr. Riall asked about the amount for last year's budget. Mr. White responded approximately \$20 million more because we were paying off the QZAB debt not listed in this proposed budget. In response to Mr. Albritton's request on how staff differentiates between in-house paint projects and contract paint projects, Mr. White explained that staff attempts to contract the furthest reaching projects to in-house employees and those that we must pay travel time are assigned to in-house painters. Dr. Goree also explained that to save on the cost of paint, staff came up with and implemented a set number of choices for employees to pick from.

Mr. Rachal shared his observations through the capital projects, and the need to plan for something to act on further down the road.

Mrs. Brown announced it has been brought to her attention that the track and arena at Booker T. Washington need attention, and *she moved, seconded by Mr. Riall, that the staff look at this as to estimated costs if the Board decides to move forward. Motion carried.*

REVIEW OF SCHOOL CONSOLIDATIONS/CLOSURES AND FUTURE USE/NEEDS OF OFF-LINE PROPERTIES

Mr. Rachal stated that for years Caddo has fought to sell properties as they were closed, and three years ago he met with staff to see what could be done to hire a commercial real estate brokerage company, etc. to sell real estate. He noted legislation in the 2017 Legislature now gives the District the ability to sell our real estate the same as anyone else, however it will be necessary to put policies in place for how this is addressed. Mr. Abrams explained that the District will still have to follow the same statutes as before; but a realtor has been added to the

process. He further explained the main policies would include credentials for the realtor and appraiser and policies can be established where staff has the ability to do either process.

Mr. Riall asked if it means that opposed to advertising, and then re-advertising at a lesser price, we can choose to sell our property. Mr. Abrams indicated that is correct but the Board will have to determine which process it wishes to follow on a particular process. Mr. Abrams further added that the State procedure required up to three appraisals, and this new process states up to three, so you can use one appraisal.

Ms. Trammel asked how a realtor is selected? Mr. Abrams explained the Board can make that determination. The statute does not say the Board must go out for bid for professional services contracts so the Board can make that decision. Mr. Abrams stated if the Board wishes, it can create a list of all the real estate brokers and follow a rotation process as opposed to going through a Request for Proposal process.

Mr. Rachal suggested that the options be included in the policy so the Board can look at these. Dr. Goree highlighted the Strategic Plan that includes a process for managing vacant buildings, i.e. identifying the vacant buildings, evaluating the structural integrity of the buildings to determine the best use for them, look at the District needs for at least 24 months and see if there are any immediate needs, and work with the community to determine the best use for the vacant building, including the possibility of the community taking the vacant building and utilizing it to enrich that community. He also reminded the committee that a commitment was made that the Board will not do anything that doesn't bring value to the community. He added that the policy addresses the availability of commercial realtors, even though the Louisiana disposal process as written must be followed and the limit set at which we will sell the building with the bottom line not being below 50% of the appraised value. This will protect the District from those who might purchase the school building but not take care of it. Mr. Abrams noted that we can include in future deeds that the property can be returned to the District if it is not maintained.

Mr. Woolfolk provided a listing of the CPSB vacant properties, properties sold, properties for sale, properties for lease, properties demolished, etc. Dr. Goree added we will wait on the new legislation to determine how the District wishes to move forward with the sale of vacated buildings based on the new legislation. Mr. Abrams also stated the Board no longer has to state a minimum price which is key in negotiating the sale of our properties. Mr. Riall inquired of staff the possibility of the town of Oil City using specific areas of the school, i.e. gymnasium. Dr. Goree said through the Strategic Plan process, staff would like to hear from the Board some of its wishes in moving forward and there is a way the District can work with the community if they have need and can assume the appropriate liability. He also reported that in the next few months there will be a community meeting on all the vacant facilities in order to determine community needs first.

Mr. Rachal suggested that maybe the Kirbys, who bought the Hosston facility, could be invited to report to the Board on what they have done to repurpose this building; and if anyone is interested, they will allow tours of this building. Based on this, Mr. Rachal said he believes we could possibly raise the value of these buildings that will be sold by the District.

Mrs. Locke asked for clarification and there are two additional buildings that house "Central Office" employees other than the Central Office at 1961 Midway? Dr. Goree said other than Central Office on Midway, West Shreveport and Central sites house Central Office employees. She asked if they are full and Dr. Goree noted they are pretty much filled. Mrs. Locke asked about the land earmarked "retained", and Mr. White explained this land (Section 16) is owned by the State and loaned to us for use for a school and we cannot sell it. Mr. Rachal stated that any interest in these properties should be referred to the Superintendent.

Mr. Riall asked staff to explain how the District has multiple one-acre size properties, and Steve White explained these were the one-room school properties.

THIRD PARTY SERVICES

Mr. Rachal referenced a report he made to the Board following his attendance at the NSBA Annual Conference. He said he brings this forward to discuss if this something the committee wishes to look further into the options available. He has been asked many times why we are not doing this and he believes it starts with the fact that the District has never received a request to do so. Mr. Rachal stated the goal would be to decide if the Board wishes to move forward and ask staff to gather information to bring back to the committee relative to what services can be provided to the School System, i.e. maintenance, lawn care, etc. He said he believes the efficiencies and cost savings when implemented in the various areas will reflect tremendous savings. Miss Green stated when something like this is brought to the table, she needs to see solid evidence and the direction anticipated. Mr. Rachal stated that the school district already has third party services across the district and it is evident we receive better services by doing it this way. Dr. Goree said from staff's research, third party services may be cost effective, but not necessarily better. At this time, Dr. Goree stated that staff is comfortable where we are, but if the Board so directed, staff would look further into this service. Mr. Rachal said that if staff has done something like this, the Building and Grounds Committee should receive this type information. The superintendent explained that schools are staffed based upon square footage (x number of custodians per so many square feet); and when outsourcing these services, one custodian covers double the amount of square footage. Mr. Rachal asked if he understands correctly that we do not have any idea since no one has requested staff to research information. He added he believes it is up to the Committee to move forward or not and ask the staff to bring research. Dr. Goree said staff is very comfortable with the budget set for next year, staff is excited about the 5% across-the-board pay raise, and staff does not want to send a message that we are planning to outsource. Mrs. Brown cautioned the Committee that it needs to proceed with caution when talking about possibly outsourcing.

Ms. Trammel said she believes this (outsourcing) has been addressed, and Mr. Ramsey verified that we looked at Transportation and there was not one company that could handle a District the size of Caddo Parish, as well as additional areas where cuts could be made. Miss Green said it is important when having these discussions to look at the people affected by these type decisions. Mr. Rachal reminded the Committee there is no answer to the questions because the question has never been asked. Mrs. Bell asked the Committee to remember that whatever is discussed because she does not want a large number of people calling her with misinformation on this matter.

Mr. Green stated that he would entertain a motion that nothing of this nature be discussed further.

VISITORS

Jackie Lansdale, president of Red River United, stated in representing members, they have expressed concern about their wages and protecting their jobs as well. She cautioned the Board about these discussions and how employees are affected by these type changes.

Jon Glover shared her concern about discussions on out-sourcing because she is a part of the custodian staff; and to please notify staff in ample time when these discussions are taking place.

Adjournment. *Mr. Riall moved, seconded by Mr. Albritton, to adjourn. Vote on the motion to adjourn carried and the meeting adjourned at approximately 4:00 p.m.*

June 6, 2017

The **Caddo Parish School Board (CPSB) Executive Committee** met in regular session on Tuesday, June 6, 2017 at approximately 4:30 p.m. in its offices at 1961 Midway, Shreveport, Louisiana with President Denee' Locke presiding and Dottie Bell and Steve Riall present constituting a quorum. Also present were Board members Jasmine Green, Margaret Brown, Susannah Poljak, Dr. Bonita Douzart, Mary Trammel, Raymond Green, Barry Rachal, Larry Ramsey, and John Albritton. Dr. Lamar Goree, superintendent, and Reggie Abrams, legal counsel, were also present. Mary Trammel led the prayer and Pledge of Allegiance.

ESTABLISH THE AGENDA AND CONSENT AGENDA FOR THE JUNE 20, 2017 CPSB MEETING

Superintendent Goree highlighted items for the Board's consideration at the June 20, 2017 CPSB meeting and the following discussion ensued. Dr. Goree announced that the purchasing bid for Smartboards is being pulled as the District begins to explore using interactive monitors versus Smartboards.

Parental Review Committee for the 2017-2018 Caddo Parish Pupil Progression Plan. In response to Miss Green's request for clarification, the Superintendent responded that each Board member submits a name and this committee reviews the Plan presented to the Board.

Property/Casualty Insurance Renewals 2017-18. Mr. Rachal asked staff to highlight each one of the tabs so the Board has a better understanding of each policy. Mr. Lee stated these policies are not related to employee benefits, and most are the same policies the District has had each year, i.e. casualty, liability, property, boilers, chillers and machinery (HVACs), terrorism, malicious acts, etc. Mr. Lee said the total premium for next year is a little over \$688,000 which is actually down by about \$10,000 or 1.5% from last year.

Mr. Riall asked if we have property insurance for vandalism on our off-line properties? Mr. Abrams explained that generally it is required that someone occupy the facility and it is excluded if the facility is unoccupied. Mr. Riall asked about the air conditioners stolen from Hamilton Terrace, and Mr. Abrams confirmed it is correct they were not covered. Mr. Lee stated he believes the deductible is approximately \$1 million. Also, regarding the fire at Booker T. Washington, Mr. Abrams explained there was a self-insured policy on that building and the District paid the \$1 million and the excess was paid by the insurance; and when finalized, Caddo got back approximately \$750,000.

Adopt 2017 Millage Rates. In response to Mr. Rachal's request, Mr. Lee explained that the millage rates have come down; and while this is not a renewal, the CPSB must adopt millage rates each year. He further stated the rate has come down because the District reduced the debt service millage (down from 6 to 5 mils). He also noted that the salary and benefit millage, the technology millage and one of the capital project millages will go back to the higher rate automatically since when they renewed in 2016, the proposition was written that beginning in 2017 when these mils went into effect, they would be at the rate prior to the reassessment.

Child Nutrition Budget Revision 2016-17. Mr. Rachal asked about the new balance of \$1.6 million rather than \$11,000 and is this because of the implementation of the CEP program in our schools. Mr. Lee stated there are three parts to this budget revision: (1) Federal revenue is increasing by approximately \$2 million (\$1.8 million) for the Community Eligibility Program (CEP); (2) local revenue is down because we are not collecting lunch fees in K-8 schools as a result of offering CEP; and (3) expenditures are down as a result of ordering less food.

Human Trafficking. Mrs. Bell stated her concern over human trafficking in Caddo and the facts provided by Clay Walker and Ms. McGeehan. After talking with Mr. Anderson and Dr. Goree, about this happening in Caddo, she believes we need to train our teachers how to be more aware of signs that this may be going on in a student's life. She asked that every employee who comes in contact with a child be trained in awareness of red flags and how to report it to the appropriate authorities. Dr. Goree responded it is a growing problem, and he will ask staff to work with juvenile services to train all employees as part of new employee orientation.

Miss Green recalled that when Mrs. Locke was new to the Board, she invited Board members to see a movie (Eight Days) regarding this and this may be something to incorporate in the training.

ESTABLISH THE CONSENT AGENDA

Mrs. Locke announced that the following items will be the consent agenda: Items 7.01, 8.01, 8.04-8.10. *Mrs. Bell moved, seconded by Mr. Riall, to approve the proposed agenda and consent agenda for the June 20, 2017 CPSB meeting as presented. Vote on the motion carried.*

POLL AUDIENCE

Jackie Lansdale, president of the Red River United, congratulated the Board on their hard work this year and how proud she is that Shreveport was recognized in *Education Week* as #57 out of 689 cities that are welcoming to teachers entering this profession.

ANNOUNCEMENTS

Mrs. Bell asked that everyone remember the family of the Huntington student who recently drowned in an accident near Dallas. Mr. Riall asked if we are moving forward with the swimming lessons at the YMCA, and Dr. Goree said the District will kick this off in the fall.

Adjournment. *Mrs. Bell moved, seconded by Mr. Riall, to adjourn. Vote on the motion to adjourn carried and the meeting adjourned at approximately 5:05 p.m.*

**Caddo Parish School Board (CPSB) Special Session - 12:30 p.m.
(Wednesday, June 7, 2017)**

Members present: Steve Riall, Jasmine A Green, Margaret A Brown, Bonita Douzart, Mary Trammel, Raymond E Green, Denee Locke, John L Albritton, Dottie Bell. **Members Absent:** Susannah Poljak, Barry Rachal, and Larry Ramsey. Also present were Superintendent Lamar Goree and Legal Counsel Reggie Abrams.

The meeting was called to order at approximately 12:30 p.m. The prayer and Pledge of Allegiance were led by Board member Trammel, District 6.

Visitors

There were no visitors wishing to address the Board.

Personnel Recommendation

Move to approve personnel recommendations as recommended by the Superintendent and submitted in the electronic mailout.

Motion by Mary Trammel, second by Jasmine A Green.

Final Resolution: Motion Carries

Yes: Steve Riall, Jasmine A Green, Margaret A Brown, Bonita Douzart, Mary Trammel, Raymond E Green, Denee Locke, John L Albritton, Dottie Bell

Adjournment

Move to adjourn.

Motion by Dottie Bell, second by Jasmine A Green.

Final Resolution: Motion Carries

Yes: Steve Riall, Jasmine A Green, Margaret A Brown, Bonita Douzart, Mary Trammel, Raymond E Green, Denee Locke, John L Albritton, Dottie Bell

The meeting adjourned at approximately 12:37 p.m.

Denee' Locke, President

T. Lamar Goree, Ph.D., Secretary

June 20, 2017

The Caddo Parish School Board met in regular session at 4:30 p.m. on Tuesday, June 20, 2017, in the boardroom located at 1961 Midway at which a quorum was present.

Members present. Steve Riall, Jasmine A Green, Margaret A Brown, Susannah Poljak, Bonita Douzart, Mary Trammel, Raymond E Green, Denee Locke, Barry F Rachal, Larry E Ramsey, John L Albritton, Dottie Bell. Also present were Superintendent Lamar Goree and Board Attorney Reggie Abrams. Mary Trammel led the prayer and Pledge of Allegiance.

Consideration of Minutes of the May 16, 2017, May 23, 2017, May 30, 2017, June 6, 2017 and June 7, 2017 CPSB Meetings. *Mrs. Bell moved, seconded by Mr. Riall, to approve the minutes of the May 16, 2017, May 30, 2017, June 6, 2017, and June 7, 2017 CPSB meetings as submitted. Vote on the motion carried.*

Public Hearing on 2017-18 Consolidated Annual Budget. President Locke announced the public hearing on the 2017-18 Consolidated Annual Budget open. There being no speakers, Mrs. Locke announced the public hearing closed.

Visitors. The following visitors addressed the Board on matters of interest/concern: Jackie Lansdale, president, Red River United.

Establish the agenda and the proposed consent agenda. The superintendent highlighted items for the Board's consideration. *Mrs. Bell moved, seconded by Mrs. Poljak, to establish the agenda and the consent agenda for the June 20, 2017 CPSB meeting as presented. Vote on the motion carried.*

Confirm the Consent Agenda. *Ms. Trammel moved, seconded by Mrs. Bell, to confirm the consent agenda (Items 6.01-6.04, 7.01, 8.01-8.10). Vote on the motion carried. The following is a summary of the Board's action on the consent agenda items.*

6.01 Personnel Recommendations. The Board approved personnel recommendation(s) as submitted by the Superintendent in the electronic mailout.

6.02 Personnel Transaction Reports-Resignations. The Board approved the personnel transaction reports (May resignations) as recommended by staff and submitted in the electronic mailout.

6.03 Administrative Contract Renewals. The Board approved the administrative contract renewals as recommended by the superintendent and submitted in the electronic mailout.

6.04 Requests for Leaves. The Board approved the requests for leaves as recommended by staff and submitted in the electronic mailout.

7.01 Purchasing Bids. The Board approved the following bid as recommended by staff and submitted in the electronic mailout on the bid tabulation sheets: (1) Multiple Vendors for the purchase of Music Instruments and Equipment. *Bid tabulations sheets are filed in the official record of the June 20, 2017 CPSB meeting.*

8.01 Property/Bus Rental Requests. The Board approved requests for use of CPSB property and/or buses as recommended by staff and submitted in the electronic mailout.

8.02 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 electronic mailout.

8.03 Parental Review Committee for the 2017-2018 Caddo Parish Pupil Progression Plan. The Board ratified Board member appointments to the 2017-2018 Caddo Parish Pupil Progression Plan Parental Review Committee as submitted in the electronic mailout.

8.04 Property/Casualty Insurance Renewals 2017-18. The Board approved property/casualty insurance renewals as recommended by staff and submitted in the electronic mailout.

8.05 Adopt 2017 Millage Rates. The Board approved the following resolution adopting millage rates to be levied on taxable property in Caddo Parish for 2017, with the total recommended levy being 73.82 mills, as submitted in the electronic mailout.

RESOLUTION

BE IT RESOLVED, that the following millage(s) are hereby levied on the 2017 tax roll on all property subject to taxation by Caddo Parish School Board:

(Name of taxing district)

MILLAGE

Constitutional Tax	7.70 mills
Operations and Maintenance	16.77 mills

Operation & Maintenance Support Tax	11.04 mills
Technology Tax	1.25 mills
Salaries & Benefits Tax	20.18 mills
Building & Equipment Tax	6.73 mills
Renovation Tax	5.15 mills
Bond & Interest Tax	5.00 mills

BE IT FURTHER RESOLVED that the proper administrative officials of the Parish of Caddo, State of Louisiana, be and they are hereby empowered, authorized, and directed to spread said taxes, as hereinabove set forth, upon the assessment roll of said Parish for the year 2017, and to make the collection of the taxes imposed for and on behalf of the taxing authority, according to law, and that the taxes herein levied shall become a permanent lien and privilege on all property subject to taxation as herein set forth, and collection thereof shall be enforceable in the manner provided by law.

8.06 Naming the Herndon Gymnasium for Mr. O. C. Rollins. The Board approved naming the Herndon Gymnasium for Mr. O. C. Rollins as submitted in the electronic mailout.

8.07 Updates to CPSB Policies IDDF, EBBH, DJE-16, JGB. The Board approved updates to CPSB Policies IDDF, EBBH, DJE-16 and JGB as submitted in the electronic mailout.

8.08 Resolution to Adopt the 2017-18 Consolidated Annual Budget. The Board approved the resolution adopting the 2017-18 Consolidated Annual Budget for the Caddo Parish School Board as submitted in the electronic mailout.

8.09 Official Journal 2017-18. The Board approved *The Times* as the Official Journal for 2017-18 as recommended by staff and submitted in the electronic mailout.

8.10 Child Nutrition Budget Revision 2016-17. The Board approved the revision to the 2016-17 Child Nutrition Budget as submitted in the electronic mailout.

Construction and Capital Projects Bid

Ms. Trammel moved, seconded by Mrs. Poljak, that the following bid be approved as recommended by staff and submitted in the electronic mailout on the bid tabulation sheet: (1) Carter Construction, with a Base Bid, for the sum total of \$153,400.00 for Project 2018-021, "Fair Park Restroom Renovation, Phase II". Board member Douzart stated she is happy to support this because many tried to get work done at Fair Park for years, however, it appeared to be a waste of time. Vote on the motion carried. Bid tabulation sheets are filed in the official file of the June 20, 2017 CPSB meeting.

Board Member Announcements and Requests

Miss Green thanked staff for engaging her community at its meeting on Tuesday. She believes it was a great success in letting the community know what is happening in the district. Miss Green also expressed concern from employees about the summer hours and if they want to attend a summer meeting, the time does not allow for it. She also expressed her appreciation to Deborah Harris in Child Nutrition for timely answering her questions.

Mrs. Bell announced she attended the wake for the Huntington student that tragically drowned near Dallas, Texas. She asked everyone to keep this family in their prayers.

Executive Session

13.02 Litigation Update: Cooksey, et.al. vs. Caddo Parish School Board, Civil No. 5:17-CV-00607, Western District of Louisiana. *Ms. Trammel moved, seconded by Mrs. Poljak, to go into executive session for up to 15 minutes for the purpose of hearing a litigation update re: Cooksey, et.al., vs. Caddo Parish School Board, Civil No. 5:17-CV-00607, Western District of Louisiana. Vote on the motion carried and the Board went into executive session at approximately 4:54 p.m. The Board reconvened in open session at approximately 5:40 p.m.*

Adjournment

14.01 Adjournment. Ms. Trammel moved, seconded by Mrs. Bell, to adjourn. Vote on the motion carried and the meeting adjourned at approximately 5:42 p.m.

July 25, 2017

The Caddo Parish School Board (CSPB) met in regular session at 4:30 p.m. on Tuesday, July 25, 2017, in the auditorium of the Professional Development Center, 1961 Midway, at which a quorum was present.

Members present - Steve Riall, Jasmine A Green, Margaret A Brown, Bonita Douzart, Mary Trammel, Raymond E Green, Denee Locke, Larry E Ramsey, Dottie Bell. Also present were T. Lamar Goree, Ph.D., Superintendent; and Reggie Abrams, Legal Counsel. **Members Absent** - Susannah Poljak, Barry Rachal, John Albritton. Board Member Raymond E. Green led the Invocation and Pledge of Allegiance.

Consideration of Minutes of the June 20, 2017 CPSB Meeting. *Mrs. Bell moved, seconded by Mrs. Trammel, to approve the minutes of the June 20, 2017 CPSB meeting as submitted.* Vote on the motion carried.

Presentations and Recognitions. Yolanda Duckworth, Assistant Director of Communications, introduced Mrs. Carolyn Spaht-Gonzalez, who shared an update on ReImagine Caddo: A Plan for Excellence. Mrs. Spaht-Gonzalez highlighted staff's efforts over the past year in reaching targets in each specific area of the District Strategic Plan, detailing the initiatives and noting if the departments have (1) met and/or exceeded the targets, (2) remained the same, or (3) shown no change toward meeting the objectives during Year 2. A copy of the powerpoint presentation and the rubric reporting progress toward meeting defined targets are filed in the official records of the July 25, 2017 Board meeting as well as attached to the electronic agenda.

Visitors. The following visitors addressed the Board on matters of concern: (1) Jon Glover, (2) Jackie Lansdale, president of Red River United; (3) Omari Ho-Sang, ASAP Shreveport; and Kayla Nicholas.

Establish the Agenda and the Proposed Consent Agenda. Superintendent Goree highlighted items for the Board's consideration. Following discussion, *Mrs. Bell moved, seconded by Mr. Riall, to establish the agenda and proposed consent agenda for the July 25, 2017 CPSB meeting as presented.* Vote on the motion carried.

Confirm the Consent Agenda. *Mrs. Bell moved, seconded by Mrs. Trammel, to confirm the consent agenda (Items 6.01-6.04, 7.01-7.02, and 8.03-8.15).* Vote on the motion carried and the following is a summary of the Board's action on the consent agenda items.

6.01 Personnel Recommendations - The Board approved personnel recommendations as recommended by the Superintendent and submitted in the electronic mailout.

6.02 Administrative Contract Renewals - The Board approved administrative contract renewals as recommended by the superintendent and submitted in the electronic mailout.

6.03 Personnel Transaction Reports (June 2017 Resignations). The Board approved the personnel transaction reports (June resignations) as recommended by staff and submitted in the electronic mailout.

6.04 Request for Leave - The Board denied the request for leave as recommended by staff and submitted in the electronic mailout.

7.01 Purchasing - The Board approved the following bid as recommended by staff and submitted in the electronic mailout on the bid tabulation sheet(s): (1) Borden Dairy for Milk and Dairy Products; (2) Foodway for Fruit Juice; and (3) Flowers Baking for Bread and Bread Products. A copy of the bid tabulation is filed in the official papers of the July 25, 2017 CPSB meeting.

7.02 Capital Projects/Construction - The Board approved the following bid as recommended by staff and submitted in the electronic mailout on the bid tabulation sheet(s): (1) Carter Construction with a Base Bid for the sum total of \$308,800.00 for Project 2018-205, "Fair Park Title IX Locker Room Renovations". A copy of the bid tabulation is filed in the official papers of the July 25, 2017 CPSB meeting.

8.03 Consideration of Change in Title from JROTC Supervisor to Director of Army Instruction - The Board approved the change in title from JROTC Supervisor to Director of Army Instruction as recommended by staff and submitted in the electronic mailout.

8.04 Consideration of Position Grade Adjustment - The Board approved the position grade adjustment for the Director of Information Technology as recommended by staff and submitted in the electronic mailout.

8.05 Consideration of Caddo Performance Evaluation Plan - Mrs. Lansdale expressed appreciation for the opportunity to review the Performance Evaluation Plan and administration's willingness to address their stated concerns. The Board approved the proposed revisions to the Caddo Performance Evaluation Plan as recommended by staff and submitted in the mailout.

8.06 Consideration of Louisiana Compliance Questionnaire - The Board approved the Louisiana Compliance Questionnaire as completed and submitted in the electronic mailout.

8.07 Consideration of Consent to Assignment of State Agency Lease #6889 - Mr. Woolfolk explained that Chesapeake will be transferring these to another entity and the CPSB must approve the transfer, and the money being paid will be the same. The Board approved the resolutions for consent to assignment of State Agency Lease #6889 and authorization to consent to future requests for assignment as recommended by staff and submitted in the electronic mailout.

8.08 Consideration of Amendment to AMIKids Agreement - Ms. Trammel asked about data for this program for the past school year. Dr. Goree explained that in October-November we will receive results as to how these students are performing. He added that from a qualitative perspective, there is improvement in the product and program; and this agreement will help them work with the District on continuing to support the needs in the District and help students be as successful as possible. The Board approved the proposed changes to the agreement with AMIKids/Hillsdale Elementary School, Shreveport, Louisiana as recommended by staff and submitted in the electronic mailout.

8.09 Consideration of Coke Contract for Booker T. Washington High School - The Board approved the beverage provider agreement between Coca-Cola United of Shreveport and the Caddo Parish School District for Booker T. Washington High School as recommended by staff and submitted in the electronic mailout.

8.10 Consideration of Mental Health Interagency Agreements and Contracts - The Board approved mental health interagency agreements and contracts as recommended by staff and submitted in the electronic mailout.

8.11 Consideration of Signs of Suicide Prevention Program - The Board approved the request to implement the Signs of Suicide Program in all Caddo high schools as submitted by staff in the electronic mailout.

8.12 Consideration of Department of Exceptional Children 2017-2018 Interagency Agreements and Contracts - The Board approved interagency agreements and contracts allowing the Department of Exceptional Children to offer required services to students with disabilities residing in Caddo Parish as submitted by staff in the electronic mailout.

8.13 Consideration of Restructuring Accountability and School Support Department - The Board approved the restructure of the Accountability and School Support Department as recommended by staff and submitted in the mailout.

8.14 Proposed Changes in CPSB Meeting Dates - Miss Green asked about the purpose of one meeting in August, and Dr. Goree explained that staff, because of delays in moving back into the Board Room, is recommending the one meeting. He said he believes this will allow time to complete the construction and be ready for the 15th as opposed to meeting today and again next Tuesday. The Board approved the changes in CPSB Executive Committee and CPSB Board meeting dates as submitted in the electronic mailout.

8.15 Consideration of Proposed Revisions to CPSB Policy CCA Organizational Chart - Miss Green asked the Superintendent to explain the change where Communications will report directly to the Superintendent, and Dr. Goree said this will be a direct report of the Communications and Strategic Initiatives to the Superintendent. Miss Green asked about any additional changes in the organizational structure, and the Superintendent explained that as a result of a reduction in a few positions, there is now a direct line from the Transformation Innovation Officer to the Superintendent even though that position continues to work directly with Academics. The Board approved the proposed revisions to CPSB Policy CCA Organizational Chart as recommended by the Superintendent and submitted in the electronic mailout.

8.16 Consideration of Employee Termination Appeal in Accordance with CPSB Policy GBK - *Mr. Ramsey moved, seconded by Mr. Riall, to uphold termination of employee TW in accordance with reasons of staff. Vote on the motion carried.*

12.01 Board Member Announcements and Requests

Steve Riall - Requested information on vacant Caddo buildings.

Dottie Bell - Announced backpack give away on August 12th.

Jasmine Green - Requested information on meet and greet the new principal at Green Oaks.

Mary Trammel - Echoed Miss Green's request, announced a meet and greet for the three new principals in District 6, and reported on attendance at the Southern Leadership Conference and issues school boards will be facing.

Denee Locke - Expressed appreciation for patience in the relocation of today's meeting.

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

CPSB Audit Committee Meeting - August 15, 2017 - 3:00 p.m.

Members present - John Albritton, Chair; Susannah Poljak, Steve Riall, Raymond Green and Dr. Bonita Douzart. Also present were Superintendent Lamar Goree, Legal Counsel Reggie Abrams, Board members Barry Rachal, Denee' Locke, Dottie Bell, Jasmine Green. Staff members present were James Woolfolk, Jim Lee, Keith Burton, Diane Atkins, Jeff Howard, Mary Nash-Wood, Allison May and Kellie Duffield.

Chair Albritton called the meeting to order at approximately 3:05 p.m. and led the invocation and Pledge of Allegiance.

ATTENDANCE DEPARTMENT AUDIT

Jeff Howard stated the Attendance Department Audit was a very good audit and in summary said better utilization of the JCampus Program, which offers a lot of capabilities not being taking advantage of, would provide for more efficiency in the department. Mr. Anderson stated his agreement with the recommendations from the audit and staff has begun to implement those things. Mr. Howard added staff will in a few months follow up on the recommendations and report back to the committee.

Mrs. Bell asked about the possibility of designating one person in the Attendance Department to handle Caddo's homeless students. Dr. Goree asked Mrs. Bell how what she is asking differs from what Pittre Walker does in the Homeless Department. Mrs. Bell explained she believes someone in Attendance should be assigned the responsibility of addressing the discipline issues related to the homeless students. Mr. Rachal asked who is responsible for entering the information into JCampus? Mr. Anderson responded it is the schools' responsibility. Mr. Rachal asked if they are aware this is their responsibility each year, and Mr. Anderson said they are and inservice is held each year to provide training. Mr. Rachal inquired of the 25% that have not been entered into JCampus and if staff is addressing by going back and putting this information in the system? Dr. Goree added that the School directors work with the school principals so this information (drops) are managed at the school level. Mr. Burton explained that because of the various programs in place, we must track and are tracking each child and there is an accountability requirement in place whereby this is now happening.

UPDATE ON TRANSPORTATION FINDINGS AND RECOMMENDATIONS

Mr. Howard reported that in the \$260,000 theft, Caddo did receive money back from the insurance company and expressed appreciation to Allison May for her research and documentation. It was also noted that appropriate steps/procedures have been implemented to make sure something like this does not happen again.

UPDATE ON CHILD NUTRITION PROGRAM AUDIT

Deborah Harris shared a detailed update on the steps the CNP Department has put into place to address the recommendations in the Child Nutrition Program audit. Board members expressed their appreciation for the format in which this detailed update was provided and hopefully other updates can be presented in a similar format. Mr. Howard announced that his department is still working with CNP to address some of the larger items/recommendations and the Auditing Department will bring its follow up in a few months.

Adjournment. There being no additional business, the meeting was adjourned at approximately 3:42 p.m.

August 15, 2017

The Caddo Parish School Board (CSPB) met in regular session at 4:30 p.m. on Tuesday, August 15, 2017, in the boardroom, 1961 Midway, Shreveport, Louisiana, at which a quorum was present. **Members present** - Steve Riall, Jasmine A Green, Margaret A Brown, Susannah Poljak, Dr. Bonita Douzart, Mary Trammel, Raymond E Green, Denee' Locke, Barry F Rachal, Larry E Ramsey, John L Albritton, Dottie Bell

President Locke called the meeting to order at approximately 4:30 p.m. and led the invocation and Pledge of Allegiance.

Consideration of Minutes of the July 25, 2017 CPSB Meeting

On motion by Dottie Bell, second by Mary Trammel, the Board unanimously approved the minutes of the July 25, 2017 CPSB meeting as submitted.

PRESENTATIONS AND RECOGNITIONS

Mary Nash-Wood, director of communications and strategic initiatives, recognized the C.E. Byrd High School drum line who performed several cadences. Charles Lowder and Al Graham recognized the following newly appointed administrators: Belinda Stewart, principal, Atkins; Tangela Sylvie, principal, Cherokee Park; Dr. Kenya Claiborne Roberts, principal, J. S. Clark; Marjorie Manuel, principal, Oak Park; Lynn Gardner, principal, Westwood; Julia Smith O'Neal, principal, Walnut Hill; Steven Grant, principal, Green Oaks; Suzanne Flores, Field Instructor New Teacher Specialist; Shannon Henderson, Field Instructor New Teacher Coaching Specialist; Amanda Perry, Field Instructor New Teacher Coaching Specialist; Danna Spires, Field Instructor New Teacher Coaching Specialist; Dr. Carolyn Gore, Curriculum Instruction Specialist; Dr. Ruby Scroggins, Supervisor of Special Education Compliance, Complaint Management & Parent/Community Involvement, Department of Exceptional Children; Marvin Alexander, District Transformation and Innovation Officer; Renee Ellis, Transformation Specialist Community Engagement/Strategic Initiatives; Bridget Bridges, District Executive Master Teacher; and Al Graham introduced Yolanda Duckworth, assistant director of communications; and Mary Nash-Wood, director of communications and strategic initiatives.

VISITORS

The following visitors addressed the Board on their concerns: Jon Glover, Jackie Lansdale (Red River United) and Omarie Ho-Sang (ASAP-Shreveport).

ESTABLISH THE AGENDA AND PROPOSED CONSENT AGENDA

Superintendent Goree highlighted items for the Board's consideration and after discussion, President Locke announced the following items as the consent agenda (Items 6.01-6.04, 8.02, 8.06 and 13.01). *Ms. Trammel moved, seconded by Mrs. Bell, to establish the agenda and the proposed consent agenda as submitted. Vote on the agenda carried unanimously.*

CONFIRM THE CONSENT AGENDA

Ms. Trammel moved, seconded by Mrs. Bell to confirm the consent agenda (Items 6.01-6.04, 8.02, 8.06 and 13.01) as submitted. Vote on the motion carried unanimously and the following is a summary of the Board's actions on these items.

6.01 Personnel Recommendations. Miss Green inquired if this is a new position, and Dr. Goree explained that last month the Board approved dissolving the Director of Accountability and Research and creating two positions at a lower pay grade (supervisor level). The Board approved the personnel recommendations as recommended by the Superintendent and submitted in the electronic mailout.

6.02 Administrative Contract Renewals. The Board approved the administrative contract renewals as recommended by staff and submitted in the electronic mailout.

6.03 Requests for Leave Without Pay. The Board approved the requests for leave without pay as recommended by staff and submitted in the electronic mailout.

6.04 Personnel Transaction Reports-Resignations. The Board approved the personnel transaction reports (July resignations) as recommended by staff and submitted in the electronic mailout.

8.02 Out of State Travel (General Fund). The Board approved request for out of state travel (General Fund) as recommended by the superintendent and submitted in the electronic mailout.

8.06 Consideration of Proposed Dating Violence Training and Reporting Policy. Mr. Abrams explained this policy comes to the Board as a result of legislation requiring the District to have a policy in place that addresses dating violence training and reporting and providing

appropriate age and grade classroom instruction for grades 7-12 enrolled in health education. He said it is his understanding from Mr. Burton that this will be a part of the sex education curriculum. He added it also requires that instruction is provided to all school employees that have contact with students in these same grades to include warning signs, definition of dating violence and how to address/report appropriately. Also, the Superintendent is required to report to the Board in the spring of each school year.

Mr. Rachal asked about the possibility of offering an opt-out and he believes the fact that it will be addressed in the Sex Education classes should be added to the policy. Mr. Abrams deferred to administration to address how it is provided, because Board policy only establishes that it must be done. Mr. Abrams said it is his understanding from Dr. Goree and Mr. Burton that it will be offered under the Sex Education class and parents always have the opportunity to opt-out students. Mr. Rachal asked about adding "taught in the appropriate class", and Mr. Abrams said he can add it in the first paragraph. Mr. Ramsey asked if this will include the opt-out provision, and Dr. Goree stated that if the parents opt out of the Sex Ed class, it would also opt out this portion. Mrs. Locke asked Mr. Abrams if she understands correctly that the State is referring to this as a safety issue and not a sex ed issue. Mr. Abrams explained the way it is written with the inclusion of the word sexual, does not mean discussing sex; however, if someone uses any type of sexual action against someone, it could certainly be a part of it. Mrs. Bell asked if this will be a new class, and Mr. Abrams said it has not been developed; and he is reading the recommended language from the State Statute and the state law directs the District what to do. She also asked how teacher training will be done, and Mr. Abrams concurred that once the Board approves the policy, staff will develop how the teachers will be trained. Mr. Abrams explained this policy encompasses two things: (1) training of the employees, and (2) teaching the students. Mr. Burton said a lot of the content is already in the Sex Education curriculum and staff will make minor adjustments to make sure Caddo aligns with the Act.

The Board approved the proposed policy addressing dating violence training and reporting as recommended by legal counsel and as amended.

13.01 Student Readmission Appeal Hearings. The Board approved student readmission appeals for Students SS, JA, JG, AM, and JM as recommended by staff and included in the electronic mailout, and whose parents are in agreement.

RECONSIDERATION OF REQUEST FOR LEAVE WITHOUT PAY

Mr. Ramsey moved, seconded by Mrs. Bell, that the request for reconsideration of leave without pay and the request for leave without pay be denied in accordance with the recommendations of staff.

Mr. Rachal asked for clarification on the new policies relative to leaves of absence. Mr. Abrams explained that the Leave of Absence Policy is a little different, but the state law is not different and requires that the Board determine whether or not it is in the best interest of the District to grant a leave without pay. He further explained that this request is being brought back to the Board for reconsideration because when the leave without pay was submitted last month it did not include the rationale and reasons; and the Board's new policy states that why or why not the staff recommends approval should be attached. Mr. Abrams further explained his understanding that the Superintendent did not believe granting this request was in the best interest of the District when the District has a shortage of Special Education teachers, and if granted, the position would have to be held open. Mr. Rachal said he doesn't believe these have come to the Board in the past for approval and asked why there are leaves of absence under superintendent's report for information and not for the Board approval. Mr. Abrams further explained that a leave of absence does not require a Board vote, only a leave without pay. Mr. Abrams explained that employees' requests for leaves have been denied in the past, and unless the employee appeals it to the Board, the Board will not see these requests. Mr. Rachal asked if he understands correctly that the employee must request it come before the Board to appeal and it is not in the policy that the Board approves. Mr. Abrams said it should come to the Board and the Board policy corrected that. Mr. Rachal asked for further clarification because 8.03 and 9.02 are all requests for leaves without pay, and Mr. Abrams explained the ones he is looking at are sabbatical leaves. Mr. Rachal asked if Board policy designates the difference between them, and Mr. Abrams explained absolutely and the Board must grant medical or educational sabbatical leaves unless there is a rationale not to as provided by statute, as there is total discretion on leaves without pay. Mr. Rachal asked if a medical leave is also a leave without pay, and Mr. Abrams explained a leave without pay does not have to be medical or educational. Mr. Abrams noted that sabbatical statutes are very specific as to how they can be granted and denied which is totally different than a leave without pay (as it is provided by a different statute).

REVISION TO CPSB POLICY GBK

Mrs. Lansdale addressed the Board regarding her concerns and the agreement with HR that a procedures handbook would be created from the old policies, i.e. just cause and fairness provisions; and she asked the Board to request administration provide a forum to come up with such a handbook. *Mrs. Bell moved, seconded by Mrs. Poljak, to approve revision to CPSB Policy GBK as recommended by legal counsel and submitted in the electronic mailout.* Mr. Rachal reiterated things Mrs. Lansdale brought up and asked if the employee organizations were brought to the table. Dr. Goree stated that anytime policy evaluations are done that affect personnel, the employee organizations are brought in, and this policy is only a correction to an incorrect referenced policy. He and staff will continue to work with others relative to proposed revisions. Mr. Rachal asked if the specific items brought up by Mrs. Lansdale were brought up in the discussion meetings. Dr. Goree responded that many of the items that Mrs. Lansdale spoke of are ongoing conversations with staff and counsel, and how they are governed in the District, and this item addresses a change in a reference within policy. Mr. Rachal asked if staff is looking to bring back this policy. Mr. Abrams explained that revisions in the policy were reviewed for several years; and when reviewing the policy and noting that it refers to a policy that is incorrect and the former GBM policy is now GAE, which is the only change requested. In providing for more due process, Mr. Abrams noted we actually carry over a lot of due process from before; and while there was an issue of providing more process, involving non-tenured teachers was removed by the State Legislature in Act 1 of 2012. Mr. Riall asked Mr. Abrams if he is correct and in this specific situation and if an employee asks for a leave without pay for a specific purpose for a specific time, isn't it correct that at the end of the time and they return to Caddo schools, they still have their full tenure and standing. Mr. Abrams confirmed that is correct and the position would need to be held at that site. Mr. Riall added that it is at the Board's discretion whether or not such a leave request is approved by the Board. Mr. Abrams stated that the key issue is that the Board believes it is in the best interest of the District, which comes from the Superintendent's recommendation. *Vote on the motion carried with Mr. Rachal opposed.*

CONSIDERATION OF PROPOSED POLICY FOR THE SALE OF UNUSED REAL PROPERTY

Mr. Rachal moved, seconded by Ms. Trammel, to approve the proposed policy for the sale of unused real property as recommended by staff and submitted in the electronic mailout. Mr. Rachal thanked the staff and Mr. Abrams for bringing this policy. In visiting with staff, he said we have always run into issues and he also wants Mr. Seabaugh and Mr. Peacock to know how much Caddo appreciates them carrying this legislation to fruition. He added this is good news for taxpayers and will allow Caddo to be more efficient and effective with its facilities with a better avenue to return more money back to the school system and students. Mr. Abrams explained this policy is a result of legislation proposed by the CPSB and submitted by Senator Barrow Peacock to use a process other than the sealed bid process for the sale of real property and which was ultimately approved and signed into law. Caddo has followed the state law in dealing with real property that required advertising and sealed bids, followed by a three-step process of reducing the price each time a bid was not received. Ultimately, because there were no bids, the CPSB would end up selling it at a fire sale. The new process includes the use of a real estate broker, and it requires that the Board have a policy in place to allow use of a real estate broker. This policy includes the qualifications of an appraiser and procedures to be followed if selecting to use a real estate broker and their qualifications. *Vote on the motion carried.*

BOARD MEMBER ANNOUNCEMENTS AND REQUESTS

Miss Green expressed appreciation to staff and principals for the smooth opening of school. She also applauded Deborah Harris, Child Nutrition Program Director, for the awesome presentation she made to the Audit Committee prior to this meeting.

Ms. Trammel expressed how exciting the visit to Fair Park Middle School was on Monday as they gathered on the opening day of school to Ring the Bell. She thanked everyone for a smooth opening of the 2017-18 school year.

Mrs. Brown echoed appreciation to the Superintendent and his staff for an outstanding opening of school.

Mr. Riall thanked Col. Sweeney for providing the Northwood High School Color Guard for posting the colors at the Radio Control Warburg Fly-in at which they raise funds for veterans. He also stated he is submitting his third request for information on the cost of security for off-lined facilities.

Mr. Rachal stated that Captain Shreve and University Elementary are both celebrating 50 years this year with a lot of events planned throughout the year. He also addressed the number of students at University.

Dr. Douzart thanked everyone for marching in and out in grand style. Mr. Green also expressed how well the programs were planned at the schools, i.e. especially Fair Park Middle School. Mrs. Bell echoed the comments about the opening of school; and because she doesn't believe new teachers always meet Board members, she went to the schools in her district, met the new teachers and presented tea cakes to them.

Dr. Goree also echoed Miss Green's comments in recognizing Mrs. Harris's hard work. He also recognized his staff who worked diligently over the summer to staff, prepare and open schools for children, specifically Mr. Woolfolk, chief operations officer; Steve White, capital projects director; and Tommy Smith, maintenance director, along with their staffs/departments for working diligently over the summer. Dr. Goree also reminded everyone that the Summer Commencement Exercises will be held on Tuesday, August 22, 2017, at 6:00 p.m. at Caddo Parish Magnet High School's Auditorium.

Adjournment. Mrs. Bell moved, seconded by Mrs. Poljak, to adjourn. Vote on the motion to adjourn carried and the meeting adjourned at approximately 6:12 p.m.

T. Lamar Goree, Ph.D., Secretary

Denee' Locke, President

CPSB Insurance and Finance Committee Meeting - Tuesday, August 15, 2017, 2:00 p.m.

Members present - Chair Dottie Bell, Susannah Poljak, Mary Trammel and Raymond Green. Larry Ramsey was absent. Also present were Superintendent Lamar Goree, Attorney Reggie Abrams, Board members Steve Riall, Dr. Bonita Douzart, Denee' Locke, Barry Rachal, Staff Members Jim Lee, Keith Burton, Diane Atkins, Mary Nash-Wood.

Mrs. Bell called the meeting to order at approximately 2:00 p.m. Steve Riall led the invocation and Pledge of Allegiance.

Establish the Agenda as Submitted. On motion by Mary Trammel, second by Raymond Green, the committee established the agenda as submitted.

Confirm the Agenda. On motion by Mary Trammel, second by Raymond Green, the agenda was confirmed as presented.

2018-19 Group Insurance Renewals.

Randy Watson, director of insurance, shared that for the 2018-19 group insurance renewals the benefits are not changing, there will be no increase in deductibles, out of pocket expenses or co-pays until April 2019, and the only changes will be those required by law. He stated there is an added benefit available (Telemedicine) for the Board's consideration. Mr. Watson also reported that Caddo hires Blue Cross to do the administrative services and they do so with one of the lowest fees in the state; and Blue Cross has agreed to keep the fees the same to 2020. Regarding reinsurance large claims, and we went to a \$750 deductible last year, and staff recommends staying with this and going with the lowest bid. If the Committee is interested, he would like to bring additional medical management strategies since these have saved the District millions of dollars over the years. In response to Mr. Rachal's request for clarification on medical management strategies, Mr. Watson explained this is where we work with doctors, giving them financial incentives which have resulted not only in positive changes in patients' blood pressure, diabetes, etc. but a savings as well for the patient and the physician. Mr. Rachal shared his experience with his doctor and the doctor's success when the patient follows his recommendations.

The District's Dental insurance is also with Blue Cross and he shared that he did bid this benefit to determine what another company (Delta) could provide, however, the comparison indicated better discounts and savings with Blue Cross. He also explained Caddo's dental plan is one of the few plans that allows retirees and that is because the state retirement system only allows two payroll slots which we use for health and life. Years ago Blue Cross agreed to bill retirees directly on bank draft check, and this was implemented one at a time as people retired; and at this time, there are over 2,000 retirees on the dental plan. If Caddo goes to a new carrier, Blue Cross has the retirees bank information and this would not transfer and there would be no way staff could get this information again.

Mr. Watson also reported there will be no change/increase in the Life Insurance premium before 2020, and added there are more retirees on the Life Insurance plan which claims are guaranteed. The Disability Plan also has a guarantee two-year rate. Relative to pharmacy and the company that analyzes drug usage and reaches out to the doctors about changing from name brand to generic, Mr. Watson reported that we are at the end of the two years since implementation and are seeing an estimated \$2 million in savings as a result. The only change in the pharmacy is staff recommends, rather than using a third party, going directly to PCM which will drop the rates by 17%. Mr. Rachal asked about the Stabilization Fund since he does not recall seeing this on Caddo's Balance Sheet. Mr. Watson responded that this is held by Blue Cross and is 100% contributions, and at this time there is an overage in this fund.

Mr. Watson also shared information on opioids and the nationwide problem these pain killers have become. He stated the policy change for opioids is because Louisiana is the 6th highest in prescriptions in the nation and one of eight states that has more prescriptions for opioids than people in the state as a result of multiple uses of opioids (and this does not include cancer patients). As a result Blue Cross has worked for over a year with the CDC, Department of Health and doctors in and out of network to develop guidelines to control it.

Regarding additional benefits, Mr. Watson reported that Telemedicine is an additional benefit that could be offered to members if the board chooses. Telemedicine is offered via Blue Cross contracting with a health care provider and members have the ability to go on line and set up an account and be able to see a physician online for minor ailments. Cost of this will be \$39.00 and a claim will be filed for the member with the difference in the co-pay refunded to the member. This is another benefit being made available nationwide for minor ailments such as sinus infections, stomach ailments, rashes, etc.; and he highlighted the pros and cons of this benefit. This additional benefit was shared with the employee organizations who have indicated they would like to see this benefit implemented by the Board. Mr. Watson further explained that adding this benefit will not cost anything and actually save money. He also stated that he is only reporting that the employee organizations and the retirees would like to see this benefit added. The only cost to the member using this benefit would be the difference between the co-pay and the \$39 paid at the time of service, but the Board would have to make the decision to add this benefit and pay for it. Ms. Trammel said the information is great; however, she expressed her concern that the committee had not received the information (the change) before today's meeting and have now learned that the retirees and employee organizations were already made aware of this. Mr. Watson explained that all staff did before today's meeting was meet with the employee groups and retirees to get their input, so that the input could also be brought to the committee. Mr. Lee explained that the process/timeline followed is the same process that has been followed for years so that when it is brought to the committee, the committee would have an idea if this is being supported by the employees. Dr. Goree expressed his understanding of the concerns expressed; however, he feels that Mr. Watson's goal is to come to the committee with what will be recommended to come from the committee to the full Board for the renewals. This additional benefit is something he believes should be added since it is a no cost, but will benefit the District; and while he understands the concerns expressed, this is the process that historically has been followed.

Chair Bell stated she believes for September the committee would recommend to the Board renewal of the 2018-19 Group Insurance plans and after the full Board and members are made aware of this additional benefit, a decision could be made by the Board to add it or not.

Ms. Trammel moved, seconded by Mr. Green, that the Committee recommend adding to the September 19, 2017 CPSB agenda the 2018-19 Group Insurance Renewals for the Board's consideration. Vote on the motion carried.

Chair Bell asked that Mr. Watson explain Telemedicine at the September worksession and the Board will consider if it wishes to add it to the recommendation.

Visitors. Emma Shephard, CAE, and Kim Burton, APEL, said they shared their support of this additional benefit being made available to members. At this time, they have not bought it to their memberships, but will do so and provide feedback to staff.

Adjourn. On motion by Ms. Trammel, second by Mrs. Poljak, the meeting adjourned at approximately 2:58 p.m.

September 5, 2017
CPSB Executive Committee Work Session

Members present: Steve Riall, Jasmine A Green, Susannah Poljak, Dr. Bonita Douzart, Mary Trammel, Raymond E Green, Denee Locke, Barry F Rachal, John L Albritton, Dottie Bell. Board members Margaret Brown and Larry Ramsey were absent. Also present were Superintendent Lamar Goree and Attorney Reggie Abrams.

President Locke called the meeting to order at approximately 4:53 p.m. The invocation and Pledge of Allegiance were omitted.

PRESENTATIONS

Cenergistics Update. Mary Nash-Wood, director of Communications and Strategic Initiatives, introduced James Woolfolk, who recognized representatives from Cenergistics. Mr. Woolfolk stated that in moving forward with implementing Operations strategic objective to address energy conservation and provide the best learning environment for Caddo students, an energy conservation team has been developed comprised of Jim Lee, Finance; Tommy Smith, Maintenance; Sharon Golett, IT; himself; Leisa Woolfolk, Academics; Steve White, Capital Projects; and Vice President of Cenergistics David Goff, who is the lead for energy conservation in Caddo Parish.

Mr. Goff shared an update on what the team has done to get Caddo to the point it is; and the foundation established in their first six months in place. He confirmed that Caddo is on schedule and is moving in a positive direction. He highlighted the goals established when the team was put into place, i.e. maintain and improve comfort in all the buildings while also saving as much energy as possible when not in use, modify behavior in usage of electricity, natural gas and water, reduce the carbon footprint for the Caddo Parish schools, become a national environment leader, and retain critical funds needed in the school district. The timeline began in March and after six months of establishing the framework through meetings and correspondence with employees, getting software in place, ordering an energy cap, establishing guidelines for Caddo's program, hiring and training energy specialists (3), auditing buildings, and now they are getting into the data aspect. At this time, they are seeing opportunity for improvement and keeping funds in Caddo Parish. Mr. Goff further reported that in six months they will return and report to the Board a full data release showing the numbers, trends and consumption reductions. They will continue staff meetings to keep everyone informed as well as address comfort complaints in the schools relieving the pressure on Mr. Smith and his team. The engineering team will continue to optimize equipment to run at the highest efficiency outputs, apply for energy star ratings, and continue to develop an energy conservation culture.

Mr. Rachal inquired about the benefits of energy star, and Mr. Goff explained it recognizes the top 75% of the schools in each classification; and they hope the government will again fund it for churches, universities and public school systems. Mr. Rachal asked about the qualifications, and Mr. Goff responded it is lighting, parking lot lights, computer management, HVC management, CO2 levels in the schools, etc. He further explained there are base thresholds each school is compared to and Cenergistics does this automatically as a part of their service. Mr. Rachal asked if he has an idea how many Caddo schools will qualify at the end of 6 months, and Mr. Goff said it is hard to say at this time, but he hopes at least half of the schools will qualify.

Mr. Albritton asked if the audits conducted in the schools are establishing a baseline so progress can be marked. Mr. Goff explained that the progress is basically in the performance, and the performance will be measured and quantified in dollars saved and consumption saved. The baseline period was the 12 months before the contract was signed and everything will be compared back to that. However, to make the comparison "apples to apples", the software must also figure in things such as weather changes, rate changes, etc. They do track comfort complaints from the month they began because number one is comfort and number two is savings; and their audits look at how energy is being used and opportunities to save, i.e. systems running at 2:00 a.m. He again emphasized that the objectives of the audits are to get into the buildings and

look at lighting management, if computers are off, and how systems are controlling the usage. Mr. Albritton added he is looking for more specific goals (numbers) we can work toward. Mr. Goff stated his matrix to measure against is about \$1.2 million the first year.

2018-19 Group Insurance Renewals. Randy Watson, director of insurance, presented a brief review of the health, dental, life and disability insurances, noting that this is the best renewal in the past 20 years. He reported there will be no change in the health insurance premiums through April 2019 because of the quality of Caddo's reserves and the medical management strategies implemented the last three years. He added the out-of-pocket expenses (deductibles, co-pays, co-insurance) will also remain the same. Some of the state-required change at this time is opioid management which is something all Blue Cross plans in the State of Louisiana will see. An optional change is adding a new platform for delivering health care called Telemedicine whereby a member can contact a physician via mobile device or computer for minor illnesses. At this time Caddo has not provided this benefit, and if the member wishes to use this, they would pay the entire fee. Since this has been on the market for a couple of years, he said now may be the time to begin this benefit since now it will only cost the member the co-pay. This not only helps the member, but it also helps the plan because it is significantly cheaper than a doctor's office visit, an ER visit or an urgent care visit. He reminded the Board that Caddo is a self-funded plan which means if a claim is filed, Caddo pays it; however, claims over \$750,000 are covered by a reinsurer; and because a lot of money was saved with this higher deductible plan, it is recommended that Caddo keep the same \$750,000 deductible and staff will put it out for bid in January to hopefully get the lowest bid. He also reported that even though we are self-funded, Blue Cross administers Caddo's plan, files claims, buys the insurance books and cards, etc. Caddo has one of the lowest administrator costs in the State, and Blue Cross has offered to keep those at the same rate for the next two years. He also explained that Caddo's dental plan is a fully insured plan but has a premium stabilization fund in which Caddo pays Blue Cross a set fee; and if any money is left over at the end of the year, it is retained in a fund owned 100% by the employees. Currently there is over \$800,000 in this fund; and because of the stabilization fund balance, last year the premiums went down 10% and are now the lowest since 1998. Mr. Watson reported he bid with Delta Dental who has a comparable network and determined that Blue Cross still has the lowest administrative expenses and the highest network discounts as well as equal or larger network for dentists with a more favorable network agreement. Blue Cross indicated the need for a 10% increase premiums for claims; however, with over \$800,000 in the fund, this can be bought down to no rate increase, which is staff's recommendation. Standard Life Insurance is the life insurance provider; and after many months of negotiation, Standard has agreed to no change in benefits or premiums for the next two years. He added currently there are more retirees on this insurance than active employees; and the financial crisis a few years ago led the District to redesign the plan so the premium was based on age, which attracted more young workers and stabilized the plan. He added in the future staff will look at ways to stabilize this fund.

Mr. Watson also addressed the disability insurance with Standard, and at this time, they are not recommending any change in premiums or benefits for the next two years. Also, approximately 10% of the members on the plan actually make claims and because one-half of the individuals were using the plan over and over; the plan's parameters were changed to include longer waiting periods, which stabilized the plan. He reported that the pharmacy services contracted with in October 2015 saw a lot of savings and is the plan where doctors are contacted directly asking them to consider more cost effective drugs which has been highly effective, saving nearly \$2 million. The recommendation is that we continue contracting directly with PCM who does the work, and who is willing to do the work at a 17% discount as well as recommend renewing this for 18 months, which will put it on the same cycle as the other insurance plans.

Mr. Riall asked Mr. Watson if being self-funded on the health insurance allows Blue Cross to determine what is/isn't covered. Mr. Watson explained the State determines the base (minimum benefits) coverage, and Caddo's benefits are much richer than the State's benefits. The only time they say a benefit must be covered is if the law changes, so we determine the benefits. Blue Cross is actually the third party that processes the claims.

Mr. Rachal noted that Telemedicine was discussed at length at the committee meeting and asked if anything has been sent to the employees. Mr. Watson explained that the employee now can go to Blue Cross's web site and access Telemedicine and pay for it directly; however, if the Board approves this benefit, communication will be sent to all employees in the newsletter explaining coverage by this benefit and how it works.

President Locke shared appreciation to Mr. Watson and staff for the hard work in Caddo's insurance plan and asked him to explain the confidence in Caddo's reserves. Mr. Watson explained that at this time the reserves continue to increase and noted the slight decrease representing the one-time \$5 million for the 5% pay increase for all employees. He further stated that at this time, the District is approximately \$5 million above where we anticipated to be, so the plan has not only performed, but outperformed where staff thought we would be. Mrs. Locke asked for clarity on the amount we attempt to keep in reserves. Mr. Watson said there are a number of ways to calculate where the numbers need to be, but if we stay at \$20 million, we will be twice where we need to be. At the end of July, the District was at \$25 million which does not include the run-out reserve.

Mr. Green thanked Mr. Watson and his work to modify what employees feel every time they receive a pay increase, and that is their insurance premium increases.

School Accountability Policy. Chief Academic Officer Keith Burton shared with the Board an update on the changes in Caddo's Accountability Policy since Louisiana's ESSA plan was submitted and approved. He stated that accountability can be very frustrating for principals, teachers and District personnel alike because just when it is felt that all have a handle on accountability, the formula changes, and this is what we are again facing this year. Mr. Burton updated the Board on three critical shifts the State is pushing, (1) raising the expectations for a school to receive/earn an A, changing the proficiency level for 2025 from Basic to Mastery, (2) inclusion of a growth index which he believes will help Caddo Parish since 25% of the school performance score is based on if the student scored Mastery, Basic or Advanced, but did the student grow; and (3) rewarding elementary and middle schools in the future (2019-20) on the interest and opportunities provided students. In the formula, Mr. Burton noted there are three different scales and explained how school performance scores (score used to give a school a letter grade) are determined and how it differs from the way it was determined in the past for elementary, K-8 and high school grades. He further explained the new scale for letter grades during the transition period until 2025 and why it has changed. With a target of what must be done to get a student to the Mastery level by the end of the 8th grade, and if a student is not, they will look at how on track they are to make that happen and establish a growth target for each year. Once this is answered/addressed, they ask if the student is growing at a rate comparable to their peers; and the State will look at the data for children just like the child not reaching their growth target. He also added that 5% of the EOC tests in high school will be carved out with "did they grow".

Mr. Burton also highlighted the characteristics of the growth model, i.e. (1) child's prior achievement on standardized tests, (2) is the child designated as a special education student or has a documented learning disability, (3) is the child designated as economically disadvantaged, (4) absenteeism, and (5) does the child have a suspension record, and a scenario of how a student's growth is seen and logged.

Mr. Burton shared the importance of understanding these changes in accountability and that it is no longer based solely on Leap proficiency, but also growth via a Value Added VAM component of accountability that is 25% of a school's School Performance Score.

Mrs. Bell asked how this can be simplified and explained to parents so they can better understand a school's "F" rating. Mr. Burton responded that with the Superintendent's approval, staff can definitely meet with parents and help them understand the new accountability. In saying a school is an "F" school, he said this is the old accountability and now we have the opportunity to provide struggling schools with opportunities to grow because of the 25% value added component. With the large population of special needs students, Mrs. Bell asked how Huntington ranks and how do special needs

students rank with the grading? Mr. Burton said if they are qualified to take an EOC exam, they will be computed along with all the other students. He noted the discontinuation of LA1 and the fact that the Board will hear more about Leap connectors; and if an elementary/middle school student's IEP requires them to take the Leap exam or EOC exams in high school, they will be a part of their school's accountability and the school's score. Mrs. Bell noted the importance of making sure parents understand Caddo is moving forward, but it is hard to do so when those in Baton Rouge are continuing to change requirements.

Mr. Riall said he believes this is a move in the right direction, and Mr. Burton agreed because we have not been rewarded in the past when the District was able to provide opportunities that allowed students to move from Below Basic. Mr. Riall asked who is responsible for the new assessment process, and Mr. Burton stated it is the State (Department of Education) and BESE. Mr. Burton stated he will forward an electronic and paper copy of his presentation to the Board.

Mrs. Poljak inquired about the 5% and if that is similar to bonus points, and Mr. Burton responded it is not but it is interest and opportunities that will not be in effect for the 17-18 school year but will take effect in 2019. Mrs. Poljak asked for clarification and isn't there a 5% growth and not just interest and opportunities, and Mr. Burton said that is correct for K-8 and middle schools because when a student enters high school, the middle school can be awarded points based on the credits a 9th grader earns at the end of their freshman year, and these are not bonus points, but they are true points. She also asked how Texas and Alabama, for example, are being treated with the new assessments as Louisiana is constantly compared regionally. Mr. Burton stated ESSA has been recognized nationally for its rigorous standards; and having just recently learned about the components of the new program, he is not clear on how we compare, but staff has spent most of its time making sure that Caddo schools understand and have the support they need. Mrs. Poljak added she only wants to make sure if our school grades are not improving and we are making it harder, does it mean that Caddo's D could be Texas's B or Mississippi's A. Mr. Burton said he believes Louisiana is within the top 5th percentile as far as rigorous standards in national accountability.

Miss Green asked if, in talking about the new system, the State will allow for a grace period, and Mr. Burton explained the State has provided a transition period where the grading scale has been adjusted; because if the State implements these changes without adjusting the scale, there is no doubt that approximately 80% of Caddo's schools would drop at least one letter grade. Because the grading scale was shifted down; the adjusted scale shows a C going from a 70 this year down to a 60. He also stated the State has run examples on what the impact will be; and because there will be a leveling (making adjustments), this may be why we have not received School Performance Scores. Miss Green echoed Mrs. Bell's concern that each time Caddo gets on track, the State makes changes and there is a need to start over. She also asked about the transition and is it possible that the performance of the schools in the Transformation Zone will increase, and Mr. Burton responded he believes Zone schools' School Performance Scores will increase; however, his greatest concern is with the highest performing schools; because if they have been scoring Basic and above, this has been a safe area; and this is no longer the case and these students will have growth targets requiring them to push harder. He stressed the importance of being vigilant in working with schools and supporting them in aligning their schedules and materials with the curriculum. He also added that the Transformation Zone will be expanded and possibly there will be a need for additional Transformation Officers if we do not provide teachers with everything they need.

Mr. Rachal asked if a student in the first year grows 18 points (toward their 4-year 40 points) does it mean they only have to grow 2 points the second year. Mr. Burton said that the goal is to get students to Mastery by the end of their 8th grade year; and he explained they would look at a student's previous 3 years' growth and establish a new growth target based on the last 3 years; and since this is all new, he will verify for accuracy. Mr. Rachal asked if it is possible that special needs' students' IEPs might state they do not have to take the Leap, and Mr. Burton explained they traditionally

would have been a LA1 child and now the move is Leap connectors, so there would be a different version of the test for them to take rather than the End of Course test.

Ms. Trammel asked Mr. Burton to clarify what happens in the school when 60% is already unsatisfactory and there is only 9% advanced with nothing in the middle. Mr. Burton explained that for every child that scores Advanced, that school will receive 150 points. For every Mastery child, the school will receive 100 points; and at Basic, they will earn 70 points, which in the past they received 100 points. Now they will get a zero for every child that scores unsatisfactory or approaching Basic, but now with the growth index component, the 60% unsatisfactory students only need to show they are growing and if they reach their target, they will receive 150 points. Ms. Trammel asked what the District is going to do to address students that cannot read. Mr. Burton stressed the importance of intervening early and catching these children before Kindergarten, and he believes the community is beginning to rally behind this cry as we cannot wait until a child gets to Kindergarten. Also, it is important that the schedule developed supports the students, i.e. intervention data. She also asked about the material received from the State Department and if it is "signed in blood", and Mr. Burton agreed; however, if Caddo feels something needs to be rescored, the right is there to make that happen.

Dr. Douzart asked Mr. Burton to explain the percentage on which everything is based, and he explained a scales score is computed and based on a child's scaled score on the Leap, they look at the range and the highest ranges mean certain things through norming. Then the scaled scores are converted to levels to give a scaled range.

Mr. Green stated that many things need to happen in order for this to be done; yet, when it begins and before it is complete, additional changes will take place. He shared he believes if we are ever to achieve what is being discussed, it will be through the teachers in the classroom, and asked what will be done to reward the teachers. Mr. Green said he believes we are on the verge of merit pay, which he agrees with if the person receiving it is willing to do the job; but he believes it is necessary to adopt a process that will motivate students and teachers to get where we need to be successful.

Dr. Goree said he has had walked into many classrooms throughout the District and can count on one hand the number of classrooms visited that teachers were not teaching with every fiber in their body. As we go through this process, he added it is important not to forget the hard work of teachers every day in the classroom, and staff is using the District's Strategic Plan to support teachers and what is happening in the classrooms.

Updates to Strategic Plan: ReImagine Caddo: A Plan for Excellence. Mary Wood shared with the Board that this is the third review and update of the District's Strategic Plan implemented in 2014. The center point of Caddo's strategic plan is to increase our academic performance and every conversation brought forth must center around academic improvement. Having made great strides as a district, putting these in the 2nd and 3rd year targets, it also means we will modify further to maintain this living and breathing document that best reflects the School System as well as the community in which the District serves. This information also takes into account the information learned in Year 1 and Year 2 and Caddo will continue to use its third party evaluator to evaluate the effectiveness of the plan. Mrs. Wood reminded the Board how far the District has come through the seven pillars of academics, family & community engagement, fiscal responsibility, human resources professional development, innovation technology, operations, support services and marketing & communications.

Mrs. Wood shared the SPS scores are currently not available, and staff need more time to receive these and make certain the most accurate, up to date information is presented to the Board before any changes are made to the plan. She highlighted steps being taken by departments to establish committees to evaluate various components, i.e. K-2 Literacy, ELA and Math proficiencies, and graduation rates. Mrs. Wood highlighted the hurdles and successes in reaching objective goals in each area, how Communications will continue to partner with the departments so efforts are not duplicated, but are being addressed effectively toward reaching department goals. Additional activities include implementing a pilot program of volunteer efforts, launching a mentorship program to address the District's most at-risk students, continuing to right

size the District by working through the facilities and vacant buildings and developing a plan for addressing each, making sure through Cenergistics and the National metric that we continue to look at energy efficiency savings and how it can be turned into energy and cost savings for the District, continuing to address vacancies via incentive pay programs in place and making certain the best qualified employees are in the District's certified positions, raising the bar in retention to include professional development, position competitiveness, continuing to emphasize the importance of the growth of the fund balance in order for Caddo to continue to be a vibrant district, continuing to insure that the health care stays in alignment with needs in the District, targeting social media to tell Caddo's story, and continuing to look for ways to partner with the media in highlighting Caddo's success stories.

Mr. Rachal asked about a software that tracks all phone calls relative to complaints, requests, compliments, etc. as to where they began, where they are sent, who responded, and follows up with a survey. He believes in the marketing area as well as parental involvement, and we might want to look at this. Dr. Goree explained that over the next few weeks, staff is scheduled to begin conversations with service providers who look at quality surveying as well as ways we can improve our Superintendent Hotline. He shared his agreement that there must be a way to quantitatively, systematically keep control of what we are receiving so we can make needed changes to address the problems we have. Knowing that this has been a concern for two consecutive years, he believes it is important that we vet and get the appropriate measure/vendor in place before moving forward.

ESTABLISH THE AGENDA AND CONSENT AGENDA FOR THE SEPTEMBER 19, 2017 CPSB MEETING

Superintendent Goree highlighted items for the Board's consideration at the September 19, 2017 CPSB meeting and the following discussion ensued.

Purchasing Bids. Miss Green asked for clarification on the bid for kitchen equipment and if this will be for Linear. Lisa Lloyd, director of purchasing, explained these are stock items that will be stored and available for various schools when needed. Mr. Riall asked if the bid for transmissions is for transportation (buses), and Dr. Goree confirmed that is correct.

Reimbursement of Capital Projects Fund. Mr. Riall explained the purpose of this item is when capital projects must spend money to make improvements to an off-line property to get ready for sale, lease, rent, that the capital projects amount spent will be reimbursed to capital projects rather than the General Fund. If the property is leased, the money will go into capital projects until the amount spent is reimbursed. Dr. Goree added that staff will research to determine what original accounts paid for that school; and while many of the times the money received when selling a property does go back into capital projects in its entirety, but this is not the case always.

President Locke announced that Items 6.02, 8.01-8.04, and 13.01 are the consent agenda. *Mrs. Bell moved, seconded by Mr. Riall, to approve the proposed agenda and consent agenda for the September 19, 2017 CPSB meeting as presented. Vote on the motion carried.*

POLL AUDIENCE

The following addressed the Board on matters of concern: Jon Glover and Jackie Lansdale, president of Red River United.

ANNOUNCEMENTS

Mr. Rachal asked staff to bring a report on the pay schedule and highly effective stipends mentioned by Mrs. Lansdale in her comments.

Adjournment. *Mrs. Bell moved, seconded by Mr. Riall, to adjourn. Vote on the motion carried* and the meeting adjourned at approximately 6:40 p.m.

CPSB Special Session - 4:30 p.m. (Tuesday, September 5, 2017)

Members present: Steve Riall, Jasmine A Green, Susannah Poljak, Dr. Bonita Douzart, Mary Trammel, Raymond E Green, Denee Locke, Barry F Rachal, John L Albritton, Dottie Bell. Board members Margaret Brown and Larry Ramsey were absent. Also present were Superintendent Lamar Goree and Board Counsel Reggie Abrams.

President Locke called the meeting to order at approximately 4:30 p.m. Mr. Rachal led the invocation and Pledge of Allegiance.

Personnel Recommendations

Mrs. Bell moved, seconded by Ms. Trammel, to approve the personnel recommendation as recommended by the Superintendent and submitted in the electronic mailout. Vote on the motion carried.

Request for Use of CPSB Buses

Mrs. Poljak moved, seconded by Mrs. Bell, to approve the request for use of CPSB buses as recommended by staff and submitted in the electronic mailout. Mr. Rachal asked how many buses. Dr. Goree stated it is only one bus. Vote on the motion carried.

Authorize Superintendent to Provide Transportation and Use Vacant Buildings in Evacuation Efforts

Superintendent Goree thanked the Board and the Parish for the support in helping support those in the Houston area affected by Hurricane Harvey. He shared an update on the evacuee shelters established in Caddo Parish and that as of today, they are being closed since many are returning home to Texas and those remaining are being given hotel vouchers. Those that may remain past this week in hotels will be assigned to the "home" school for the hotel address; however, staff is not anticipating a huge influx of students. This item was necessary when we began receiving evacuees in the area, but staff feels with most returning home, it is no longer needed and requested that this item be pulled.

Recess. President Locke announced a recess for the purpose of conducting the Executive Committee Work Session and the Special Called meeting will reconvene following the work session for the purpose of going into executive session to hear the litigation update. The CPSB Special Called meeting recessed at approximately 4:53 p.m. and reconvened at approximately 6:40 p.m.

EXECUTIVE SESSION

Litigation Update Re: Cooksey, et v. Caddo Parish School Board, Civil Action No. 5:17CV607, U S District Court

Mrs. Bell moved, seconded by Mr. Riall, to go into executive session for the purpose of hearing a litigation update re: Cooksey, et al v. CPSB, Civil Action No. 5:17CV607, USDC. Vote on the motion carried unanimously and the Board went into executive session at approximately 6:40 p.m. The Board reconvened in open session at approximately 7:00 p.m.

Adjournment

Mrs. Bell moved, seconded by Ms. Trammel, to adjourn. Vote on the motion carried and the meeting adjourned at approximately 7:00 p.m.

September 19, 2017

The Caddo Parish School Board met in regular session on Tuesday, September 19, 2017 in the boardroom located at 1961 Midway, Shreveport, Louisiana.

Present. Steve Riall, Jasmine A Green, Margaret A Brown, Susannah Poljak, Bonita Douzart, Mary Trammel, Raymond E Green, Denee Locke, Barry F Rachal, John L Albritton, Dottie Bell. Larry Ramsey was absent. Also present were Superintendent Lamar Goree and Board Attorney Reginald Abrams.

President Denee' Locke called the meeting to order at approximately 4:30 p.m. Barry Rachal, District 9, led the invocation and Pledge of Allegiance.

CONSIDERATION OF MINUTES OF AUGUST 15, 2017 AND SEPTEMBER 5, 2017 CPSB MEETINGS

On motion by Mary Trammel, second by Jasmine Green, the minutes of the August 15, 2017 and September 5, 2017 CPSB meetings were approved as submitted.

PRESENTATIONS AND RECOGNITIONS

Mary Nash-Wood, director of communications and strategic initiatives, recognized the following and the Board President and Superintendent presented a certificate to each recognizing their achievements. Family members, friends and administrators present were also recognized.

Music by Caddo Parish Magnet High Student. Caddo Parish Magnet High Senior Johnum Palado, an accomplished violinist, shared *Tango Etude No. 3 by Astor Piazzolla* on his violin.

Northwood High School Student Honored at Louisiana Governor's

Mansion. Katelyn Elizabeth Reyes, 11th grade student at Northwood High School, was recognized as the 3rd place art winner in the 14-18 age group for her drawing "Manatee".

2017-2018 Student Representative of Louisiana Board of Elementary and Secondary Education (BESE).

Captain Shreve High School Senior Javin Bowman was recognized as the BESE Student Representative for District IX, which includes Caddo Parish School and surrounding districts; and is the only student representative in Louisiana chosen to serve in this capacity.

Caddo Teaching Academy.

Ellyn McKinney, director of Professional Development and Grants, introduced Cassie Harwell who introduced the following teachers accepted to this year's Caddo Teaching Academy: Lauren Rugerio, Victoria Lynn, and Michelle Peyton (Forest Hill); Amanda Goutiere, Suzanne Cutty, and Chaunte Robinson (Southern Hills); Amy Cordez and Rochelle Williams (Atkins); Amy Marlow (Werner Park); Kaydee Greene (Walnut Hill); Jennifer Jones (A C Steere); Mia Owens (Blanchard); Micki Blakely and Carson McAnelly (Timmons); Cameron Sills (Caddo Magnet High); Jessica Bennet (Youree Drive); Amy Mangham (Keithville Middle); Chelsea Stewart (Fair Park MS); Whitney Gilley (Summerfield); Hydia Lyons (Summer Grove); Erica Hernandez (North Highlands); Tomysha Watson (Northside); Elizabeth Martinez (Stoner Hill); and Samantha Huff (C E Byrd).

H. Norman Saurage III Award Finalist.

Amy Horne Williams, teacher at Fairfield Elementary Magnet, was recognized as a finalist for the H Norman Saurage III Award, a 2017 Cecil J. Picard Educator Excellence award honoring Louisiana's most outstanding public and public charter school educators for academic and community achievement. Mr. Saurage was longtime chairman of the Board for Community Coffee Company who has been an active advocate for public education in Louisiana for more than 40 years.

Newly Appointed Administrators.

Charles Lowder, director of certified personnel, introduced the following recently appointed administrators: (1) Chris McCurry, instructional coordinator, Cherokee Park Elementary; (2) Terika Williams-Walker, instructional coordinator, Creswell Elementary; (3) Aaryienne Strickland, instructional

coordinator, Queensborough; (4) Torrie Palms-Moore, assistant principal, Caddo Middle Career & Technology; (5) Dr. Montrell Whitaker, assistant principal, Booker T. Washington High School; and (6) Melissa Mainiero, supervisor of accountability and data, Academic Affairs. Dr. Goree also announced that the District hired 214 teachers who chose to work in Caddo Parish and stressed their importance in all that the school system does for children.

VISITORS

The following visitors addressed the Board on matters of concern: (1) Jon Glover (citizen), (2) John Miles (citizen), (3) Susan Bettinger (Northern and Central Louisiana Interfaith), (4) Maxine Davis (Northern and Central Louisiana Interfaith), (5) Bobby Edwards (Northern and Central Louisiana Interfaith), (6) Dawn Jordan (Northern and Central Louisiana Interfaith), and (7) Jackie Lansdale, Red River United.

ESTABLISH THE AGENDA AND THE PROPOSED CONSENT AGENDA

The superintendent highlighted items for the Board's consideration. President Locke announced that Items 6.02-6.04, 7.01, 8.01-8.05 and 13.01 are the consent agenda. *On motion by Dottie Bell, second by Mary Trammel, and unanimous vote of the Board, the agenda and consent agenda were established as presented.*

CONFIRM THE CONSENT AGENDA

On motion by Mary Trammel, second by Jasmine Green, the Board unanimously confirmed the consent agenda as presented. The following is a summary of the Board's action on the consent agenda items.

6.02 Administrative Contract Renewals. The board approved administrative contract renewals as recommended by staff and submitted in the electronic mailout.

6.03 Requests for Leaves. The board approved requests for leaves as recommended by staff and submitted in the electronic mailout.

6.04 Personnel Transactions Report Resignations. The board approved the personnel transactions report (resignations) for August 1-31, 2017 as recommended by staff and submitted in the electronic mailout.

7.01 Purchasing Bids. The board approved the following bids as recommended by staff and submitted on the bid tabulation sheets in the electronic mailout: (1) Louisiana School Equipment for the purchase of Large Kitchen Equipment (Bid SFS-707); and (2) Lee's Transmission for Transmission repairs (Bid 01T-18). *A copy of the bid tabulation sheets are filed in the official papers of the September 19, 2017 CPSB meeting.*

8.01 Property/Bus Rental Requests. The board approved the requests for use of CPSB facilities or buses as recommended by staff and submitted in the electronic mailout.

8.02 Out of State Travel (General Fund). The board approved the requests for out of state travel (General Fund) as recommended by staff and submitted in the electronic mailout.

8.03 2018-19 CPSB Group Insurance Renewals. The board approved the 2018 Group Insurance Renewals, including adding the Telemedicine option, as recommended by the Insurance and Finance Committee and submitted in the electronic mailout.

8.04 Reimbursement of Capital Projects. The board approved that capital projects costs associated with maintenance or upgrades to offline facilities in preparation for them to be sold, leased or reutilized, be reimbursed to the Capital Projects Fund up to and including the amount spent by said department to prepare that property for sale, lease or rental.

8.05 Consideration of Revisions and Updates to Strategic Plan. The board approved the revisions and updates to the District's Strategic Plan as submitted in the electronic mailout.

13.01 Student Readmission Appeal Hearings. The board approved appeals for students JW, SD, MK, RM, JJ, HD, DD and CS as recommended by staff in the electronic mailout and whose parents are in agreement.

BOARD ANNOUNCEMENTS/REQUESTS

Jasmine Green thanked Interfaith for their presentation and asked staff to look into this and see how Caddo might benefit from it.

Dottie Bell commended everyone on the outstanding United Way breakfast and thanked AKA for providing 1,000 backpacks for students.

Mary Trammel reminded Board members that United Way packets are at each station and she encouraged Board members to complete and turn these in.

Barry Rachal announced that Captain Shreve and University Elementary are celebrating their 50 years this year with multiple activities planned at each school.

ADJOURN

On motion by Mary Trammel, second by Jasmine Green, and carried, the meeting adjourned at approximately 5:40 p.m.

T. Lamar Goree, Ph.D., Secretary

Denee' Locke, President

September 19, 2017

The **Caddo Parish School Board (CPSB) Building and Grounds Committee** met in regular session on Tuesday, September 19, 2017 at approximately 3:00 p.m. in Room 1 at 1961 Midway, Shreveport, Louisiana with Chair Barry Rachal presiding and the following committee members present constituting a quorum: John Albritton, Steve Riall, Margaret Brown and Jasmine Green. Also present were Denee' Locke, Mary Trammel, Raymond Green, Dottie Bell, Dr. Bonita Douzart. Superintendent Lamar Goree and Reggie Abrams, legal counsel, were also present; as well as staff members James Woolfolk, Keith Burton, Jim Lee, Roy Murry, Diane Atkins, and Steve White. Mr. Riall led the prayer and the Pledge of Allegiance.

ESTABLISH AND CONFIRM THE AGENDA AS SUBMITTED

Mr. Riall moved, seconded by Mrs. Brown, to establish and confirm the agenda as published. Vote on the motion carried.

PLAN FOR SALE AND/OR DEMOLITION OF SURPLUS PROPERTIES

Superintendent Goree highlighted items in the Strategic Plan and what needs to be done to move forward in managing facilities no longer needed to educate children. He shared staff's steps to address vacant properties and determine future needs/uses of each facility and a course of action needed; a plan for sharing with each community that will be affected; options to sell, lease, or demolish; and use of realtors following Louisiana Bid Law. He noted the staff would never recommend to the Board to sell a piece of property for less than 50% of the appraised value.

James Woolfolk, director of operations, shared with the committee staff's assessment of each available facility, a map of the surplus buildings, a recommendation for surplus buildings, as well as a map of surplus land and a recommendation.

Mr. Riall asked if the District can donate property to someone, i.e. a town. Mr. Abrams said there would need to be a type of cooperative endeavor agreement as to how and why to do this. Miss Green asked when community meetings will they be held, and Dr. Goree explained they will work with the representatives of the community to determine the best time for these. Mr. Rachal stated he believes prior to selling or demolishing, we should look at a property and see how much we can sell it for "as is". He stated his understanding that the goal would be to determine a step-by-step method to present to the Board as a whole to approve how the vacant properties will be handled. Dr. Goree agreed or staff can bring a recommendation in October on what staff will do over the next 30-90 days. Mr. Rachal said before anything is demolished, he prefers trying to sell it, as well as do a cost analysis. Mr. Woolfolk stated it is not staff's intent to move forward and do any of what is being presented but to bring each item to the Board for consideration and action. Mr. Rachal said he would like to know a price before demolishing a vacant facility; and he asked if it is correct there will no longer be a need to do an appraisal if the District pursues doing a value. Mr. Abrams said you have to get an appraisal and this is the key piece. Mr. Rachal asked if a property can be put up for sale and/or lease at the same time, and Mr. Abrams responded that the latest thing presented to the State was not about realtors leasing, but an actual sale. He also asked if the District would place itself in a legal position if there was a lease and sale at the same time. Mr. Abrams reminded him that a bid law will be used, and the first attempt would be to sell it, then go through a realtor process. Mr. Rachal asked if the District is legally bound and not able to do both at the same time, to which Mr. Abrams responded if both are done at the same time, there could be a conflict, but the contract could always be cancelled.

Mrs. Bell asked if Caddo has any say in what someone buying a school building might do with that building, i.e. start a charter school? Mr. Abrams explained there is a requirement if a charter school makes a proposal at fair market value, the District would have to give it to them first.

Mr. Woolfolk shared a list of surplus land, the location, acreage, properties currently under hunting and/or agricultural leases, and staff's recommendation. Mr. Abrams asked if any of these properties on which Caddo holds mineral rights have produced minerals, because if not within 10 years after the sale, the mineral rights are lost. Mr. Rachal stated his understanding the contract can state that prescriptive rights can be deeded back. Mr. Abrams stated he will look at this further; however, he doesn't believe the normal rule applies to a governmental body. Ms. Trammel asked about the Norris Ferry property and why we want to retain this piece of property. Dr. Goree explained that in staff's discussions about surplus properties and potential future uses, staff did not believe at this time they knew what the future might hold for that property. While there have been some past attempts to sell this piece of property, staff feels we need to retain these 20 acres at this time.

Dr. Goree stated staff will consider everything brought forth today in preparing recommendations to bring to the Board over the calendar year as it relates to uses of these available properties. Mr. Rachal asked if it is correct that when these go out for bid with any commercial brokers, they will be conducting evaluations as well as lease values. Mr. Abrams explained there must be an appraisal by an independent appraiser, separate from the realtor. Dr. Goree said anything done will be brought to the Board. Mr. Woolfolk added the community meetings in the areas of these properties must come first and staff will schedule these.

Mr. Riall moved, seconded by Mrs. Brown, that the staff continue working in the direction they have started. Vote on the motion carried unanimously.

CURRENT FACILITY ANALYSIS

Superintendent Goree shared an up-to-date list of the schools with current capacities and enrollments as of today. Mrs. Brown asked if attendance lines have been redrawn, and Dr. Goree stated there have been some changes, i.e. consolidation of Fair Park and BTW as well as reconfigurations in K-3 and 4-6 to traditional K-5, traditional middle and high schools; as well as some minor changes. He further added that last year staff utilized the Parson's Study to reevaluate current capacities. Mr. Riall asked if this will bring about any redistricting, and Dr. Goree stated part of staff's commitment during conversations around the consolidation of Fair Park included going to the community before considering any additional school closures or consolidations. Mrs. Poljak asked how overcrowding issues, i.e. University, and under-capacity issues, i.e. Atkins are being addressed? Dr. Goree stated that conversations will need to include what was done when magnet schools were established and students living in one section of the city are attending a school across the district with an underutilized school across the street from their house. While this was necessary at a time to address diversity, those situations are different today; and this must be a part of future conversations.

Mr. Rachal stated he believes because many still look at the Parson's Study, it is worth noting and making public as much as possible what we have done, i.e. 3 high schools are currently over capacity and the remaining are within a small percentage of being at capacity, and why we are at a point in the district that we are, i.e. overcrowding in some schools and under capacity at others. Relative to magnet schools, many believe these have adversely affected their neighborhood schools. In answer to Mr. Abrams' question as to how capacities were determined, Dr. Goree explained that when the Parson's Study was done Caddo was running the AB Block schedule at all the high schools, and now Caddo is running a 7-period day, and this affects capacity at schools. He said he does not have this information with him, but Mr. Woolfolk can provide these criteria. Because magnet school admissions are based upon "x" number of seats per grade

level, he knows they may be at capacity, but questions if they are over capacity. Dr. Goree stated that from a quantitative perspective, the District, in his opinion, has failed since it never asked a parent what they would do if their student did not qualify to be in magnet schools. These questions will become important as capacity and space in schools are discussed. While he agrees and hears what Mr. Rachal said, there is a risk of losing children to other alternatives. Thus, before a decision is made to cap magnets, or fix what appears to be a problem, some additional research needs to be done so decisions are made on the best information available.

Mr. Rachal asked about the issue of saying a school is at capacity, but we continue to enroll students at that school(s). Mr. Abrams stated that during NCLB the Federal Government made it clear to districts that they did not consider capacity, and asked if the capacity number includes T buildings; and Dr. Goree responded these numbers are considered *without* any T buildings. He added this is a single data point only for the current school year and numbers change year to year. Mr. Rachal asked staff to provide the capacity numbers with T buildings.

Mr. Rachal said he believes a plan is needed for southeast Shreveport, noting the fact that a school is 240 students over capacity. Ms. Trammel stated to her it is simple, because if Cedar Grove students attending University Elementary were rerouted to the schools in their neighborhood, there would not be the over-crowding problem at University or an underutilized issue in neighborhood schools; however, her only question is how established students would be affected if relocated to another school. Dr. Goree added more information is needed and this is why community engagement is critical to the conversation.

LEASE BETWEEN CPSB AND DISTRICT ATTORNEY'S OFFICE FOR THE GROUNDS AND PREMISES OF ALEXANDER LEARNING CENTER

Dr. Goree explained that as long-time partners with the school system, District Attorney James Stewart and VYJ met with staff regarding a proposal to expand their services and support the school system. DA Stewart presented a *proposed cooperative agreement* between the school system and his office for the use of Alexander Learning Center. He stated that the truancy program instituted with VYJ was very successful in keeping students in school by dealing with the parents, resulting in 20 court petitions as opposed to 700. DA Stewart added that he believes offering all the services students' need in one location works and the proposal presented is the next step. The proposal places their offices in the building (Alexander), renovates the building to meet the needs, and then locates all the wrap-around services needed in one place. Alexander is located on a bus line, has ample parking, security and the ability to grow to boot camps and other programs that will help students; and if the school system takes back Alexander at the end of the agreement, it would have the benefit of the enhancements. He asked the committee to look at the proposed cooperative agreement's details because he is committed to do whatever he can to bring the non-profit, the public and the private sector together and do what is best for the children. Dr. Goree expressed appreciation to DA Stewart and stated that the goal in the cooperative agreement is that the District would not have to add a line-item to cover this.

Mrs. Bell asked about the services we provide for AMIKids, and staff responded there is a charge for the services provided.

Mr. Rachal announced that staff will review the proposed cooperative agreement presented by the District Attorney's office and provide an update to the committee at a future date.

VISITORS

Jackie Lansdale, president of Red River United, stated that while there are a lot of good ideas, she noted several things they would be asking the District to do; and she questions the quid pro quo when she sees facilities such as Fairgrounds Field.

Mrs. Bell noted the number of vacant buildings and the need to look at this. Dr. Goree stated his agreement, and staff is looking at the cost these vacant buildings are to the District; because we do not want to enter into a different agreement and increase the District's cost.

Adjournment. *Mr. Riall moved, seconded by Mr. Albritton, to adjourn. Vote on the motion to adjourn carried and the meeting adjourned at approximately 4:10 p.m.*

October 3, 2017
CPSB Executive Committee Work Session

Members present: Steve Riall, Denee' Locke and Dottie Bell. Also present were Jasmine Green, Margaret Brown, Susannah Poljak, Dr. Bonita Douzart, Mary Trammel, Raymond E Green, Barry F Rachal, Larry Ramsey and John L Albritton. Also present were Superintendent Lamar Goree and Attorney Reggie Abrams.

President Locke called the meeting to order at approximately 4:43 p.m. The invocation and Pledge of Allegiance were omitted.

PRESENTATIONS

Christus Schumpert Go Noodle Wellness Program. Mary Nash-Wood, director of Communications and Strategic Initiatives, introduced Isaac Palmer, CEO of Christus Shreveport Bossier Health System; Amy Heron, Executive Director of Christus Foundation; Dana Smelser, Director of Marketing and Business Development; and Jordan Harris, Coordinator of Public Relations. Mr. Palmer expressed to the Board appreciation for the opportunity to share this innovative product that Christus is giving to the community in continuing the partnership with the schools to provide health and education for all children. He stated Christus Shreveport Bossier is committed to help outcomes in the community; and they are excited about a partnership with the School Board as well as Children's Miracle Network, that is providing the dollars, for this product that will provide results for students in a seven-parish area in Northwest Louisiana. Amy Heron explained to the Board how Go Noodle Plus will help all elementary and middle school students and teachers to learn more, have healthier weights as well as have fun in the classroom. She said helping students to be healthy and stay healthy is critical, and she shared a video of how the students will experience this in the classroom. She explained videos will be available for teachers to use in the classroom and incorporate this in their existing curriculum.

Mrs. Locke asked about the contract time limit, and Ms. Heron explained there is a three-year contract and they will be tracking usage. Mrs. Locke expressed appreciation to Christus for their generosity in providing this for the students.

Dr. Goree thanked Mr. Palmer and the Christus family for the generous donation and continued support of what we do for children.

Staffing Report for 2017-18 School Year. Diane Atkins, Chief Human Resource Officer, shared their goal to present District Staffing Goals aligned to the Strategic Plan; and included in those goals, fill the vacancies in the Core areas at 90% or higher. She announced on August 3-7, 294 (later increased to 304) new teachers were welcomed to the District. Mrs. Atkins reported that the 90% or higher vacancy fill-rate was reached in 11 elementary schools, 4 middle schools, one elementary/middle, one 7-12 grade school, and 5 high schools. She added that staffing is at 100% in the Core subjects in 22 elementary schools, 2 middle schools, 3 elementary/middle schools and 3 high schools. New teacher orientation also included targeted professional development in the Core areas by curriculum specialists. As part of Goal 2, Human Resources staff will develop and implement a multi-year plan to address the recruitment of teachers, as well as the development and retention of personnel. Mrs. Atkins introduced the HR staff and highlighted efforts in working with principals in finding certified teachers that can meet the academic demand and deliver good instruction to Caddo's students as well as recruiting efforts via job fairs and other methods.

Mr. Rachal asked about a record of the number from each of the job fairs/events, and if staff saw one more successful than another. Mrs. Atkins said they have that information. Dr. Goree added staff also wants to look at and make sure we are tracking the data effectively and determining where the quality candidates are coming from, why employees are leaving, as well as which events are attracting the more qualified teachers.

Miss Green asked Mrs. Atkins about the numbers presented and Mrs. Atkins noted a hard copy of the information at Board members' stations. Relative to recruitment, she asked staff if the information on where recruits are coming from can be provided to the Board members, and Mrs. Atkins explained that this information tracking device is not something we have, but staff could research and pull the numbers. Dr. Goree expressed appreciation in the Board's decision to hire a full-time recruiter, and Mrs. Bell commended Mrs. Atkins on the outstanding report for the beginning of school.

Mrs. Brown asked staff for a comparative cost for this year compared to last year and the year before. Mrs. Atkins stated that she does not have that information on-hand however she can put it together for the Board.

Mr. Riall asked if vacant positions are being filled or is staff adding new positions, and Mrs. Atkins explained these are vacant positions and staff does not add any new positions unless enrollment dictates adding a teacher. HR's goal is to fill the positions as needed and as staffed in the budget. Regarding support personnel, Mr. Riall asked about the 16 positions in Transportation and Mrs. Atkins explained this is a combination of bus drivers, mechanics and secretaries. Mr. Riall asked if secretaries were added in Transportation or was a secretary replaced, and Mrs. Atkins responded a secretary was replaced. Dr. Goree clarified that the report lists existing positions. Mr. Riall asked how many clerical positions are vacant in the Transportation Department; and Mrs. Atkins responded none to her knowledge. Mrs. Atkins also clarified that the positions in Child Nutrition are cafeteria workers and a new director.

Mr. Green said it is his position that when vacancies occur in the System, we should work with the university placement departments (inside and outside of Louisiana); and Mrs. Atkins said the recruiter does visit universities in the State of Louisiana and region.

ESTABLISH THE AGENDA AND CONSENT AGENDA FOR THE OCTOBER 24, 2017 CPSB MEETING

Superintendent Goree highlighted items for the Board's consideration at the October 24, 2017 CPSB meeting and the following discussion ensued.

Consideration of Revisions to CPSB Policy JDA and JGCD. Mrs. Poljak stated that as a parent of a child with an anaphylaxis reaction, she only wants to make certain that the policy allows for students to have access to epi pens or equivalent. Mr. Abrams explained that the policy as written allows for two methods for access to epi pens, (1) prescription filled for a particular student, as well as the ability for schools to have epi pens on hand, and (2) each school is allowed to have a prescription for epinephrine on hand and trained employees to administer it if needed. Mrs. Poljak asked if every school has epi pens, and the Superintendent explained that where schools have a prescription or students have checked in their epi pens, training has been provided on how to assist a student in crisis. He assured the Board that staff will research how we can provide district prescriptions or school-based prescriptions so we can have these on all the campuses. Mrs. Poljak asked about studies that address the proposed changes in the corporal punishment law and that no form of punishment can be administered to a student with an exceptionality and what determines an exceptionality. Dr. Goree stated that the School District will be convening the Discipline Review Committee before the Board meeting on October 24th, looking at the exceptions for students who can receive corporal punishment, as well as looking to remove all students from corporal punishment in Caddo. He added this conversation has taken place for the past three years and there is a lot of research to support its effectiveness in changing some of the behaviors. Staff's plan is to meet with the principals and discuss this and how we can modify, maybe even the law, and address this matter. Mr. Abrams announced that the Discipline Review Committee is scheduled for October 23rd and one of the main concerns is the statement that no form of corporal punishment shall be administered to a student with an exceptionality, excluding gifted and talented or to a student determined to be eligible under Section 504. He explained the law doesn't care if the exceptionality is related to the activity or actions of a particular student, but if you have a learning disability and are special ed, corporal punishment cannot be used. Mr. Abrams stated his concern is how to address a regular education student for the same action as

a person classified as special ed and the action has nothing to do with their exceptionality. The Discipline Review Committee will look at whether or not the policy is enforceable.

Mr. Riall asked about provisions for students on diabetic pumps and are they allowed to maintain and administer their medicines. Mr. Abrams stated that based on policy it seems if they have a prescription for the use of an insulin pump, he believes they would be able to do so; however, he would defer to the school nurse. Dr. Goree added that someone is trained at the school site to assist these students if needed.

Mrs. Bell asked about the procedure for holding a special needs student who is out of control and gets into a fight and runs, and how staff would address if they are aware the parent is not providing prescribed medication. Dr. Goree explained that in working with students with special needs, staff works through the IEP for that student; however, if the student is misbehaving and running, this is addressed through the student's BMP (Behavior Management Plan). He added the goal is to always provide students an education in the least restrictive environment, thus sometimes it is working through trial and error to keep consequences as least restrictive as possible and also consider the student's exceptionality. Dr. Goree also stated that even if we believe medication for a child would make a difference in their success in school, the District cannot require or mandate that a parent medicate a child. Mrs. Bell said she understands, but there are students in the classroom that must be protected when a special needs student is out of control. Mr. Abrams stated that Mr. Murry is very familiar with the restraint protocol and how out of control behavior is addressed and staff is trained in this protocol.

Ms. Trammel asked if the Board members can attend the Discipline Review Committee meeting when they address this issue to hopefully fully understand this policy. Mr. Abrams stated that the main issue with the policy will be whether or not corporal punishment will be administered because the current policy allows it for all students and delineates how. He reiterated his concern of how you can differentiate between two students who do the same thing and one is special ed (and the action has nothing to do with their exceptionality) and one is a regular ed student.

Mr. Rachal asked if it is necessary that *corporal punishment means* is included in the policy. Mr. Abrams responded if you do not say what it is, they will do it anyway, i.e. pinch another child, jerk an arm, etc. so the intent is to show what one cannot do and all the actions that can be considered corporal punishment.

Miss Green asked is there more than one person on campus trained to administer epi pens, and Dr. Goree stated his experience that there is always a backup person on a campus trained to administer meds and he will follow up to make sure that is correct for all of our campuses. She asked Mr. Abrams if the State allows the local Boards to develop their own rules for medication protocol, and Mr. Abrams explained that the medication policy is established by statute and lays out the guidelines for administering medications. The only difference is it says the District *may* have the epi pens maintained at school sites and have someone trained to use in case of an emergency and it is not specific to a particular student, which means it is a Board decision.

Regarding corporal punishment, Dr. Goree stated that the District can have a rule to not have corporal punishment in the District, and research indicates Caddo is the only District in the region that still utilizes corporal punishment. Mr. Rachal stated that based on the Superintendent's statement that there is no reason to have corporal punishment, it would be his suggestion to remove it. The Superintendent said he agrees, but he wants to respect the process and have a dialogue with the campus-based leadership on this before he brings a recommendation to the Board.

Mrs. Bell stated she cannot support removing it and she wants to hear why it would be recommended. Miss Green echoed Mrs. Bell's comments because she believes sometimes it is needed; and would want staff to consider this before bringing a recommendation to eliminate it from policy. Dr. Goree assured staff will bring back more information before the Board votes.

President Locke reminded the Board that this is not the time to debate, but to ask questions.

Ms. Trammel said she doesn't believe the term "corporal punishment" should be used and believes discipline should be carried out by the administrative staff. Dr. Goree added it is not being utilized at the same levels throughout the District and it is because many principals refuse to paddle someone else's child. Ms. Trammel asked about the alternatives and Dr. Goree said there would need to be alternatives. Mrs. Brown echoed Miss Green's comments.

Mr. Ramsey asked Dr. Goree if he understands correctly that principals are not allowed to determine what happens on their campus as it relates to discipline, and Dr. Goree said they absolutely are; however, the law is now saying that any child labeled special ed or 504 cannot be paddled. Mr. Ramsey asked can this not be conveyed to them since he believes there will be times a principal may need it. Dr. Goree again stated his desire to meet with the Discipline Review Committee before he brings a recommendation to the Board on direction. Mr. Ramsey said it is his opinion that we leave the policy alone.

Highly Effective Stipend. Mrs. Bell announced that backup information was placed at Board members' stations. She explained that for a teacher to be highly effective, they must have a combined score based on two observations and achievement of defined student growth. She said the Board tied the stipends to the salary schedule; and a teacher who earned the stipend would have to return to Caddo the following year in order to receive the stipend earned the previous year. She asked the Board to support that the stipends for highly effective be earned and not a part of the following year's pay schedule, and payable once the teacher is determined highly effective. Mr. Rachal said it is not a matter of whether a teacher earned it, but only when the District was trying to pay them the earned stipend. He said we told them we would pay them and they earned it, so he believes it just needs to be corrected and paid to them when it is earned.

Dr. Goree stated staff's agreement, and that this has been conversation in the meetings with the employee organizations over the last few months. Mr. Ramsey stated that when this was done, he believes it was an oversight and to convert it into salary would take Board action. He asked staff to look very carefully at when it is paid because he believes this is the issue. Dr. Goree explained that the concern is with teachers who leave the District; and because of Caddo's evaluation system, one can finish teaching in May, but the evaluation is not finalized until September; and because a teacher that has left the District is no longer employed and not receiving a salary, we were not paying it. Staff recognizes those achieving highly effective earned the stipend on May 6th and it is not their responsibility for it taking the additional months to grade the tests and finalize evaluations. Staff is working to make the necessary adjustments and be able to get the stipends to those persons who leave the District after earning the stipend.

Mr. Abrams stated that he doesn't believe an error was made, but when the salary schedule was developed Act 1 set up how the District must pay; and according to the law, no one deemed academically unacceptable could be paid additional money the following year (no step increase). At that time, no one knew what effect this would have on the budget, so it was set up where teachers deemed highly effective would receive \$250 as an incentive. He added that with this item the motion should read "that for the 2017-18 school year and for each school year thereafter, the stipend for highly effective employees be considered earned and not a part of the next year's pay schedule, but payable once the employee is determined to be highly effective regardless whether the employee is still employed by the school system". Ms. Trammel asked if she understands this to mean the teachers in the school system now and not the ones who have inquired about the last school year; and Mr. Abrams said that is correct. Mr. Riall asked if he understands correctly that it is not retroactive back to March 2013, and Mr. Abrams said that is correct.

Mrs. Locke announced that the Consent Agenda will consist of Items 8.01-8.02, and 8.04-8.06. *Mrs. Bell moved, seconded by Mr. Riall, to approve the proposed agenda*

and consent agenda for the October 24, 2017 CPSB meeting as presented. Vote on the motion carried unanimously.

POLL AUDIENCE

The following addressed the Board on matters of concern: Billy Wayne.

ANNOUNCEMENTS

Miss Green announced that she and a few Board members attended an outstanding Council of Urban Boards of Education Conference in New Orleans.

Mr. Albritton stated he fully supports the energy group and their efforts to reduce our energy expenses; but he asked this group to keep in mind that Caddo is not in the business of reducing costs per se, but we are in the business of educating children and make sure that the energy group members understand the implications on the education program when making adjustments.

Mrs. Poljak announced that the Shreveport Garden City Club is running a program for 5th to 8th graders using the Greenwood Cemetery to teach about this community. This program, "Stones and Bones, a Walk through History", is free to students and the Garden Club pays for the buses.

Mary Trammel also complimented the Council of Urban Boards of Education Conference and the outstanding learning experience for those who attended.

Mrs. Brown stated the day the air conditioning wasn't working properly at Booker T. Washington High School she observed a number of students walking the streets and asked staff to work closely with the D.A.'s office to make sure these students are where they should be.

Superintendent Goree encouraged all to support the National Night Out on this evening.

Mrs. Locke shared with everyone that while the year started out a little "rocky" with the merger of Fair Park and Booker T. Washington and how disturbing it was to her at the time to listen to everyone's comments about the problem that would come from the behavior of students being put together in one location. She said she is proud to say there have not been any problems, and even with the necessary statements relative to recent events in the District, she again is very proud of the Caddo students and what they are learning and also teaching the adults about working together and not seeing color, demographics, political preference. She encouraged staff to relay to the schools and students how proud the Board is of them.

Adjournment. *Mrs. Bell moved, seconded by Mr. Riall, to adjourn. Vote on the motion carried and the meeting adjourned at approximately 6:12 p.m.*

October 3, 2017
CPSB Special Session

Members present: Steve Riall, Jasmine Green, Margaret Brown, Susannah Poljak, Dr. Bonita Douzart, Mary Trammel, Raymond E Green, Denee Locke, Barry F Rachal, Larry Ramsey, John L Albritton, Dottie Bell. Also present were Superintendent Lamar Goree and Board Counsel Reggie Abrams.

President Locke called the meeting to order at approximately 4:30 p.m. Mr. Ramsey led the invocation and Pledge of Allegiance.

CONSIDERATION OF REQUEST TO USE CPSB BUSES

Ms. Trammel moved, seconded by Mrs. Poljak, to approve the request for CPSB buses as recommended by staff and submitted in the electronic mailout. Vote on the motion carried unanimously.

Adjournment

Mrs. Bell moved, seconded by Mr. Green, to adjourn. Vote on the motion carried and the meeting adjourned at approximately 4:40 p.m.

T. Lamar Goree, Ph.D., Secretary

Denee' Locke, President

October 24, 2017
CPSB Meeting - 4:30 p.m.

Members present: Steve Riall, Jasmine Green, Margaret A Brown, Susannah Poljak, Bonita Douzart, Mary Trammel, Raymond E Green, Denee Locke, Barry F Rachal, John L Albritton, Dottie Bell. Board member Ramsey was absent.

Board Member Locke called the meeting to order at approximately 4:30 p.m. Board member Riall, District 1, led the invocation and Pledge of Allegiance.

CONSIDERATION OF MINUTES OF SEPTEMBER 19, 2017 AND OCTOBER 3, 2017 CPSB MEETINGS

On motion by Dottie Bell, second by Mary Trammel, the minutes of the September 19, 2017 and October 3, 2017 CPSB meetings were unanimously approved as submitted.

PRESENTATIONS AND RECOGNITIONS

Mary Nash-Wood, director of Communications and Strategic Initiatives, recognized the following and the Board President and Superintendent presented a certificate to each recognizing their achievement(s). Family members, friends and administrators present were also recognized.

Music by Herndon Magnet School Student. Katie Williams, Herndon Magnet, shared musical numbers on the piano/keyboard with the Board and audience.

Louisiana Youth Everyday Hero Award. Joey Goutherie, Youree Drive student and creator of the Geaux Green Recycling Project, was recognized for receiving the Louisiana Youth Everyday Hero Award for his "Keep Louisiana Beautiful" project.

National Merit Semifinalists. The following students were recognized for achieving National Merit Semifinalist status: Madison Huckaby - C E Byrd High; and Robert Brown; Sean Cassingham; Sean Hearn; Jack Howard; Sunjay Letchuman, Christopher McCallon, Ariel Miller; Matthew Willis; and Shayan Yerrapragada - Caddo Parish Magnet High. Caddo is the only district in Northwest Louisiana that had National Merit Semifinalists.

Perfect ACT Score. Dakota Simpson, Caddo Parish Magnet High, was recognized for earning a perfect score of 36 on the ACT. He is also a National Merit Commended Scholar.

National PTA Schools of Excellence. Amy Failla, Caddo District PTA President, recognized Blanchard Elementary and Caddo Middle Magnet as National PTA Schools of Excellence.

Newly Appointed Administrators. Al Graham, director of Classified Personnel, introduced Kay Lynch, director of Child Nutrition Programs.

VISITORS

The following visitors addressed the Board on matters of concern or interest: (1) Jackie Lansdale, Red River United; (2) Thomas Sweeney, NAAGP; (3) Jon Glover; and (4) Susan Caldwell, Barbara Jarrell, Susan Bettinger, Cantor Neil Schwartz, and Bobby Edwards, members of the Northern and Central Louisiana Interfaith (Together Louisiana).

PUBLIC HEARING RE: CHANGES TO DISCIPLINARY POLICY JDA PERTAINING TO THE REMOVAL OF SPED STUDENTS AND 504 STUDENTS WITH IAPS FROM CORPORAL PUNISHMENT

President Locke announced that the public hearing for changes to CPSB Policy JDA pertaining to the removal of SPED students and 504 students with IAPs from corporal punishment is open. The following speakers addressed the Board: Jackie

Lansdale, Red River United. Superintendent Goree stated that at the work session more aggressive changes to the Discipline Policy were discussed; and he announced at that time he would work with the Discipline Committee to determine the extent of changes to the policy. He added that concerns have been expressed to him since the work session; and after meeting with the Discipline Review Committee and surveying the principals, staff recommends making the necessary changes to insure that our policy reflects what is in law, and any additional changes would be brought to the committee for further review.

The following addressed the Board during the public hearing: Jackie Lansdale, Red River United.

Board member Trammel stated that she attended the Discipline Review Committee meeting and assured the Board that research will continue to determine what can be included in the policy in making changes in the district. Dr. Goree also thanked everyone who was a part of this conversation over the past few weeks and reiterated that in looking at statistics, there is a significant decline over the past few years in the use of corporal punishment in the district. He added he believes this speaks to the other positive forms/ways to discipline children and the need for discussion to determine the best way to prevent students from being suspended while insuring the best behavior of students in the classrooms.

ESTABLISH THE AGENDA AND THE PROPOSED CONSENT AGENDA

Superintendent Goree highlighted items for the Board's consideration and the following discussion ensued. President Locke announced Items 6.02-6.03, 7.01, 8.01-8.02, 8.04-8.06 and 13.01 as the consent agenda. *On motion by Dottie Bell, second by Mary Trammel, the agenda and consent agenda for the October 24, 2017 CPSB meeting were established.*

CONFIRM THE CONSENT AGENDA

Dottie Bell moved, seconded by Mary Trammel, to confirm the consent agenda. Vote on the motion carried unanimously. The following is a summary of the Board's action on the consent agenda items.

6.02 Requests for Leaves. The Board approved the requests for leaves as recommended by staff and submitted in the electronic mailout.

6.03 Personnel Transactions-Resignations. The Board approved the personnel transactions (resignations) for the period of September 1-29, 2017 as recommended by staff and submitted in the electronic mailout.

7.01 Purchasing Bids. The Board approved the following bids as recommended by staff and submitted in the electronic mailout on the bid tabulation sheets: (1) Sports World as the primary awardee for student uniforms and Shreveport Gymnastic Supply as a secondary; (2) Refurbished buses will rebid at a later date; (3) Novus Glass for Vehicle Glass & Installation; and (4) Conspicuous Designer Fashions for Seat Upholstering Services. The bid tabulation sheets are filed in the official papers of the CPSB October 24, 2017 CPSB meeting.

8.01 Property/Bus Rental Requests. The Board approved requests for use of CPSB facilities and/or buses as recommended by staff and submitted in the electronic mailout.

8.02 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 electronic mailout

8.04 Highly Effective Stipend. The Board approved that for the 2017-2018 school year and for each school year thereafter, that the stipend for highly effective teachers/administrators be considered earned and not a part of the next year's pay schedule, but payable once the teacher is determined to be highly effective regardless to whether the teacher is still employed by the school system.

8.05 Consideration of Authorization to go out for Bids for Lease of the MJ Moore Property. The Board authorized staff to go out for bids for lease of the MJ Moore property.

8.06 Request Authorization for Cooperative Agreement. The Board authorized staff to enter into a cooperative agreement with Lowe's and Home Depot in accordance with L.R.S. 38:2212:1, Section F as presented in the electronic mailout.

13.01 Executive Session: Student Readmission Appeals. The Board approved student readmission appeals for students DH, TH, JA, and JG as recommended by staff and submitted in the electronic mailout and whose parents are in agreement.

CONSIDERATION OF REVISIONS TO CPSB POLICY JDA AND JGCD

Mrs. Bell moved, seconded by Ms. Trammel, to approve the proposed revisions to CPSB Disciplinary Policy JDA and JGCD as submitted in the electronic mailout.

Mrs. Poljak asked, if this motion passes, that staff conduct a study on the effectiveness of corporal punishment because her understanding is that corporal punishment, even without state-sanctioned exceptions, is not evenly applied, and those on the receiving end of a paddle, are those she thinks corporal punishment will least likely help. She asked that the entire Board be educated on this matter.

Mr. Rachal announced that he wishes to make comments re: the motion on the floor and following he will request to speak again to make a substitute motion. Mr. Rachal stated his belief that paddling is meant for the parents to carry out; and knowing that suspensions affect school scores, he asked when are parents notified when the recommendation is paddling. Dr. Goree responded that in surveying principals, 99% are notified before the punishment is implemented. Mr. Rachal asked about the location of this stipulation, and Dr. Goree explained that the current policy does not require parents to be notified before it happens, but paragraph 6 states what actually took place is required. He further stated that he has yet to talk with a principal over the past two weeks that did not notify prior to administering the punishment. Mr. Rachal said that the policy stating parents could be notified after the punishment is something he takes issue with. Dr. Goree said this concern has been used to begin the discussion in several of the meetings; and he agrees this is reason for immediate change. As this is researched and something brought back to the Board, possibly in the spring, this is one thing that will be addressed. Ms. Trammel stated that principals made sure that the members in attendance at the Discipline Review Committee knew everyone was aware of the steps followed before applying a paddle; but she also learned some schools do not apply this type punishment. A consistent method needs to be followed for all students, and it will be important to work on ways that it can be made to work.

Dr. Goree stated that he and staff agree with many of the things said; however the timing, process, and the communication utilized needs to be followed so there are more students in the classroom and not at home. Mrs. Bell said as a teacher she did not allow this, but students today will quickly say that no one can make them do anything so there needs to be something in place that is consistent throughout the district. Dr. Goree also noted that records indicate corporal punishment was being administered over 1,000 times annually; however, last year, it only happened 242 times in the school system. Because of what appears to be a systematic decline, he believes it is time to bring a systematic approach to the conversation.

Mr. Rachal moved, seconded by Mr. Riall, to postpone. Mr. Abrams explained that the intent in bringing forth this motion is only so Caddo can comply with the law. He added that all the issues brought forth have been noted and is why the Disciplinary Review supports the proposed revisions as is and they will look at it over the next few months and bring a more complete recommendation. Because the proposed revisions are needed so Caddo is in compliance with the law, *Mr. Rachal withdrew his motion and Mr. Riall withdrew his second.* Dr. Goree reiterated that the next few months will be spent reviewing and developing a process for bringing a recommendation to the Board. Mr. Rachal asked if there is a way to make a change at this time and give the parent/guardian a choice for (1) parent/guardian to implement discipline, (2) school administrator to implement discipline; or (3) student to be suspended. Mr. Abrams explained that the Board can modify the policy and add specific language; however, it is necessary to have

the specific language. Mr. Rachal further stated his verbiage to add would be *that the decision for corporal punishment would be to give the parent/guardian first choice, either the parent come to the school to administer the corporal punishment themselves, or (2) authorize the trained staff person to administer the discipline, or (3) suspend the student.* Mr. Abrams asked that number 3 be removed and Dr. Goree agreed because there are too many ways we can work with the students to keep them in the classroom. Mr. Abrams further stated that it could be a problem if you do not get consent and what could happen in the interim if we are not following policy. Dr. Goree said staff will work with principals and bring a recommendation to the Board and make known why if staff does not have a different recommendation.

Mr. Riall moved, seconded by Ms. Trammel, to call for the question. Vote on the motion to end debate carried unanimously. Vote on the main motion carried unanimously.

BOARD MEMBER ANNOUNCEMENTS AND REQUESTS

Dr. Douzart announced that she attended the PTA meeting last week.

ADJOURNMENT

On motion by Dottie Bell, second by John L Albritton, the meeting adjourned at approximately 6:10 p.m.

T. Lamar Goree, Secretary

Denee' Locke, President

November 7, 2017
CPSB Executive Committee Work Session

Members present: Denee Locke, Dottie Bell, Steve Riall. Also present were Board members Jasmine Green, Margaret Brown, Susannah Poljak, Dr. Bonita Douzart, Mary Trammel, Raymond Green, Barry Rachal, John Albritton and Superintendent T. Lamar Goree and Board Attorney Reggie Abrams.

President Locke called the meeting to order at approximately 4:35 p.m.

Colonel Eric Sweeney, director of Caddo's JROTC Program, introduced Colonel Caleb Krikorian, Northwood High School, who led the prayer. The Southwood High School JROTC students posted the colors and led the Pledge of Allegiance.

PRESENTATIONS

Col. Sweeney introduced and announced the promotion of Colonel Caleb Krikorian, Northwood High School, to Corp Commander. The following students were also recognized and promoted to Colonel: Matthew Pinchback, Caddo Magnet High; Allison Howell, Captain Shreve High; Carmen Hernandez, C.E. Byrd High; Kayla Graham, Southwood High; and ShanTanesha Glass, Woodlawn Leadership Academy.

Carmen Hernandez was also recognized as the recipient of the Bronze Cross Legion of Valor award. Superintendent Goree also recognized Jaden Bowman, the student BESE representative.

ESTABLISH THE AGENDA FOR THE NOVEMBER 14, 2017 CPSB MEETING

Superintendent Goree highlighted items for the Board's consideration at the November 14, 2017 CPSB meeting and the following discussion ensued.

Bids. Mr. Rachal requested a copy of all bids received for real estate services.

Mental Health Agency Agreements/Contracts. Miss Green asked for clarification and Dr. Goree explained these are new agencies that have requested to provide services to students in the District. Dr. Barzanna White brings a list of these requests twice a year and these are in addition to the agencies approved at the beginning of the school year. He further explained that Dr. White reviews each before submitting them to the Board for approval making certain they meet all the requirements and guidelines of the District. She also asked if these agencies receive any compensation from Caddo and Dr. Goree responded they do not. Mrs. Brown asked if these agencies are being evaluated for effectiveness, and Dr. Goree responded yes and that Dr. White uses a rubric and works with the principals to evaluate the services provided and their effectiveness.

Proceeds from Sale, Lease or Rental of Off-line Properties. Mr. Riall reminded the board that last month it approved reimbursement to capital projects any amount spent to get off-line facilities ready for sale, lease or rental. He explained that this motion addresses the funds received from the sale, lease or rental of off-line properties, minus those reimbursed to capital projects, and how they will be applied to the budget. Dr. Goree stated that in the past revenues for sale or lease of these properties have been deposited to the General Fund, and Mr. Riall added this is about being transparent so Board members can respond to questions from constituents.

Mrs. Bell stated she likes that the money is reimbursed to capital projects but asked what is done with T Buildings that are no longer in use. Dr. Goree noted that some, i.e. Homeless Department, are dilapidated and will be torn down. Some are moved from one site to another if they are relatively new since the cost to move one and reset it is almost as much as purchasing a new one. Mrs. Bell noted the need for a double T Building at Walnut Hill, part used for instruction and part used for a parent center.

Mr. Rachal stated his understanding that in selling real property, and if it was built with capital projects funds, that funds are returned to capital projects. Dr. Goree explained

that if it can be determined where the funds originated from in building a facility, then it is reimbursed to the appropriate fund. Jim Lee explained that because bond issues typically fund construction projects, then the money is returned to the capital projects fund; however, when it cannot be determined where the funds originated because the bonds have been paid off for so many years, there is no requirement that it be placed in capital projects and the District has placed them in the General Fund. Mr. Rachal asked if he understands that when any are sold or leased in the future, this motion allows it to be brought to the Board as to where the funds will be deposited/used. Also, Mr. Lee added if property is leased it is deposited in General Fund but if sold, it is deposited in the Capital Projects. Mr. Abrams explained that the motion for this item notes that it excludes what was used to get the property ready to sell, rent or lease and the proceeds. Ms. Trammel asked for clarification and if staff will bring the proceeds, after reimbursing Capital Projects, back to the Board to determine how it will be used; and Mr. Riall explained that the Board will not determine, but staff will bring back a recommendation as to how the proceeds will be used. Mr. Abrams cautioned that the wording in the public comment is that staff's recommendation will come back to the Board for approval, which Mr. Riall said is correct.

Consideration of Incentive Pay Adjustment for Top Gains Schools Support Staff. In today's release of scores, Dr. Goree announced there is much to be proud of in Caddo. He further stated that in January the Board approved a stipend of \$1500 to be presented to all certified employees at any named Top Gains Schools, and he is happy to announce that Caddo has four Top Gains schools (North Caddo High, Caddo Magnet High, EBW Stoner Hill Elementary and Southern Hills Elementary). He shared that the motion being brought by staff will help celebrate not only the certified personnel at these schools, but also all the support employees with a \$300 stipend. Mr. Rachal asked about the cost and Dr. Goree explained it is budget neutral. Mr. Rachal asked for a total budget on this item.

Ms. Trammel expressed appreciation for staff bringing this recommendation to recognize all staff instrumental in these schools reaching Top Gains. Miss Green also expressed appreciation to the Superintendent for clarifying this since she has received numerous phone calls. Mrs. Bell echoed comments on recognizing all the employees at these recognized schools and asked if this includes everyone at the school now or everyone at the school last year. Dr. Goree explained this stipend will be given to any employee that was at one of the Top Gains schools at least 80% last year. Mrs. Brown asked if she understands this is for all certified employees, and Dr. Goree responded that the Board approved the stipend for all certified employees in January of 2017 and the motion being brought for the Board's consideration now is to pay a \$300 stipend to all the classified (support) personnel (secretary, cafeteria workers, custodians, etc.) at the named Top Gains schools. Mrs. Brown asked about a certified nurse, and Dr. Goree explained these are not assigned at a school, but have several schools. Miss Green asked when will employees receive this stipend, and Dr. Goree said while he cannot give a definite day, he could say staff is working to make this happen in time for the holidays.

Consideration of Evaluation Compensation Stipend. Dr. Goree explained that Caddo has gone to a full TAP model in the 14 transformation zone schools as well as a TAP rubric for all schools in the District. He said it is a more rigorous evaluation process; and as a result, we do not anticipate all teachers to be in the top category. He added it is being used to coach teachers and not just as an evaluation; and this motion is asking to lower the bar so that not only the teachers in the highest category but also those who score a "3" or better have an opportunity to earn the \$250.

Mr. Rachal asked about the expected cost, and Dr. Goree said staff expects it to be cost neutral. Dr. Goree noted that in beginning this process, teachers became concerned, so he believes it will be a positive move for the District. Mr. Rachal applauded staff for bringing this method of rewarding more teachers in the District.

Consideration of 2018-19 Capital Projects and Designers. Mrs. Bell asked about the list presented and if the relocation of T Buildings includes a double one going to Walnut Hill. Mr. White explained a line item for addressing T Buildings is placed in the budget each

year; however, Academics sets the priority and determines who and where T Buildings are placed. Regarding cost, Mr. White explained the total cost to move a double T Building is between \$120,000 and \$150,000, and the cost for a new T Building is approximately \$86,000 plus the cost of fire alarm, intercom, handicap ramps and coverings from the main building. Dr. Goree stated that we only move T Buildings that are moderately new and staff will follow up on this request. Mrs. Bell asked that staff look at a double so one-half can be used as a Parent Resource Center.

Miss Green inquired about the lighting at Lee Hedges Stadium, and Mr. White explained that maintenance has reported some infrastructure (wiring) problems in the lighting; and because the lighting is original to the stadium, staff is recommending going to LED lighting, as well as addressing upgrades to wiring, lighting under the stadium, etc. Miss Green asked when Maintenance brought this to Capital Projects, and Mr. White responded this year because it had reached the point it was out of the Maintenance Department's scope of work and needs to be fully replaced. Miss Green asked if any other stadiums (BTW) are being considered, and Mr. White said at this time no other stadium has been brought to him to be done, and Lee Hedges is the main stadium in the District. In response to Miss Green's question about other stadium facilities, Dr. Goree stated staff acknowledges needs at other athletic facilities but 75% of the Capital Projects is for HVACs and keeping these systems operable.

Mr. Riall asked how much does it cost to demolish a dilapidated T Building, and Mr. White explained the cost can range from \$1,500 to \$3,000-\$4,000 plus. Mr. Riall asked about the relatively new T Buildings that were at Oil City before it closed and if anything has been done with these, and Mr. White said they have not been relocated. Mr. Riall also asked about the \$900,000 expenditure for the roof and exterior walls of the North Caddo Auto and Welding Shop. Mr. White explained the extremely bad condition of this building inside and out; and because the funds are not available to build a new building, staff is looking at what can be done in order to continue to use it and at minimum they need a new roof and new walls. Mr. Riall asked about the cost to build a new building, and Mr. White said a new building, and based on the equipment that would be placed in that building, it could cost in excess of \$2 million. Dr. Goree added that in staff's continued conversation about this, and with the skills students are being taught in this facility, it is a necessity. He also stated staff is looking at other real estate opportunities in that community as well. Mr. Rachal asked for clarification of the total cost of a new building being \$2 million plus and Phase I is \$900,000 (roof) and what would the cost be for Phase II. Mr. White stated he is unsure there would be a Phase II, but his recommendation would be interior walls and cost of equipment for the facility. He also confirmed that the inadequate ventilation in that building must be addressed. Mr. Rachal stated he believes this project should be pulled for further discussion because it appears this would be pouring good money after bad. Dr. Goree reiterated this is an ongoing conversation and there is a great chance for modification before the Board votes on this, but staff sees the Phase method of addressing the needs at this time. Dr. Goree also noted that while there is a duplication of what is offered at the Career Center, the location does not make it accessible for the students in the northern part of the parish. Regarding the cost of T Buildings being approximately \$150,000, Mr. Rachal asked if that is the cost for the future, and Mr. White explained that is the amount placed in the budget in the past; and at this time, he doesn't feel comfortable in predicting what he thinks the future amount would be. Mr. Rachal asked about the number of T Buildings being used for instruction, and the cost of a new wing per classroom, and Mr. White stated that the last wing built was approximately \$200,000 per classroom, and this was approximately eight years ago.

Ms. Trammel thanked Mr. White for the list of projects submitted and asked if Southwood is included in these HVAC projects. Mr. White stated he believes they had a chiller problem and it was repaired last summer. She also thanked him for the bleachers at Woodlawn. Mrs. Brown also shared the problem with the lighting in the BTW stadium and the need for lights to be readjusted. Miss Green asked Dr. Goree about the TBD projects and demo buildings, and what buildings are scheduled for demo. Mr. White stated that the 79th Street facility is next and the dilapidated T Buildings and staff will work to prioritize these and demolish the worst first.

Consideration of Revisions/Updates to Caddo's Strategic Plan. Dr. Goree stated that during the summer the external evaluator brought an evaluation of the Strategic Plan; and based on the evaluation, staff has worked on modifications and adjustments to the Plan. These are now being brought for the Board's consideration since the test scores were released last week. Academic goals have been updated as a result and are presented in the proposed revisions to the Plan for the Board's consideration. Mrs. Bell asked about the staff development plans and the problem of administrators and teachers being away from the school too much during the school day and how it affects scores, and the possibility of changing this. Dr. Goree responded that Academics has worked diligently to streamline professional development and the number of teachers pulled away from the campus; however there are opportunities where we have to bring them off campus, but staff is committed to minimizing this as much as possible. He further stated that if professional development is designed to be held after school hours, the attendance is poor; and we only pull people where it is critically necessary to pull them. Mrs. Bell asked if offering a stipend for teachers to attend on a Saturday training or schedule all teachers in a specific grade to have the same planning period so some of the additional training could be done during that time. Dr. Goree said Caddo is utilizing this in some ways, and this is something principals identified as a great concern in recent small group meetings he held with them.

Mr. Rachal asked about receiving a copy of the Strategic Plan with the revisions highlighted, and the Superintendent responded staff will get this done.

PRESENTATION OF PROPOSED AGENDA AND CONSENT AGENDA FOR THE NOVEMBER 14, 2017 CPSB MEETING

On motion by Dottie Bell, second by Steve Riall, the Executive Committee established the agenda and proposed consent agenda (Items 7.01, 8.01-8.08 and 13.01) for the November 14, 2017 CPSB meeting.

POLL AUDIENCE

The following speakers addressed the Board: Jackie Lansdale, Red River United.

ANNOUNCEMENTS

Mary Trammel applauded staff for the outstanding job in the Amazing Shake Competition on Monday.

Dottie Bell shared an invitation to Board members to participate in the Thanksgiving dinner at the Juvenile Court on November 21st.

Mr. Riall asked about dates for community meetings in Oil City, and Dr. Goree responded staff is working to schedule these in December or after the first of 2018.

The superintendent announced that the Holiday supplement (\$500) will be paid to employees on Friday, November 17th. He also reported on the recent test results released and the many things Caddo has to be proud of as it continues to work and support the growth of its students, and he shared the following highlights: (1) overall District growth of 3.6 points up to a 78 C which is competitive with similar Louisiana Districts (i.e. East Baton Rouge, Jefferson), (2) Caddo does not have an "F" rated high school (Woodlawn and Fair Park came off that list), (3) Captain Shreve improved to an A school, (4) Caddo Middle Magnet is the number one performing middle school in Louisiana, (5) 11 schools had an increase in their school grade (four in the Transformation Zone), (6) 21 schools showed measurable growth, and (7) four schools showed Top Gains (Magnet High, North Caddo High, EBW Stoner Hill and Southern Hills). He encouraged everyone to take the opportunity to thank the principals, teachers, students and the families for their hard work in this accomplishment.

Adjourn. *On motion by Dottie Bell and second by Steve Riall, the Executive Committee unanimously voted to adjourn. Vote on the motion carried and the meeting adjourned at approximately 6:17 p.m.*

November 14, 2017
Caddo Parish School Board

Members present: Steve Riall, Jasmine Green, Margaret A Brown, Susannah Poljak, Bonita Douzart, Mary Trammel, Raymond E Green, Denee Locke, Barry F Rachal, John L Albritton, Dottie Bell. Also present were Superintendent Lamar Goree and Attorney Reggie Abrams.

President Denee' Locke called the meeting to order at approximately 4:35 p.m. John Albritton, District 11, led the prayer and Pledge of Allegiance.

CONSIDERATION OF MINUTES OF THE OCTOBER 24, 2017 AND NOVEMBER 7, 2017 CPSB MEETINGS

On motion by Dottie Bell, second by Mary Trammel, the minutes of the October 24, 2017 and November 7, 2017 CPSB meetings were approved.

Motion by Dottie Bell, second by Mary Trammel.

PRESENTATIONS AND RECOGNITIONS

Mary Nash-Wood, director of Communications and Strategic Initiatives, recognized the following and the Board President and Superintendent presented a certificate to each recognizing their achievement(s). Family members, friends and administrators present were also recognized.

Northwood High School Band. Members of the Northwood High School Falcon marching band performed several musical numbers for the Board and audience.

2017 Outstanding Science Teacher of the Year Award. Rosie Cash, Werner Park Elementary, was recognized for receiving the Louisiana Science Teachers Association's 2017 Outstanding Science Teacher of the Year Award.

Caddo Early Childhood Community Network and Coordinated Funding Request for Public Comment. President Locke announced that this time on the agenda is to hear public comments on the Caddo Early Childhood Community network and Coordinated Funding Request. There were no speakers on this item.

Visitors. The following addressed the Board on matters of concern/interest: Erika Brown, parent; Jackie Lansdale, Red River United; Sarah Cooper, parent; and Jon Glover, employee.

ESTABLISH THE AGENDA AND THE PROPOSED CONSENT AGENDA

Superintendent Goree highlighted items for the Board's consideration and Mrs. Locke announced 8.01-8.04, 8.06-8.07 and 13.01 as the consent agenda.

Mrs. Bell moved, seconded by Ms. Trammel, to approve the agenda and the proposed consent agenda as presented. Vote on the motion carried unanimously.

CONFIRM THE CONSENT AGENDA

Ms. Trammel moved, seconded by Mrs. Poljak, to confirm the consent agenda. Vote on the motion carried unanimously. The following is a summary of the Board's action on the consent agenda items.

Property/Bus Rental Requests. The Board approved requests for the use of CPSB facilities and/or buses as recommended by staff and submitted in the electronic mailout.

Out of State Travel (General Fund). The Board approved the requests for out of state travel (General Fund) as recommended by staff and submitted in the electronic mailout.

Consideration of Mental Health Interagency Contracts. The Board approved mental health interagency contracts as recommended by staff and submitted in the electronic mailout.

Proceeds from Sale, Lease or Rental of Off-line Properties. The Board approved that the designated use of all proceeds from the sale, lease or rental of off-line property (excluding reimbursement to Capital Projects for any repairs, upgrades or maintenance relative to said properties) would be brought back to the Board for approval.

Consideration of Revision to Caddo's Pupil Progression Plan/Grading Policy. The Board approved that the high school mid-term (which may be optional) and final exams, including EOC exams, each will count 15% of a student's semester grade as recommended by the superintendent and submitted in the electronic mailout.

Consideration of Evaluation Compensation Stipend. The Board approved teachers receiving a rating of 3.0 or higher on their final evaluation based on the TAP Instructional Rubric be awarded the stipend of \$250.00 for Highly Effective as recommended by the superintendent and submitted in the electronic mailout.

Student Readmission Appeal Hearings. The Board approved student GP's re-admission as recommended by staff in the electronic mailout and whose parents are in agreement.

BIDS-PURCHASING

Mr. Rachal moved, seconded by Ms. Trammel, to approve the following bids as recommended by staff and submitted on the bid tabulation sheets in the electronic mailout: (1) U. L. Coleman for real estate services in accordance with specifications; (2) Doerle Foodservice and Foodway for canned and frozen food, fish, poultry, eggs, meat and specialty items; and (3) Carefree Janitorial and VCC Janitorial for food service paper and supplies; and authorize staff to solicit bid proposals for voice and data telecommunication services and equipment eligible for e-rate discounts. Mr. Rachal stated that because the Board has gone to great efforts over the past years to get to where we are in selling excess real estate; he appreciates U L Coleman stepping up and continuing their support of the public school system. Vote on the motion carried unanimously.

CONSIDERATION OF INCENTIVE PAY ADJUSTMENT FOR TOP GAINS SCHOOLS SUPPORT STAFF

Ms. Trammel moved, seconded by Mr. Rachal, that support personnel specifically assigned to schools identified as Top Gains by the Louisiana Department of Education receive an incentive pay of \$300. Ms. Trammel expressed her appreciation and excitement for this opportunity for support personnel and asked for the Board's support. Mr. Rachal shared his favor of this item and asked how many schools were originally in the budget for Top Gains. Dr. Goree responded projections were based on nine schools since that was the available historic data. Mr. Rachal said if nine schools had qualified, is it correct that we may not have budgeted ample funds; and Dr. Goree said we would have for the teachers, but may have had to return to the Board for other opportunities to fund the support stipend. Mr. Rachal asked about the \$83,500 left in the budgeted amount and said it would be his recommendation to set this amount aside as a carryover for Top Gains schools next year. Dr. Goree stated he is asking that this not be done because in the budget process, and with the shortfall in the assessment of our property, there are many unknown variables that can happen in the school district over the school year. He confirmed that in the future, staff will make certain ample funds are in the budget to cover certified and support personnel in recognized Top Gains schools as long as the State continues to identify schools in these categories. Mr. Rachal congratulated the Superintendent and staff for their forward thinking on recognizing the teachers and staffs in these schools and doing so monetarily. Dr. Goree added that he believes this reward is appropriate since it takes the label off schools; and while a school may be an F school, teachers and support personnel can be recognized for their Top Gains performance. He also thanked the Board for recognizing that we are more than a letter grade assigned to the school. Mrs. Bell also stated she too is pleased that we are recognizing all the employees in these schools and asked Dr. Goree about the security coordinators. The superintendent responded if they are assigned to that Top Gains school, they will be included, even

those who may no longer be at the school. Dr. Goree also stated he knows there are employees in all 62 Caddo schools working hard to receive this award. Mrs. Bell thanked the superintendent and staff for bringing this opportunity for the employees. *Vote on the motion carried unanimously.* Dr. Goree announced that the four Top Gains schools this year are Caddo Magnet High, North Caddo High, EBW Stoner Hill and Southern Hills Elementary.

CONSIDERATION OF 2018-19 CAPITAL PROJECTS AND DESIGNERS

Mr. Riall moved, seconded by Mr. Rachal, to approve the 2018-19 Capital Projects and Designers, with the exception of the North Caddo Welding and Auto Shop to be brought back in December, as recommended by staff and submitted in the electronic mailout. Mr. Riall shared his reservations about approving the project for \$900,000 for the North Caddo Welding and Auto Shop. Superintendent Goree also shared staff's concern as well and that staff continues to look at possible alternatives; and once that is determined, staff would bring that back to the Board for approval and request that the funds be reallocated to another more favorable project. He further stated that it is important to have approval of this at this time in the event that none of the alternatives work out. *Mr. Riall moved to add a friendly amendment to his original motion to state that the funds designated for this specific project would come back to the Board for approval.* Mr. Rachal stated his preference to allocate the funds for the welding and auto shop in northern Caddo keeping the line item in Capital Projects but not listing the "site". Mr. Riall asked staff how will the designer be addressed, and Dr. Goree stated that staff's goal is to identify the best recommendation and make the Board aware as soon as possible; and in the event there is no other recommendation, this is the route in which we proceed. However, based on the condition of the facility, staff does not believe the District can continue to operate past this school year without some intervention. Mr. Riall asked how much time is needed before staff will come back to the Board, and Dr. Goree stated that Operations has begun to make recommendations in staff meetings and these are being turned over to Academics to aggressively look at and hopefully have something for the Board in December in moving forward. Mr. Riall asked if the Board can approve everything with the exception of this one project and bring it back in December. *Mr. Rachal stated his agreement with this amendment to approve with the exception of the North Caddo Welding and Auto Shop to be brought back in December.*

Mrs. Brown moved to table all of 8.08 until December. Mrs. Locke announced that the motion dies for lack of a second. Mr. Albritton asked if he understands correctly that this motion if approved will not affect any of the remaining projects; and also, he believes there is an opportunity to put a facility in place to serve more than North Caddo High School in meeting the critical need for skilled trades in this area. He also stated his concern that if the Board decides to do something different, the students will be subject to some bad conditions until it is complete, and he encouraged the staff to bring back to the Board its best plan for a facility. Dr. Goree stated that the welding program at the Career Center does not have the capacity to serve the number of students interested in these skills. Ms. Trammel agreed and asked if staff is looking at other locations in that area, and Dr. Goree confirmed that is correct. Dr. Douzart also shared her agreement and recommended that special safety features be included as well. Mrs. Bell also stated her agreement because anything that happens in the north will happen in the west. Mrs. Bell said she is thankful that a need was addressed to have a parent center in west Shreveport, and Dr. Goree explained this need is not being addressed with a T Building, but staff had plans to place a parent resource center in the building adjacent to Turner that formerly housed the school nurses. Mrs. Brown also shared the need for another Career Center and affording students the opportunity to get these courses.

Mr. Riall moved, seconded by Ms. Trammel, to call for the question. Vote on the motion to end debate carried unanimously. Vote on the main motion as amended carried unanimously.

CADDO PARISH SCHOOL BOARD CHARTER RENEWAL PROCESS AND DEADLINES

Mrs. Poljak moved, seconded by Ms. Trammel, that the Caddo Parish School Board adopts the criteria and procedure based on LSA-RS 17:17:3992 and Bulletin 126 and submitted in the electronic mailout as the method by which charter school contracts shall be renewed with a deadline of December 31, 2017 for Magnolia Charter School to submit its renewal application. Ms. Trammel asked for clarification and Dr. Goree explained that as Caddo looks at its district-approved charters at the end of the five-year period, we must do a full renewal of the charter issued by the District and this will set into place the procedures to be followed to determine the renewal. Mr. Abrams explained that the state statute requires the CPSB to adopt criteria and procedures that will be utilized for the renewal process. He further stated that he took Bulletin 126, BESE's procedure to be utilized in determining charter renewals, and adapted it for use by the CPSB. The statute requires that for a charter to be renewed, the Board must vote on it by January 31, 2018, which is the year in which their charter (Magnolia) will end, and this sets the deadline for them (Magnolia) to submit their application to Caddo at December 31, 2017. Mr. Rachal asked if there is a deadline to approve the criteria and procedures, and Mr. Abrams stated we must give the procedures to them so they are aware of what they must submit to Caddo by December 31, 2017. Mr. Rachal also asked about a charter with a grade of F in the prior academic year not being eligible for renewal unless certain condition(s) are met, and noted Magnolia's F ranking. Mr. Abrams explained that we are not doing the evaluation at this time, but only adopting the criteria and procedures that must be followed. Mr. Rachal asked how this will affect Sections 4 (a) and (b) and does Caddo need to include any additional conditions, as well as Pathways in Education. Mr. Rachal asked about the possibility of moving the students at Pathways toward Magnolia. Not having had ample time to study this, he knows we have a charter that is an F and the Board will need to address this based on what BESE requires. Dr. Goree explained that he believes there are two issues and the one being determined at this time is procedures that follow BESE's guidelines relative to how the district proceeds with the evaluation and renewal of the charter, which is where we are with Magnolia School of Excellence. The concern about Pathways and their performance is a separate issue. Mr. Rachal asked if we have ample information because it doesn't say Caddo can't change or alter it to meet Caddo's needs (Sections a and b). Mr. Abrams reminded Mr. Rachal that it is a legal issue and it is necessary to follow the same rules we have with BESE. If the Board decides it is not going to review this charter, the District will be in litigation. The criteria and procedures presented are the ones applicable under Bulletin 126 which is what was decided upon based on the extension done last year. In following the guidelines, the schools must have performed and there are provisions included that give the Superintendent discretion in the recommendation. Exceptions for the alternative schools are totally different. Mr. Rachal stated he doesn't believe the Board has had the information long enough to review it. Miss Green asked if this is the renewal of guidelines and a recommendation will be brought back to the Board for a decision, and Dr. Goree said that is correct. The approved guidelines will be presented to Magnolia School of Excellence so they can prepare and submit their application by December 31, 2017; and in January, staff will bring a recommendation to the Board regarding the renewal of their charter. Mr. Abrams explained the timeline that Magnolia submits their information by December 31st, and staff reviews and brings a recommendation to the Board at its January meeting. Miss Green asked if the guidelines are set by BESE, and Mr. Abrams explained that this is Bulletin 126 modified to include Caddo rather than State Department of Education. Mr. Abrams also noted the criteria states how long the charter can be approved, between three and 10 years (a charter with a letter grade of F or D can only get a 3-year renewal, a C a 6-year renewal, a B a 7-year renewal, and A a 10-year renewal); so the most this school could receive is a 3-year renewal. Miss Green asked how long Magnolia has been in existence, and Mr. Abrams stated they are in their 5th year. Miss Green asked about Pathways and Dr. Goree said approximately three. Dr. Goree also apologized for the short notice, but this is the first time the Board has faced this situation. Mrs. Brown echoed the comments and there must be guidelines and criteria, but she believes everything else can be addressed by individual schools. *Ms. Trammel moved, seconded by Mr. Riall to call for the question. Vote on the motion to end debate carried. Vote on the main motion carried.*

CONSIDERATION OF REVISIONS/UPDATES TO CADDO'S STRATEGIC PLAN

Mrs. Poljak moved, seconded by Ms. Trammel, to approve the proposed revisions and updates to the Caddo's Strategic Plan as submitted in the electronic mailout.

Mr. Rachal inquired about the following revisions: Objective 5.03 - We are showing mastery, but what is the state average because it doesn't appear that this particular goal is tied to anything. Goal Area 5 Innovation and Technology, Objective 5.04 - The goal states that the computer student ratio will be reduced from 7:1 to 5:1 and our actual in 2016-17 shows 1.5 computers to every student and he asked if this is correct and the superintendent said it is. Mr. Rachal further stated that in talking with several schools, none reported this to be their ratio. Dr. Goree stated he will check into this because this number is more aggressive than the targets. Goal Area 7, Marketing and Communications, Objective 7.2 - With regard to the objective to build trust in Caddo Parish Public Schools as measured annually through a survey of parents and stakeholders, he stated this is one of the big objects discussed in the Board's retreat and he questions where we are since we are now in the third year. Dr. Goree stated it is important that whatever survey is used has fidelity and provides valuable information; and at this time, staff has met with professionals in survey development and implementation, and feels comfortable that this goal will be met during this year. Because staff did not have the certainty of trusting something that would provide good information, a decision was made to not move forward before now. Regarding all the groups to be involved, Mr. Rachal asked where we are in the process of their involvement. Dr. Goree responded that the groups are being involved; and while there has been communication with the groups, no meetings have been held. Mr. Rachal asked about a timetable or draft. Mary Wood stated that the data on the computer ratio was taken from the analysis presented by Carolyn Spaht-Gonzalez in July; and this is an average, i.e. more in Title I schools, and staff can verify the accuracy with her. Regarding Marketing and Communications, she explained that the groups have been identified and invited to the table, but they are not to meet together, but each group separately. Mr. Rachal said while it makes sense, his concern is the Board discussed the importance of this in its retreat, and because we are as far along as we are in the Plan, there isn't anything available for the Board to see. Mrs. Wood explained that as staff has gathered information from them, the conversations have been informal and she can provide a list of those who are involved on each committee and their involvement and ideas discussed, and those are mainly things that are brought to the Board. Dr. Goree added that if it is the Board's desire, staff can formalize the process so staff presents it to the Board. He also added that the mid-year update will be brought to the Board by Mrs. Gonzalez in February. Mr. Rachal reiterated his concern over the computer student ratio and that if this is an average across the parish, there are still some inequities in the schools he contacted because they are not near that ratio. Dr. Goree reminded the Board that this is a fluid document and changes are made as staff works through the document and learns where improvement/changes are needed. Mr. Rachal asked if this needs approval today, and Dr. Goree added there is no deadline since staff is still working toward the end, but staff would like to see the Board approve it as staff moves forward with the work. Mr. Rachal said he only wants to make note that if the computer count is correct, there will be further discussion on this. *Vote on the motion carried.*

ANNOUNCEMENTS AND REQUESTS

Miss Green noted Mrs. Bell's comment about a Parent Resource Center in District 12, and how this happened since she would like to have one in District 2.

Mrs. Bell expressed condolences to Dr. Douzart in the loss of her brother on behalf of the Board members. She announced that the Insurance and Finance Committee will meet on December 5th at 3:00 p.m., and reminded everyone about the Bayou Classic.

Ms. Trammel stated that wherever there is a parent center in the east, there are snakes in the building, and she thanked everyone who assisted with the students at Atkins and putting together baskets for Thanksgiving.

Mr. Rachal stated he requested the student count in each Board member district, and asked the Board President if the recommendation from staff regarding the Welding and Auto Shop could possibly come to the Board through the Building Committee.

Dr. Douzart thanked the Board members for their compassion, support and prayers during her family's time of loss.

Mr. Green encouraged Board members to attend the committee meetings where many questions are answered and things made clearer.

Mr. Riall noted that the information the Board received about schools in Board members' district was incorrect and he has asked that this be corrected.

Mrs. Brown announced that Simeon Wall has set up an endowment for teachers and asked that requests be sent to KTBS Simeon Wall Hall of Fame.

Mrs. Bell asked for clarification on the student populations when Board members have constituents in the same school. Dr. Goree explained that staff used the physical location of the building to determine whose district it is in.

Dr. Goree stated that in conversation about students scoring at Mastery or above, the Caddo District is at 26% and the State average is 31%.

EXECUTIVE SESSION

Ms. Trammel moved, seconded by Mrs. Poljak, to go into executive session for 10-15 minutes for the purpose of the Superintendent's evaluation. 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 6:38 p.m. Mrs. Poljak moved, seconded by Ms. Trammel, to approve the evaluation of the Superintendent and authorize the Board President to evaluate whether the Superintendent is entitled to incentive pay based on this achievements relative to the board approved goals for 2016-17. The achievement level will be determined by information from multiple sources. Vote on the motion carried.

Adjourn. *Ms. Trammel moved, seconded by Miss Green, to adjourn. Vote on the motion to adjourn carried and the meeting adjourned at approximately 6:40 p.m.*

T. Lamar Goree, Ph.D., Secretary

Denee' Locke, President

November 14, 2017
CPSB Transportation Committee

The **Caddo Parish School Board (CPSB) Transportation Committee** met in regular session on Tuesday, November 14 2017 at approximately 3:00 p.m. in Room 1 at 1961 Midway, Shreveport, Louisiana with Chair Steve Riall presiding and the following committee members present constituting a quorum: Dottie Bell, Susannah Poljak and Margaret Brown. Also present were Denee' Locke, Raymond Green, Superintendent Lamar Goree and Reggie Abrams, legal counsel, as well as staff members James Woolfolk, Otis Jones, Virgin Rachal, Keith Burton, Jim Lee, and Mary Wood. Mr. Riall led the prayer and the Pledge of Allegiance.

ESTABLISH THE AGENDA AS SUBMITTED

Mrs. Brown moved, seconded by Mrs. Bell, to establish the agenda as published. Vote on the motion carried.

CONFIRM THE AGENDA

Mrs. Bell moved, seconded by Mrs. Brown, to confirm the agenda. Vote on the motion carried.

UPDATE ON BUS LEASE/PURCHASE PROGRAM

Otis Jones reported that to date the District has secured 34 buses through the lease/purchase program and bids will close this Thursday on 8 refurbished buses for the current school year, bringing the total to 42. He stated the plan is to continue to add 8-10 buses each year. Mr. Riall asked if there was a time limit on the number of buses to be secured, and Mr. Jones said we have only stayed at approximately 10 buses per year. He added this is mainly because at the end of the 25-year period, we don't want to lose a large number at one time.

Ms. Rachal reported there are 198 air conditioned buses in the fleet and 8 spare wheelchair buses that are not on the road but available if needed. She noted the number of issues experienced in the past with wheelchair buses breaking down and not having extras. She added there are three air conditioned buses in need of repair, bringing the total to 187 a/c buses en route, and 129 unairconditioned buses. Mrs. Bell inquired about students on air conditioned buses one year but not another year. Staff explained buses are assigned to routes and not drivers with air conditioned buses first assigned to the longer routes. Mr. Jones also explained that senior drivers can attend the bumping session and transfer to a longer route with an air conditioned bus. Mrs. Bell thanked Mr. Jones for working out a situation for a wheelchair student.

Mr. Woolfolk noted that at least 29 of Caddo's buses are at least 22 years old, 76 are 17-19 years old, 159 are 13-15 years old, 29 are 9-11 years old and 32 buses are 0-5 years old. Mr. Jones reminded the committee that older buses consume a lot of the mechanics' time.

Mr. Riall asked about the agreement with Treadways, and Ms. Rachal stated the District is in the last phase of the contract and the Department is working on finalizing the language for the inventory purchase to present to legal for review. Mr. Woolfolk also stated that one of the major clauses of this contract is buying Caddo's inventory. In response to the timeline, Ms. Rachal explained that once legal approves the contract, Treadways is saying they can come in and do the majority of the inventory within a weekend to a week. Ms. Rachal also explained the routes that are currently over 100 miles a day and receive the newest buses, and these are primarily the Northwood, North Caddo areas. Mr. Green asked about the policy for putting air conditioned buses on the longest routes, and Mr. Jones explained it has always been the longest routes. Mr. Green asked how drivers are secured for these longer routes, and Mr. Jones explained that many times drivers interested in driving the longer routes will show up at the "bumping" session and try to get a specific route possibly because of seniority. Ms. Rachal explained how seniority works and that a driver must first leave a route, making that route available. Mrs. Brown inquired about seat belts on buses, and Mr. Jones explained that at this time, it is not something that is recommended since a bus is built with high back seats; and in a

collision, the student is held within his compartment, and in some situations getting students out of the wreckage is prohibited because they were strapped in. Ms. Rachal did explain that some of the special education buses are built to where these students can be seat-belted in. Dr. Goree added that from a research perspective, there is more evidence supporting the fact that students are in a better situation if not restrained in the event they must exit the bus. Mr. Abrams also noted that the majority of Caddo's bus accidents have been low impact with minor injuries.

Mr. Jones also noted that the US Government settled with Volkswagen for their bad emissions (almost \$1 billion) and the money from that settlement is going to the states and used primarily for the purchase of school buses in the state. The entities within the state must apply for the funds through the Department of Environmental Quality and Caddo has applied and is one of nine districts in the running for some of these funds (approximately (\$12 million - \$18 million with \$6 million taken off the top by the Department of Transportation and Development). The importance of contacting State senators and representatives was stressed.

BUS DRIVER SHORTAGE

Ms. Rachal reported a shortage of 35 drivers daily (full time active). Today, she announced there are 200 active drivers driving every day, as well as 46 subs on long-term routes. As of November 1, there were 63 sub drivers and 34 sub attendants, and so far this year, there have been 13 new sub drivers and 9 new sub attendants from the September class. A class is scheduled for November and another in January-February. She also reported that as of 2016, 27 sub drivers were hired as full time drivers and so far this year, 31 sub drivers have been hired. An additional 20 are under consideration for full time status; and once they become eligible for hire, staff will look at the job performance, driving record, and accidents to determine if it is appropriate to hire them. Mr. Jones also explained that once they began the hiring process, they learned that many of the drivers did not comply with the prerequisites of training, one of which is an ability to adapt to the routes. Mrs. Bell said she is an advocate for newspaper hiring, and she asked staff to check into placing this in the local paper. Mr. Jones stated that while there is always a shortage, the Transportation Department has had fewer complaints this year than in the years past. He also commended Ms. Rachal for the training classes she is conducting. Ms. Rachal explained that if we get about 20 applicants, we may hire 10 persons as sub bus drivers, but a problem is the number of drivers Caddo has lost after the training because they went to work for SporTran. Ms. Rachal shared the concern that if all those in the driver training become drivers, it leaves only seven on the sub list.

ROUTE CHANGES

Mr. Jones stated in response to Mr. Riall's request regarding rural areas in the parish, and this year, staff went into some of the areas where buses were backing up (i.e. dead end roads) to attempt to reduce the opportunities of backing up school vehicles. Some of the things resulting from buses backing up include a cost to the Board. He also reported that in conjunction with the Strategic Plan, a Plan was established to evaluate and come up with ways to reduce accidents, and the Department has begun to implement actions to help reduce the number of accidents; and they continue to look at ways to reduce this number, i.e. disciplinary actions, pilot project of placing a mirror at back of bus. Mr. Abrams stated that he is aware SporTran has a no-backup policy, and if there is a policy, there should also be disciplinary procedures to be followed. Mr. Woolfolk added Caddo has a no backup policy, but drivers backup any way; and it is important to come up with something to address no backing up, i.e. mirrors at the back of the buses and drivers receiving approval for turn-arounds, etc. Dr. Goree stated his agreement that rules should be followed and staff made aware of special situations. Mr. Jones explained that drivers having accidents backing up are brought before the Safety Committee to explain their story and this information is included in the packet provided. Mr. Riall asked about the rule if there are no street lights or sidewalks, students should not be walking on the road and why this is being done. Dr. Goree noted several situations this year where bus stops have been moved because of these type situations and staff will continue to do so. Mr. Jones explained how staff looks at each route, especially buses picking up students attending schools outside their neighborhood attendance zone. Mr. Abrams explained that the issue staff would have to explain to a judge if a

child is killed is costs associated with making it efficient to run a bus system versus safety. Dr. Goree reiterated for the committee that every time these adjustment requests have come to his desk, they are addressed to make it safer for the students. Mr. Woolfolk confirmed that Transportation does look at each of these situations, and noted the problem around some areas, city and rural, where there are no sidewalks. Mr. Jones explained the procedure followed; and if a request is made to address a bus stop, a form is completed with input from parents on the relocation, and this year there were approximately 800 requests.

Mrs. Bell expressed her concern about Highway 169 and a subdivision stop where children must cross the road. Mr. Jones reported that when the children are picked up on one side of a two-lane road in the morning, they do have to cross one lane in the afternoon; but bus drivers are trained not to flag students across until traffic has come to a complete stop. Mr. Riall asked about penalties for at-fault accidents, and Mr. Jones said Transportation recommends to HR five days off without pay, but the final decision is made by the director of classified personnel.

Mr. Woolfolk highlighted claims paid out and that unsafe backing up represents 68% of that amount, 8% is for cutting corners, improper turning and side-swiping. Also, 25% of the accidents result from backing up. Mr. Jones clarified a projection for a drop in accidents.

VISITORS

Jackie Lansdale, Red River United, reported on a meeting with bus drivers and they are asking the Board to meet with them and to make some significant changes in the Transportation Department. Mrs. Lansdale asked that the meeting be scheduled at a time they will be able to attend and that the Board keep what is said confidential.

Adjourn. *Mrs. Bell moved, seconded by Mrs. Brown, to adjourn. Vote on the motion carried and the meeting adjourned at approximately 3:55 p.m.*

December 5, 2017
CPSB Executive Committee Work Session

Members present: Denee Locke, Dottie Bell, Steve Riall. Also present were Board members Jasmine Green, Margaret Brown, Susannah Poljak, Dr. Bonita Douzart, Mary Trammel, Raymond Green, Barry Rachal and John Albritton, Superintendent T. Lamar Goree and Attorney Reginald Abrams.

President Denee' Locke called the meeting to order at approximately 4:48 p.m. The prayer and Pledge were omitted.

PRESENTATIONS

Step Forward Presentation of Banners. Laura Alderman, executive director of Step Forward, shared the following announcements with the Board and audience: (1) Ms. Alderman introduced CEO of Twin Engine Labs Mr. Keith Hanson; North Louisiana Market President Mr. Rick Larsen from Capital One; and Christy Gustavson, Community Foundation of North Louisiana. Mr. Larsen from Capital One presented to Step Forward \$15,000 to fund laptop computers for low socio-economic students participating in the Mind Kraft University project. Mr. Hanson highlighted that the game Mind Kraft will be used to create a curriculum that teaches students how to code. With access and awareness being keys to its success, students having laptops to take home where they can practice is important; and in their work with Step Forward and Capital One it is now possible to provide laptops to students who cannot afford them. (2) Brady Harris, Committee of 100, shared the Committee of 100's involvement in funding via a grant a community awareness campaign on the importance of school readiness and what the parents and community can do to help prepare children for school on day 1. She announced that in the Caddo-Bossier-Webster area, 60% of the kindergarten students are not ready when they begin school. Mr. Harris stated that the business community is a strong advocate of early childhood education and are glad to be a part of a program that promotes all children being prepared to begin school. Ms. Alderman shared aspects of the marketing effort in this area including providing a banner for every elementary school in Caddo upon request. (3) Ms. Alderman stated that with third grade being a critical point, Step Forward continues to track data in the school system, and she is excited that the 2018 report indicates the children in Northwest Louisiana increased almost nine percentage points from 2016 to 2017 in ELA Proficiency.

Accountability and Student Performance Update. Keith Burton, chief academic officer, shared the following with the Board and audience. District highlights included (1) Caddo maintained its C average with a 3.6% increase in its overall District Performance Score which was in line with the State's increase of 3.8%; (2) the Dropout Credit Accumulation Index which measures 9th grade readiness for high school had a 6 point increase; (3) there was a 10.8 point increase in the ACT Index; (4) the District increased to 10 schools with an "A" rating; (5) no high school is rated as Academically Unacceptable or an "F" school; (6) 11 schools improved their performance by one letter grade; and (7) 21 schools made significant gains in their SPS even though 11 schools experienced a decline in their SPS. He also shared the following school highlights: (1) Four schools (EB Williams Stoner Hill, Southern Hills, Caddo Magnet and North Caddo High) were designated as Top Gains for 2017 (which means they improved their SPS points by 10 and the staffs will receive a financial incentive as approved by the Board); (2) 5 of Caddo's 10 high schools showed a significant increase in their ACT index, exceeding the State's 5 points; (3) the number of the Transformation Zone schools receiving an "F" rating decreased from 9 to 6, one school dropped from a "D" to and "F"; and (4) the positive change for the majority of schools in their performance over multiple years.

Mr. Burton reported that with the new accountability measures in place, the Districts will be facing many challenges beginning this year and quoted from *The Advocate* that the number of "F" rated public schools is expected to increase 57% next year and schools with "A" ratings will drop 38% under the new rating system approved last week by BESE. He added it is very important that the District

informs the public about the changes in accountability so when the results are released at this time next year they will not think that the schools have failed. He further highlighted how SPS numbers will be derived, and that is 75% of the elementary SPS will come from LEAP tests through their student scores, and the remaining 25% will come from growth to mastery (individual targets). The high schools will remain the same; however, changes will come in the schools' letter grades because ratings for EOC and LEAP will be changed. 2025 is the target year when mastery will become the new basic (proficiency) level for a school to be rated an "A" school; and in 2017 when a student scores Basic, the school receives 100 points toward the school's SPS. In 2018 the school will only get 80 points for a student scoring Basic which is a significant decrease, and 100 points (rather than 150) for scoring mastery, and an ultimate goal of every child achieving mastery level by the time they leave 8th grade and ready for college when they leave high school.

Mr. Burton further highlighted the new ESSA (Every Student Succeeds Act) which replaces No Child Left Behind and it removes some of the labels the district has grown accustomed to. In working with the RSD to create a plan for the Transformation Zone Schools, the labels are gone and there is no longer an AUS School, and the following labels are now in place. (1) Urgent Intervention. This label can be received through a low subgroup performance or they could receive an Urgent Intervention student behavior; or (2) the Comprehensive Intervention label which is only presented to students when 10 students fall into one of the subgroup categories identified by the State Department. Because the State is worried how an entire student body performs, they are looking closely at how a school is doing with students in subgroups of African American students, Asian students, any of the subgroups. Mr. Burton highlighted a graphic further defining each of the interventions mentioned. Regarding the urgent intervention label, he stated that schools can receive this label by (1) having one of the sub groups, or (2) having an equivalent to an F rating for two consecutive years; with a major concern being if a school is an "A" school but has one of the subgroups that makes an F for two consecutive years, that school cannot earn an "A" rating again. The urgent intervention required label can be acquired as a result of behavior with out of school suspensions being compared to the rate of how many students are suspended each year to the national average. If a school is two times the national average for three consecutive years, that school could receive this label. The most serious label is the comprehensive intervention label since many of our schools have already received this label as of this date. A school may earn this label if they meet any of the following criteria: (1) earned a D or F through their SPS for three years or greater; (2) low graduation rate; (3) three consecutive years of a subgroup scoring a D or F. He noted it is also possible for a school to have more than one label and these labels will be shared with the public. He stated that staff is already working diligently on the impact these new policies and ESSA Plan will have on the schools and staff has begun planning and writing grants to help support our schools with it being required through ESSA to have an action plan for consistent struggling schools. Plans made must align with Caddo's needs assessment, strategies must be developed, alignment of curriculum, use of funds to finance, etc.

Superintendent Goree stressed the statistics pointed out and that as superintendents work with Superintendent White and BESE representatives, there has been much conversation around the effect on the current systems using the systems' current figures. He said the staff is working diligently to meet the highest possible standards daily for children while still facing the process which will result in additional F schools and fewer A schools. He also noted that the Urgent Intervention Required label keeps a school from being labeled a Top Gains School as well an A rated school. In looking at the sub populations, Dr. Goree stated the performances of these will be critical and staff is committed to focusing its attention on not being in these situation even though staff will be facing new challenging days in accountability.

Mr. Rachal suggested that Caddo should have its own set of labels because these are designed to show struggles rather than strengths and successes. He said because their labels do not point out all of Caddo's mastery, achieving or above

mastery, and Mr. Burton reminded Mr. Rachal that the letter grading system is still in place and the District could still have an A and a B school and that Caddo can show proficiency and growth rather than letting one subgroup dictate what a school's label will be. Mr. Rachal asked for a list of all the subgroups at each school. Dr. Goree noted the point made over and over and that we must be sure to talk to the public about what is actually happening so that schools are not judged unfairly when the goals, etc. have been changed. Mr. Burton announced that next year three subgroups will be added (military, foster and homeless). Mr. Rachal asked staff to invite Tony Davis, BESE Representative, District 4, to hear his explanation and justification on why he felt this was a great thing and why he voted for it.

Susannah Poljak congratulated the District on the good news relative to growth; but regarding the subgroups, she asked if it has to be 10 of the same subgroup. Dr. Goree added that students can be counted in more than one category. Mrs. Poljak asked how, with all neighborhood schools having students with strengths and weaknesses, and must take the LEAP, will neighborhood schools not be found with these challenges. Mr. Burton stated that while some are doing really well despite the makeup of the student population, staff has begun conversations between schools as to what schools are doing that have a high SPED enrollment at their school and what they are doing with their curriculum. While she believes the State has created an impossible high standard, she questions what will happen to, for example, Caddo Middle Magnet but if they have 10 students who are not strong in one area do not do well it will affect the school by it not being able to be a Top Gains or "A" school again. She also asked if the business community understands how this is affecting the economic engine of the State. Mr. Burton responded that this has been asked and businesses have asked if we are setting ourselves up for a very poor response from businesses outside the State because of the rigor of these requirements. Dr. Goree said the business community conversation has always been they want to show we have very high standards and that an "A" in Shreveport is the same as an "A" in Connecticut. While we know that all children can learn and be successful, Dr. Goree said some of the challenges generally seen in high poverty schools will not be the case in Connecticut. He said this is something that has to be communicated to the parents. Mrs. Poljak noted how high Louisiana has raised its standard, yet 60% of Caddo's kindergartners are not ready to start school.

Mrs. Bell said she needs to understand this in lay terms since she cannot go to her constituents if she does not understand it herself. Also, she wants to know more specifics about the labels as well as the Legislators in this area need to see this "created to fail" plan, because if a school has 200 students in subgroups and they can be placed in more than one subgroup, this is a problem. She noted the importance of getting this information out to the people in the District and going to Baton Rouge to fight this. Mr. Burton concurred in importance of educating the public now so when the results are released next year they will have an understanding of what it means. Mrs. Bell requested a one on one meeting with Mr. Burton following the holidays so she can get all her questions answered and have a better understanding. Ms. Trammel noted how confusing this is and discouraging when the District is as diverse as it is and neighborhoods already facing these challenges, she questions how it will work. As she wants to see her schools move forward, she has watched the many different plans implemented to enhance the academic success of schools in District 6 but improvement is hard when backgrounds of students is not known or considered.

Dr. Goree stated that this will probably be in place for 2-3 years and staff will work very hard during that time to try and figure it out only for it to be changed yet again. Even in the standards the District has been given, Dr. Goree noted that staff has no choice but to embrace this plan and work as hard as we can and not allow the opportunity to communicate with constituents pass. Mr. Burton assured Board members that 25% of the school's SPS will be based on each individual child in 3rd, 4th and 5th grade reaches a target; and even if a child received unsatisfactory in the past, the principal did not receive any points for that child; but now at least 1/4 of their SPS will come on the growth the child makes, even if the child is not to basic or mastery but did have 2 years of growth which is a positive.

Mr. Riall asked if this is being implemented now and staff confirmed it is now. Mr. Riall noted that one of the new legislators in Baton Rouge shared with him his amazement at how much Baton Rouge hates public education and is what is being fought today. Mr. Albritton recalled an earlier Superintendent and a program called Pull Up and his better word was Push Out which appears to be the same thing happening today. He shared his misunderstanding of a system making progress and the bar continues to be raised by those who have no accountability for the results. He also said he wants the principals to understand we are not chasing a number, and principals should not be looking at numbers rather than doing what is needed to control the classroom.

Miss Green stated this is disheartening and echoed Mr. Albritton's comments that we know it will be hard to reach the State's goals the first year, so she asked if there are any specific goals for each school set by Caddo where we can recognize schools for their achievements. Mr. Burton explained that he along with the directors meet with the schools to look at their data, what is high and what is reasonable expectations, SLT set by the principals, which is also tied to a teacher's evaluation at the end of the school year. Miss Green agreed we need to recognize our schools for reaching goals we set for them. Regarding the subgroups, Mr. Burton reiterated that if a principal has at least 10 students that fall into one of the subgroup categories, this constitutes an active subgroup at that school. If four categories are populated by these 10 students, the scores will be impacted in each, and the principal will be identifying the students and looking closely at how the intervention strategy should change. Miss Green asked what do the different races have to do with educating children, and Dr. Goree said it is more about "you are only as strong as your weakest link" and they want to look at each student body to say you are an "A" school when all the economically disadvantaged students may be performing low, i.e. Caddo Middle Magnet has a very diverse population and cannot say they are an "A" school unless the economically disadvantaged students (same for African American) are performing at an A level also. Mr. Burton added that race matters because there are high expectations for every subgroup and they must be successful. Dr. Goree shared his concern in this area and he understands that teachers will now have to look at various populations of students to make sure they too are performing at high levels where the system was not designed this way.

Mrs. Brown noted the importance of communicating/involving the game changers, i.e. Tony Davis, BESE, Legislators, parents). Mr. Green stated that he fails to see anything encouraging or motivating about the information shared with the Board today and believes to be successful you would almost need a teacher for each student, which is impossible, so he does not believe individualized instruction will play a key part in attaining this goal. It appears to him that Caddo is being set up for failure. He encouraged the Board to look at this very carefully.

Mrs. Locke stated that she believes even though the District must follow the State's labels, she believes Caddo could come up with some way to encourage growth and recognize schools on their improvement/success. Mr. Burton added that the group he worries most about is the teachers who are giving 110% every day and mandates that are pushing them further away from their love of the profession. Mrs. Locke asked staff for guidance in this area. Dr. Douzart also reiterated the stress and pressure placed on districts being compared to other states, and it was her recommendation that a formula be developed for the teachers because the bulk of the responsibility for success falls on them.

ESTABLISH THE AGENDA AND CONSENT AGENDA FOR THE DECEMBER 19, 2017 CPSB MEETING

Dr. Goree highlighted items for the Board's consideration at the December 19, 2017 CPSB meeting and the following discussion ensued.

Purchasing Bids. Mr. Rachal asked about the buyout on the bus lease and Mrs. Lloyd said there is not a buyout but there is a total dollar amount with the interest to be applied and that amount is \$724,500 for 11 buses over 5 years, and there is currently \$152,000 budgeted for the purchase of buses which is a net savings of

approximately \$7,000. Mr. Lee explained that this is called a lease; however, it is basically a 5-year loan for the buses and there is no buy out, but if the District wished to do so, it could pay it off early. Mr. Rachal asked about the statement in the lease that says it cannot be pre-paid and Mr. Lee said if there was an ability to pre-pay it the District would pay the balance. Mr. Rachal asked if Mr. Abrams could clarify, and Mr. Abrams responded that he has not looked at this lease in a long time, but he is almost certain that the way the lease was written, it includes every sum been used/paid in the purchase price; and even though it is a lease it will be applied to the total amount and the title would transfer to the District. Mr. Lee added that the payments are the total payment for the buses and we would own it at the end of the lease period. Mrs. Lloyd stated that the buses are purchased from Ross buses, but they are financed through JP Morgan Chase who holds the titles. Mr. Rachal shared his confusion on why this is called a lease and Mr. Abrams explained that we did not do this bid but there was another District that did this and Caddo piggy-backed on their bid. Mr. Rachal asked that staff provide him something to clarify this "lease".

Consideration of Bid Lease of MJ Moore. Mr. Rachal asked if we are at a point that we have to accept this bid and lease the property. Dr. Goree reminded the Board that this school was previously leased out and the Board approved staff going out for bid for a new bid and the recommendation is to accept the bid received. Mr. Abrams confirmed the Board's authorization for staff to go out for bids on this property. He explained there was a minimum established by administration; and since we did put it out for bid and the bid received was higher than the established minimum, the Board is obligated to accept it unless a decision is made we can't afford it which under the bid law would mean the Board would have to wait another year before it could be put back out for bid. Mr. Rachal asked about the minimum acceptance, and Mr. Woolfolk stated it was \$3,000 and the bid came in at \$3,501. Dr. Goree also added that this is not for the entire facility (gym is not included). Mr. Rachal asked if we have actually signed a lease at this time, and the Superintendent said no and the staff is only presenting to the Board a recommendation to approve the bid received in response to the RFP for leasing this property. Mr. Rachal asked about the verbiage in the RFP as to how the District would receive payments, and Mr. Woolfolk responded that the lease states payments could be made monthly, quarterly, semi-annually or annually; however this has not been determined at this time. Mr. Rachal asked if the lease has been presented to the winner of the bid at this time, and Dr. Goree said it has not and this generally happens once the Board approves the bid. Mr. Rachal asked if the lease is now designed in such a manner that the bid recipient does not want to lease it. Mr. Abrams stated that the lease would have to be based on the terms that both parties agree to, and his goal would be not to create a lease that doesn't do what the Board wants. Mr. Rachal stated he would like to receive a copy of the lease prior to the approval of this. Mr. Abrams clarified that the lease is not developed before the Board votes, but after the Board supports accepting the bid and leasing the property. Dr. Goree asked if the Board rejected this lease, aren't there consequences for changing your mind and this information staff will provide to the Board. Mrs. Brown noted there are two more weeks before the Board votes on it so the Board can receive this additional information/answer to questions before the meeting in two weeks. Miss Green asked if this is two separate bids and Dr. Goree confirmed that is correct. Miss Green asked about the lease not including the gym, and Dr. Goree explained that when the Board approved staff going out for bid, one of the specifications was the gymnasium was not for use. Mr. Abrams asked for clarification and is the Board requesting a lease prior to the Board voting on December 19th because if so, the District must pay an attorney to prepare the lease prior to the Board voting. At this time, he added he has not heard there is a problem with the terms to be included in the lease. Dr. Goree confirmed that staff can provide the Board with the details that would be built into the lease, but it would not be his recommendation to the Board to have the lease prior to the Board voting on accepting the bid, because what was communicated to those that submitted proposals binds the District to what it can do. Mr. Rachal asked if there is any penalty to the company that submitted the bid to walk away? Mrs. Locke asked Mr. Abrams if the procedure being followed is in policy, and Mr. Abrams responded it is standard procedure and when the Board approves the bid, it is also authorizing a lease to be created based upon whatever the bid documents

reflect. This same procedure is followed also with charter agreements. Mr. Rachal stated he will get with Mr. Abrams to discuss further.

Authorization for Staff to Request Bids for Lease of Lakeshore. Mr. Rachal requested that this item be removed from the agenda pending further discussion on leases. Dr. Goree responded that staff is willing to remove this item to allow time for questions to be answered and the Board to be comfortable moving into these leases in the future. Mr. Abrams stated that if the issue is the process and procedure by which leases are created and to have leases prepared prior to the Board voting, it doesn't mean the Board can't approve going out for a bid. Mr. Rachal stated that he is only requesting that this item be removed and that it can happen because the agenda has not been established. Mrs. Locke indicated this is the process we have followed in the past, and asked Mr. Abrams to explain how this is to be addressed. Mr. Abrams stated that the executive committee decides if it will be on the agenda or not and can approve the agenda without those items requested to be postponed. Dr. Goree confirmed that even though it is the policy that has always been followed, staff recognizes the confusion and wants to make sure this is addressed and questions answered. Mrs. Poljak stated her understanding that this process is what the District has followed for all leases, i.e. buildings, buses, etc., and that was confirmed. Mr. Riall asked if he understood correctly that prior to the attorney drawing up the lease, the Board could receive the stipulations that will be in the lease, and Mr. Abrams responded absolutely.

Consideratin of Revisions to CPSB Policies EB, GAMA, JCDA and KF. Miss Green asked Mr. Abrams to further explain, and he stated that all policies presented relate to the use of tobacco, smokeless tobacco (electronic cigarettes), and revisions to Caddo's policies are presented for approval to comply with legislation passed during the last session, this legislation wiping out the ability to have smoke-free zones . It also includes chewing tobacco also. Mr. Riall asked Mr. Abrams how this can be enforced at football games, and Mr. Abrams said he did not fully understand how this could be enforced outside in an open area.

Consideration of Capital Projects - North Caddo Auto and Welding

Shop. Mr. Riall shared his concern for putting \$1 million in an old building and asked how soon this must be addressed in order to address this situation. Dr. Goree stated that staff hears the Board's concern with this building and the amount of money; however, these are two critical programs and staff looked at several options yet found themselves back at the original place and bringing the proposed recommendation. Steve White, director of capital projects, shared the recommended modifications, i.e. modifying the existing building to include a new roof, use the same wall panels, reinsulate the walls with metal panels on the inside, revamp the welding shop to hold 15 welding booths and still meet the minimum criteria. He said they will also look at alternates for taking the renovation further, i.e. upgrade both welding and automotive classrooms, address the interior petition walls, revamp restroom facilities where appropriate, HVAC system. Mr. White explained they can ask for three different prices...base bid, Alternate 1, Alternate 2 to meet these proposed renovations. He added while it is not a complete tear down and start over, he said he doesn't know if Caddo will be able to meet everything in Phase I of the project. Dr. Goree did explain that Finance worked with Operations and Academics and all went out on separate site visits, came back together to arrive at the recommendation presented. Mr. White also explained that the timeline would be to begin as soon as classes are dismissed for summer and complete the project prior to school starting, and Dr. Goree reiterated the importance of having this facility in place when school starts. Mr. Riall asked if he understands correctly that the budgeted amount is an estimate, and Mr. White stated that is correct. Dr. Goree added that he believes the estimates reflect the District being able to finish under the budget but we must hold the money in the event we could not. Staff also looked at available grant dollars and costs that could possibly be paid from grant dollars. Mr. Riall added that he is not against doing this for North Caddo, but he knows that this amount is approximately 5% of the capital projects budget. Dr. Goree added that because the school is 45 minutes away, it is a special situation and sometimes staff must look at these situations and possibly spend more because of the location. Mr. Rachal asked if this is a change from what the Board looked at last month, and Mr. White said it is since last month

staff was looking to stripping everything down to the concrete floor and the steel structure, replacing everything from there. With this proposal, Mr. White stated staff believes we can save the exterior wall skin and looking at alternatives in properly venting the structure and improve the overall structure. Some things will need to be done to bring the building up to code, i.e. ventilation systems for the motors running inside the building as well as the welding systems. Some grants have been identified that will help pay for some of the equipment and in utilizing part of the structure that was originally going to be removed, the cost has been reduced significantly. Mr. Rachal noted the original cost brought forward on this project of \$900,000 and another phase that could cost another \$1 million. Mr. White agreed and that much of the interior equipment, i.e. welding machines, automotive equipment, is now being addressed with grants, saving the exterior skin and looking at pinching every penny possible, but in using alternate pricing and up to three alternates, he believes we can take this project further and do everything in one phase. Mr. Rachal asked about the other solutions considered, and Mr. White explained that staff looked at (1) possibility of obtaining property in the area of North Caddo High School, but nothing was suitable or met the price range; and (2) possibility of using facilities that the District owns, i.e. Oil City gymnasium and cafeteria, but transportation is a problem as well as the fact that the campus is on the register of historical places prohibiting any modification to the outside structure. Dr. Goree noted a concern in the process of placing a school on a national registry since this can actually cripple you in doing something that needs to be done. Mrs. Brown asked Mr. White about the life of this facility and Mr. White said with the proposed renovations and continued renovations required on any structure, he believes it is well beyond a 20-year period. At this time the only thing that has failed in the structure is some rust in the bottom 12 inches of the structure. She also asked about the projected student enrollment at this particular site, and Mr. White responded that Academics is the area that can provide a more accurate number. Mr. Mainiero said at this time students are turned away and directed to other pathways.

Consideration of Returning Huntington High School to a True High School with Grades 9-12.

Mrs. Bell stated that it is hers and the District 12 constituents desire to return Huntington High School to a true high school (Grades 9-12) and asked for the Board's support in making this possible. She said students were moved and it was made a middle school from 2013-2017 because of the budget and attendance, but it did not work. She further stated that the middle school scores (7th and 8th grades) but the Huntington High School issues at the time when these students were moved there included Huntington's SPS for 2016-17 will be a 64 C if not separated from the middle school. Middle School scores were figured in the high school scores, and for the past 6 years the middle school scores have influenced the overall score negatively, while the high school is 70% of the overall scores and converting the middle is 30% thus the instructional focus for administration is placed on the high school. Due to the critical aspects of graduation, 50% of the high school SPS, the middle school students in 7-12 configuration sometimes lose their identity. She further stated that Huntington Middle School has been failing for the past 5 years, and she believes if it is to be successful as a stand-alone middle school it will need all the resources that struggling schools receive. Even though Huntington has done a great job of keeping the middle school students separate from the high school students, Mrs. Bell said that after-school programs run together and this can become a safety issue because of staff shortage. Mrs. Bell also shared the positive for K-8 configured school. Mrs. Bell said she will be looking for a K-8 school and a high school. Mrs. Bell asked the Superintendent and staff to research this request and present a report to her and the Board in February. Mrs. Locke announced that it will not be an agenda item for December.

Mrs. Bell moved, seconded by Mr. Riall, to establish the proposed agenda and consent agenda (Items 8.01-8.06, 8.08-8.09, 8.11 and 13.01 (students JA, NF, and JR) for the December 19, 2017 CPSB meeting with items 7.03 and 8.08 being removed. Vote on the motion carried.

ANNOUNCEMENTS

Ms. Trammel thanked staff for addressing a transportation issue on Friday. She also recognized Woodlawn for making it to the third round of playoffs, and if staff can make sure that both these teams celebrate together.

Mr. Riall recognized Northwood High School for making it to the quarter finals in 4A this year.

Mrs. Bell announced that she and Lavada Palms will host their annual Party with a Purpose on Thursday, December 7th with a goal of \$6,000 this year.

Miss Green asked Dr. Goree to provide her with a dollar amount on what has been spent on the technology in the Board Room.

Mrs. Locke announced that she and Dr. Goree were guests of Red River United at the Louisiana Federation of Teachers State Convention and they received an award on behalf of the Board. She expressed her appreciation to Mrs. Lansdale for this recognition.

ADJOURN

Mr. Riall moved, seconded by Mrs. Bell, to adjourn. Vote on the motion to adjourn carried and the meeting adjourned at approximately 7:10 p.m.

CPSB Insurance and Finance Committee Meeting - Tuesday, December 5, 2017, 3:00 p.m.

Members present - Chair Dottie Bell, Susannah Poljak, Mary Trammel and Raymond Green. Larry Ramsey was absent. Also present were Superintendent Lamar Goree, Attorney Reggie Abrams, Board members Steve Riall, Jasmine Green, Margaret Brown, Dr. Bonita Douzart, Denee' Locke, Barry Rachal, and John Albritton. Staff Members present were James Woolfolk, Lisa Lloyd, Jim Lee, Jeff Chitwood, Keith Burton, Diane Atkins, Mary Nash-Wood and Steve White.

Mrs. Bell called the meeting to order at approximately 3:08 p.m. Mr. Rachal led the invocation and Pledge.

Establish the Agenda as Submitted. On motion by Mary Trammel, second by Raymond Green, the committee established the agenda as submitted.

Confirm the Agenda. On motion by Mary Trammel, second by Raymond Green, the agenda was confirmed as presented.

Update on Opportunity Caddo. Lisa Lloyd, director of purchasing, shared with the committee and all present a brief history on the establishment of the Opportunity Caddo Program in 2004, the program's successes, ways to improve and grow the program, including the defined targeted audience, the goals and objectives, initiatives to support the program and numbers highlighting the program's progress. Mrs. Lloyd also defined small and economically disadvantaged businesses, highlighted opportunities beyond what Caddo provides, including training and education provided through local partnerships. She reported that in 2016 purchases through the General Fund, capital projects, child nutrition, Title I, Title II, et.al, totaled \$54,443,600, and of that \$54 million, \$50,787,300 was offered to the public by some type of solicitation. She further explained the procedures established by State Statute relative to how money put out for solicitation is awarded, i.e. rules on how we must advertise, evaluate and award; with Louisiana being a low-bid state. Mrs. Lloyd also reported that \$50 million was spent on large ticket items, i.e. textbooks, iPads and equipment. She also reported on \$3.6 million spent on items that cannot be competitively bid, i.e. software, copywriting materials, student assessments, etc. In 2016-17, Caddo spent over \$3 million with 20 vendors, one only once and others repetitively. She highlighted challenges faced, i.e. finding eligible new businesses that would like to participate in the Opportunity Caddo program and have the capacity to meet Caddo's needs. With 900 vendors in Caddo's system, staff continues to look at prospective businesses to add to the list and grow the program. Relative to the discretionary funds in capital projects (projects under \$150,000), she reported that 41% of this amount was awarded to Opportunity Caddo vendors.

Staff responded to questions by the committee members first and then additional board members present with the main concern being expanding the program to include more minority vendors, partnerships, timeline for bidding items, history of cutting the Fair Share position and moving the Opportunity Caddo function to Purchasing, requirements for contractors to at a minimum solicit minority subcontractors, criteria in selecting contractors for projects under \$150,000, formulas used to determine companies qualifying as economically disadvantaged, possibility of conducting a seminar for all vendors and potential vendors, and having a designated staff person in Purchasing to address all questions relative to Opportunity Caddo.

Workers' Compensation TPA Renewal. Jim Lee shared a brief history of once having an in-house staff person to manage workers' compensation; and when that person retired, a decision was made not to fill that position and to put it out for bid, which is how the current provider was selected. He reported it has been out for one renewal and this is the second. Mr. Lee explained that he talked with Mr. Chitwood about beginning to put this out for renewal following this renewal (which is for three years). This decision was made following the fact that legislative auditors have asked if we are sure we are getting the best deal (even though a service does not require going out for a bid). He further stated that it is staff's plan after this renewal to do a RFQ (request for quote) or at minimum get informal quotes from various companies.

Adjourn. On motion by Mr. Green, second by Ms. Trammel, the meeting adjourned at approximately 4:00 p.m.

December 5, 2017
CPSB Special Session

Members present: Steve Riall, Jasmine Green, Margaret A Brown, Susannah Poljak, Bonita Douzart, Mary Trammel, Raymond E Green, Denee Locke, Barry F Rachal, John L Albritton, and Dottie Bell. Also present were Dr. T. Lamar Goree and Attorney Reginald Abrams.

President Locke called the meeting to order at approximately 4:35 p.m. Mrs. Bell led the invocation and Pledge of Allegiance.

PERSONNEL RECOMMENDATIONS

On motion by Mr. Rachal, second by Ms. Trammel, the board approved the personnel recommendation as recommended by the Superintendent and submitted in the electronic mailout.

ADJOURN

On motion by Mrs. Bell, second by Ms. Trammel, the special meeting adjourned at approximately 4:47 p.m.

T. Lamar Goree, Ph.D., Secretary

Denee' Locke, President

December 12, 2017
CPSB Executive Committee Meeting with Employees

Members present: Denee Locke, Dottie Bell, Steve Riall. Also present were Board members Jasmine Green, Susannah Poljak, Raymond Green, Barry Rachal. Also present was Attorney Reggie Abrams.

President Locke called the meeting to order at approximately 6:00 p.m. Mrs. Bell led the invocation and Pledge of Allegiance.

President Locke announced that the special session was scheduled in accordance with policy to allow employees to share their concerns and suggestions with the Executive Committee. She further stated that Board policy does not allow for the Board members to respond or have dialogue in this meeting; however, the Board's secretary will record employees' comments and concerns and she (Board President) will meet with the Superintendent to discuss them.

Karen Rothell, counselor, stated that approximately 80% of school counselors' time is spent doing clerical/secretarial duties rather than addressing the academic success of students and asked that this be addressed so counselors can do their jobs.

Shelia Clark, bus driver, addressed the unfair treatment of bus drivers including not being updated/informed of changes in the laws that affect them, unfair punishment, being docked for accidents on first offense rather than a progressive discipline.

Stacey Ulve, teacher, addressed the Board on low morale among staff at schools, no changes made despite reporting of unfair treatments, faculty meetings beginning with threats and comments daily of "your people vs. my people", demeaning language from the administrative staff, health problems from the stress, reasons why students are removed from the classroom missing instructional time (i.e. no vest, losing ID, not having \$1 to replace ID, etc.); teachers forced to be at the school at 7 a.m. and school doesn't start until 8:00, loss of instructional time based on administrative decisions, and six certified teachers have left based on comments and active aggression toward staff.. Please consider their input when making decisions to staff schools in the future.

Judith Tipton, teacher, shared that she retired from Texas schools and is in her 2nd year in Caddo. She has seen low morale of teachers based on unnecessary intimidation and bullying not only by students but by administrators as well. Other concerns include being required to report on Sunday, limited resources, loss of incentives because counselors mishandled paperwork, and decisions made based on favoritism.

Shelley Rogers, bus driver, addressed the frustration of not being able to receive information in Transportation when there are 6 secretaries in the department yet if the person is not in that has the information needed, no one else can provide that information. She would like to see cross training in the department so information is available when needed/requested. She also addressed the problem with routes and exchanges that have not been put into the system and the need for this to be done in a more timely fashion. This is a problem not only for the drivers, but for sub drivers as well. There also is a lack of support from administration at schools when students are written up for behavior problems on buses yet nothing is done and students are immediately put back on the bus.

Ruby Cooper, bus driver, addressed unfair suspension of drivers, i.e. 10-week suspension for failure to put stop arms down and can there not be some type of progression in the discipline beginning with a warning.

Dan Neumeister, bus driver, shared a list of Transportation issues in the form of a resolution that included serious disrepair of buses, repair requests ignored, unfair bumping practices, aggressiveness in punishment/discipline, administration in Transportation not held to same standards as drivers, not being paid for all work done, subs advised they will be hired as full time drivers in 6 months, but it doesn't happen; treated/talked to disrespectfully.

Margaret Poindexter, bus driver, addressed bus drivers being treated disrespectfully, i.e. take buses in for repairs/problems and they are talked down to, no help from the department or schools when disruptive students on the bus are written up yet never removed or disciplined.

Jon Glover asked that when conversations take place regarding outsourcing that ample notice be given so employees can attend committee meetings and provide input.

Patricia Goss, bus driver, stated drivers have shared concerns about how administration treats them but nothing has been done, as well as working in substandard conditions, cruise control removed from buses, not being paid for more than 15 hours, per diem pay.

JoAnn Stevenson, bus driver, stated her responsibility for the safety of all the children on her bus, but asked about her safety when sometimes facing threatening behaviors of some parents, as well as how she is received when she reports this behavior.

Lavette Carter, bus driver, stated that Caddo needs bus drivers; however situations arise where she finds herself unappreciated and disrespected and never having a positive conversation. She is mindful of her duties as a bus driver and can be trusted to do what is required of her and treat others with respect.

Leola Scott, bus driver, stated they do not feel like anyone has done anything to address their concerns and requests for help made at the last employee meeting since administration continues to tell them if they don't do something asked, they will be reprimanded. They continue to feel disrespected and this is the same issue brought to the executive committee last time. Being the lowest paid, it is unfair when disciplined that they receive no warning, but are removed from their job. She asked the Board what will be done and what will change because bus drivers are leaving to drive for Sportran, taxis, etc., students who cause problems on the bus are not addressed when written up.

There being no additional speakers, Mrs. Bell moved, seconded by Mr. Riall to adjourn and the meeting adjourned at approximately 6:54 p.m.

December 19, 2017

Members present: Steve Riall, Jasmine Green, Margaret A Brown, Susannah Poljak, Bonita Douzart, Mary Trammel, Raymond E Green, Denee Locke, John L Albritton, Dottie Bell. Board members Barry Rachal and Larry Ramsey were absent.

President Denee' Locke called the meeting of the Caddo Parish School Board to order at approximately 4:30 p.m. Mrs. Bell led the invocation and Pledge of Allegiance.

CONSIDERATION OF MINUTES

Mrs. Bell moved, seconded by Ms. Trammel, to approve the minutes of the November 14, 2017, December 5, 2017, and December 12, 2017 CPSB meetings as submitted. Vote on the motion carried unanimously.

PRESENTATIONS AND RECOGNITIONS

Mary Nash-Wood, director of Communications and Strategic Initiatives, recognized the following and the Board President and Superintendent presented a certificate to each recognizing their achievement(s). Family members, friends and administrators present were also recognized.

Eden Gardens Elementary Choir. The Eden Gardens Fundamental Elementary Choir shared several musical numbers highlighting the Holiday Season. Jerry Maiden, music teacher, Coleen Wray, Janet Stevens and Principal Sydney Allen were also recognized.

Party with a Purpose. Dottie Bell shared with everyone the history of Party with a Purpose started by she and Lavada Palms 11 years ago and announced their excitement to this year present to the Homeless Department a check for \$4,000 to help provide Christmas for Caddo's homeless students and their families. Pittre Walker, homeless coordinator, was recognized for her continued work to meet needs of the homeless population in Caddo's schools.

2017 Louisiana All State Choir. The following Caddo Magnet High School students were recognized for being selected as winners to perform with the Louisiana All State Mixed Choir: Dartagnan Bennett, Adam Born, Sarah Lord, James Sohn, and Natalie Weaver. Students selected as winners to perform with the Women's Chorale are: Zuriel Cooper, Amber DeFatta, Chondra Jefferson, Kyla Kiel, Rachel Medina and Mia Trundle.

2017 Christmas in Roseland Winners. The following were recognized as winners in the Christmas cards to the community program at Christmas in Roseland: (1) Fairfield Elementary Magnet, 3rd Place, Emily Berg, art teacher; and (2) Mooringsport Elementary, 2nd Place, Leslie Snow, art teacher, in the elementary division. Middle School Division winners are (1) Youree Drive Middle, 2nd place, Patricia Mason-Powell, art teacher; and (2) Caddo Middle Magnet, 1st place, Eric Sitton, art teacher. Caddo High School Division winner is (1) North Caddo High, 2nd place, Leah Freeman, art teacher; and the Best of Show Winner is Youree Drive Middle School.

Annual Greening of the Louisiana State Exhibit Museum. Third grade students at the following Caddo schools were recognized for ornaments created to hang on the Christmas trees in the rotunda of the Louisiana State Exhibit Museum: (1) Fairfield Elementary, 4th place, \$50; (2) Eden Gardens Magnet, 3rd place, \$75; (3) A. C. Steere, 2nd place, \$100; and (4) North Highlands Elementary, 1st place, \$150.

2017 Tenured Teachers. Mary Wood stated that tenured in Louisiana changed in 2012 when teachers must receive a highly effective evaluation for five consecutive years to gain tenured status. The following 37 teachers in Caddo were recognized as having earned this prestigious title: Shannon Southwell, Arthur Circle; Stephanie Young, Atkins Elementary; Christine Eakin, Lenora Linder and Amanda

Viola, Blanchard Elementary; Stephen Goebel, Monica Speyrer and James Willett, Byrd High; Thomas Evans, Caddo Career & Technology Center; Paul Redding, Caddo Heights; Carolyn Britt, Eunhee Choi and Marti Strother, Caddo Middle Magnet; Jason McInnis and Michael Scott, Captain Shreve High; Yakima Ball, Cherokee Park; Jerry Maiden, Eden Gardens Elementary Magnet; Carol Alford and Lauren Amato, Fairfield Elementary; Linda Scarbrough, Mooringsport Elementary; Carlene Mudd, North Caddo E/M; James Gatlin, Northwood High; Kay Blount, Tara Hooper, Mary Kreamer and Janet McCrevan, South Highlands Magnet; Myra Bouquet, Jennifer Crager and Arden Kennedy of Special Ed Center; Cindy Thomas, Staff Development; Krystal Nuss and Susan Poole, Stoner Hill Laboratory; Christopher Tell, Summerfield Elementary; Brittany Nelson, University Elementary; Tori Bray and Taryn Delatte, Walnut Hill E/M; and Amy Harper, Youree Drive Middle School.

Newly Appointed Administrators. Al Graham, director of classified personnel, introduced Donald Allen, newly appointed finance budgetary supervisor.

VISITORS

The following persons addressed the Board on matters of concern: Jon Glover, Jackie Lansdale, Bobby Edwards, Wanda Easter, Dawn Jordan, Annette Simmons, and Maxine Davis.

ESTABLISH THE AGENDA AND PROPOSED CONSENT AGENDA

Superintendent Goree presented items for the Board's consideration. *Mrs. Bell moved, seconded by Ms. Trammel, to establish the agenda and consent agenda for the December 19, 2017 CPSB meeting as presented. Vote on the motion carried.*

CONFIRM THE CONSENT AGENDA

Mrs. Poljak moved, seconded by Ms. Trammel, to confirm the consent agenda (Items 6.02-6.04, 7.01-7.02, 8.01-8.11 (8.05 recommendation changed to one-year renewal), 13.01 (students JA, NF and JR) and 13.02) as presented. Vote on the motion carried. The following is a summary of the Board's action on the consent agenda items.

6:02 Requests for Leaves. The Board approved the requests for leaves as recommended by the Superintendent and submitted in the electronic mailout.

6.03 Personnel Transactions Reports – Resignations. The Board approved the personnel transactions reports (resignations) for October and November, 2017, as recommended by staff and submitted in the electronic mailout.

6.04 Consideration of Request to Waive Repayment of medical sabbatical. The Board approved the request to waive repayment of medical sabbatical as submitted in the electronic mailout.

7.01 Purchasing Bids. The Board approved the following bid as recommended by staff and submitted in the electronic mailout on the bid tabulation sheet: (1) Ross Bus Sales & Equipment for 11 refurbished buses totaling \$724,500 over five years, Bid No. 07B-18; and (2) for staff to rebid CPSB Bid 08B-18 Bus Engines.

7.02 Consideration of Bid for Lease of MJ Moore. The Board approved the bid of ALEMap for the lease of the MJ Moore School property as recommended by staff and submitted in the electronic mailout on the bid tabulation sheet.

8.01 Property/Bus Rental Requests. The Board approved the requests for use of property/buses as recommended by staff and submitted in the electronic mailout.

8.02 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 electronic mailout.

8.03 Consideration of Revisions to CPSB Policies EB, GAMA, JCDA and KF.

The Board approved proposed revisions to CPSB Policies EB, GAMA, JCDA and KF as recommended by staff and submitted in the electronic mailout.

8.04 Consideration of Proposed School Calendar for 2018-19 SY. The Board approved the proposed school calendar for the 2018-19 school year as submitted in the electronic mailout.

8.05 Workers' Compensation TPA Renewal. The Board approved the proposed one-year renewal for Workers' Compensation TPA as recommended by the superintendent and submitted in the electronic mailout.

8.06 Authorization for Salvage Sale. The Board authorized staff to salvage equipment and supplies from the Caddo Career & Technology Center in accordance with policy.

8.07 Consideration of Capital Projects - North Caddo Auto and Welding Shop. The Board approved capital project "North Caddo High roof and exterior walls at Welding & Auto Shop Building", with LeBlanc & Young as the architects at an estimated cost of \$900,000 as recommended by staff and submitted in the electronic mailout.

8.08 Consideration of AEP SWEPCO's Request for Easement and Right of Way Agreement. The Board approved AEP Swepco's request for an easement and right of way agreement along Linwood Avenue adjacent to Linwood Middle School as recommended by staff and submitted in the electronic mailout.

8.09 Consideration of Mental Health Agreements/Contracts. The Board approved mental health interagency agreements and contracts as recommended by staff and submitted in the electronic mailout.

8.10 Consideration of City of Shreveport Right of Entry Agreement. The Board approved the City of Shreveport's request for a right of entry agreement as recommended by staff and submitted in the electronic mailout.

8.11 Consideration of Superintendent's 2017-18 Goals and Objectives. The Board approved the Superintendent's Goals for the 2017-2018 school year as submitted in the electronic mailout.

13.01 Student Readmission Appeal Hearings. The Board approved readmission appeals for students JA, NF and JR as recommended by staff and submitted in the electronic mailout and whose parents are in agreement.

13.02 Update on Kimberly Hall v. Hallmark, et al, Docket #596,144-B, 1st Judicial District Court, Caddo Parish, LA. The Board authorized administration to resolve matter up to the amount recommended by legal counsel.

ELECTION OF 2018 OFFICERS

Mrs. Bell moved, seconded by Ms. Trammel, that the following slate of officers be approved for 2018: Steve Riall, President; Mary Trammel, 1st Vice President; and Barry Rachal, 2nd Vice President. Vote on the proposed slate for 2018 officers carried.

Mrs. Locke announced that Mr. Rachal did contact Board Attorney Abrams to say that if nominated to serve as an officer, he would accept that nomination.

APPROVAL OF USE OF PRESIDENT'S FACSIMILE SIGNATURE

Mrs. Bell moved, seconded by Ms. Trammel, to approve the use of the President's facsimile signature. Vote on the motion carried.

ANNOUNCEMENTS

Mrs. Brown announced that Board members will receive an invitation to the Open House of the renovated SPAR building in her area. Upon contacting City Councilman Bradford regarding the children in District 3 needing a place to play, this building was renovated and providing for a place in District 3.

Mrs. Bell thanked her colleagues for helping bless the homeless students in Caddo and wished everyone a Merry Christmas and Happy New Year.

Mr. Riall thanked the Board for the progress made during 2017, and the Superintendent and staff for their efforts in making this possible.

Miss Green inquired about a response to her request regarding the cost for the new equipment in the board room.

Ms. Trammel announced that on Wednesday, December 20th from 12 noon to 6 p.m. at 8200 St. Vincent Avenue, clothing, appliances, and other household needs will be provided to families in need.

Mr. Green stated he believes the employee meeting with the executive committee to address their concerns was very well received by the employees and hopes the concerns expressed will be addressed wherever possible.

Mrs. Locke expressed Christmas wishes to the Board and staff and agreed that many things were accomplished during 2017 for which everyone should be proud. She expressed appreciation for the opportunity to serve as president during 2017 and she looks forward to the coming year.

EXECUTIVE SESSION

Student Readmission Appeal Hearings. *Mrs. Poljak moved, seconded by Mrs. Bell, to go into executive session for 15 minutes for the purpose of a student readmission appeal. Vote on the motion carried and the Board went into executive session at approximately 5:53 p.m. The Board reconvened in open session at approximately 6:25 p.m. Mr. Riall moved, seconded by Ms. Trammel, to uphold staff's decision and that student EC resubmit an appeal at the end of May for readmission in a neighborhood school. Vote on the motion carried with Mrs. Bell abstaining.*

Adjournment. *Mr. Riall moved, seconded by Ms. Trammel to adjourn. Vote on the motion to adjourn carried and the meeting adjourned at approximately 6:28 p.m.*

T. Lamar Goree, Ph.D., Secretary

Denee' Locke, President

January 9, 2018
CPSB Executive Committee Meeting

Members present: Steve Riall, Mary Trammel, and Barry F Rachal. Also present were Jasmine Green, Margaret Brown, Susannah Poljak, Dr. Bonita Douzart, Raymond Green, John Albritton and Dottie Bell. Superintendent Lamar Goree and Attorney Reggie Abrams were also present. Steve Riall led the prayer and Pledge of Allegiance.

PRESENTATIONS

State of the District: Superintendent Goree shared his annual State of the District which included 2017 highlights and 2018 opportunities. He reported that Caddo currently has 12 National Blue Ribbon schools with three having received this honor twice which is the highest honor a school can receive. Also, he added that he received a call yesterday that Caddo Parish Magnet High School is being nominated for a National Blue Ribbon this year because of their high performance. He stated that it is also exciting that since its inception the Caddo District has led this region in students qualifying for National Merit Semi-finalists, Finalists and winners and this year we have identified 10 students that qualify for the National Merit Program. AdvancEd Accreditation was achieved and this is done by taking International Standards and measuring the performance of our curriculum and instruction against those standards. Dr. Goree stated that Caddo is also the home of five teachers who are Milken Educator Award winners, and it has three students who have scored perfect on their ACT. At this time, Caddo numbers include approximately 40,000 students, 5500 employees, 58 schools, 4 charter schools and alternative program. With the consolidation of four campuses over the past three years which happens in a District when a decline in population is seen.

The 2017 highlights included the launching of Caddo's early college high school program at Booker T. Washington and Woodlawn High Schools in partnership with Southern University allowing students with opportunities to leave high school with associate degrees, implementation of full TAP models in all Zone schools, partnering with DMG (District Management Group) to maximize budget efficiencies, the statewide leader of AP Capstone schools (AP premier research classes), and offering Swim for Life water safety to all Caddo 2nd graders in partnership with the local YMCA.

Dr. Goree also shared with the Board the following division highlights and opportunities:

Academic Division - District performance score increased to 78, highest since implementation of more rigorous state assessments; 11 schools increased their SPS by a letter grade; no high schools rated "F"; ACT performance improved to above state average; continued increase in access to AP coursework and doubled students earning 3 points or better on the AP test; increased percentage of seniors advancing directly to 4-year universities upon graduation; increased the number of students in A schools by 35 percent; decreased in the number of students in F schools by 30 percent; and majority of students (54%) are currently in A, B or C rated schools. Academic Opportunities include the new state accountability guidelines and standards, growth in end of year student growth assessments, TAP implementation to drive achievement, increase the enrollment in innovative opportunities such as virtual learning, and continued evaluation of specialty programs and components.

Finance Division - Reallocation of existing funds to support a 5% pay raise for all employees, implementation of an incentive pay plan to recognize and reward educators for efforts, recognized for the 28th straight year for Excellence in Financial Reporting; and maintained AA-bond rating by Standard and Poors. Finance Division Opportunities include addressing the large impact operating small schools (less than 300 students) has on the district budget, working to reduce operating expenses in order to ensure long-term stability, and the increasing retirement and healthcare costs in the budget.

Human Resources Division - Increased success in hiring and retaining teachers, added recruiting opportunities, and implemented new districtwide teacher evaluation rubric utilizing principles of TAP. HR Opportunities include return of VAM (Value Added Model) into the evaluation model, recruitment and retention continue to be an overarching priority, and the employment of retirement-eligible staff and the need for cross-training.

Operations Division - Continuation of rightsizing efforts with consolidations and successful opening of Fair Park MS, beginning of energy conservation partnership with Centergistic, and increase in student breakfast and lunch participation with CEP feeding program. Operations Opportunities include address the operation of numerous aging facilities with limited available resources, i.e. capital projects and maintenance funds; continue to repurpose off-line facilities, strategic review of demographic data, increase in fuel costs in 2018, aging bus

fleet, need for additional bus drivers, and need for additional assessment-ready technology in classrooms across the district.

Communications and Marketing Division - Continued strengthening of community partnerships with increased outreach and volunteer opportunities, continued work with the District magazine and expanding Caddo's impact, and building a greater collaboration with local media outlets to assure the best information is put out to the community.

In summary, Dr. Goree stated that in 2018 high academic standards coupled with fiscal responsibility, and strategic management in addressing efficiencies and analyzing enrollments will be key in the future, and he believes Caddo's schools are improving as a result of the continued strategic thinking and hard work by the Board, teachers and staff, and "the best is yet to come".

Mrs. Brown commended Dr. Goree for this report and asked that staff continue to look at available grants for additional funding for District programs. Dr. Goree commended Ellyn McKinney and her team for their efforts in this responsibility and referenced several secured grant opportunities.

Mr. Rachal commended the superintendent for this report and asked about the number of employees in Caddo with over 30 years, and the success over the past 3 years in addressing the need to consolidate and close schools. He asked if he understands correctly that staff looks at coming forth for additional consolidation/closures. Dr. Goree expressed the need for a strategic plan from an innovation and a quality of education perspective in moving forward and addressing the possible need for any future closures/consolidations. He also noted the reality that where you see a decline in population, the need for seats does change. In moving forward studying the demographic data and where students need to be in school as well as what schools will increase in population, and going through the long-range planning process, determine where we go as a School System in the future will be key in bringing something back to the Board.

Mrs. Poljak asked for clarification on how VAM will work for the A schools since the criticism has been if students are at the 99 percentile there is not room for growth. Dr. Goree stated that this was the main thing addressed by the State and he believes it relates to "hold harmless" and the point where students are that high you cannot expect them to be higher, but the VAM issue came about in the higher performing schools and that teachers state a student came to their class in a high percentile. Also, it is important that professional support should be provided to teachers teaching high achieving students and how to push these students further and that 100 is not as far as a student can reach. He added that when students have the highest ACT scores and National Merit and Semi-finalists winners, they are being pushed further. Mrs. Poljak also asked about smaller schools and the confusion that small schools have small classes and the larger schools have larger classes, but it does not mean the larger schools cannot offer the individual attention to students. Dr. Goree stated that research will show that unless a class is as small as 12 students, there is not true impact on performance; and that in his study everything pointed to building strong, lasting relationships for better performance and less turnover.

Miss Green asked about school closures and if this is something coming to the Board soon, and Dr. Goree stated there are no plans to bring any additional school closures this school year but that staff will continue to monitor enrollments and efficiencies to determine the need for right-sizing schools.

Ms. Trammel thanked the staff for the recruiting efforts and programs in effect and noted new teachers that she met who have started with the second semester. She noted her understanding that the comments made regarding school closures and/or consolidations is not something that will be coming to the Board in the near future; but, when these conversations do begin to remember the number of small schools and why those schools are small and to follow a protocol when addressing this issue, remembering that decisions made are to do what is best for children and not to please adults.

Mrs. Bell noted the good report and stated that for the past two weeks she has been busy recruiting and also in staff's efforts to monitor enrollments of the growth in the Greenwood area. Referencing the chart and percentages, Mrs. Bell stated the perception of the community that everyone in the community is failing with an "F" school which is incorrect. She is appreciative that staff is monitoring this closely. Dr. Goree reiterated the statistic in the presentation of the 35% increase in students attending the "A" schools as well as a 30% decrease in students attending "F" schools, and he believes this is moving in the right direction. He encouraged the Board that as they meet those with non-education degrees, to ask

them to call Human Resources and/or Professional Development because Caddo's CTA program is ready to receive them to help our students. Also, regarding the demographic information, this is what the demographers do - look at changes in population, where they are moving, etc. Mrs. Bell also referenced the matter of transportation when students are moved from one school to another and the cost associated with transporting students outside their neighborhood.

Mr. Green expressed appreciation to the Superintendent and his efforts in addressing issues such as population shifts, aging communities and low birth rates which continues to create challenges for the District. He believes there needs to be something done so that everyone wants to stay in a community for a life time and then would not have to address these type issues.

Mrs. Brown asked that the Board encourage and/or direct the superintendent to assign a staff person to serve as the lead staff or buffer during the meetings to expedite time spent managing the new system and to assist Board members with communicating so meetings are conducted in a timely manner. Mr. Riall asked that this be presented under announcements. Mr. Green stated his support of Mrs. Brown's comments and asked that this be placed on next month's agenda.

ESTABLISH THE AGENDA AND PROPOSED CONSENT AGENDA FOR THE JANUARY 16, 2018 CPSB MEETING

Dr. Goree highlighted items for the Board's consideration at the January 16, 2018 CPSB meeting and the following discussion ensued.

Bids. Mr. Rachal inquired about the life expectancy on rebuilt buses' engines, and Mrs. Lloyd responded that these engines are not necessarily new engines but are rebuilt engines and the life expectancy for the engine does not change, but is still 25 years, which is the life expectancy of a bus. Virgin Rachal further explained that by law a bus's life expectancy is 25 years, and if you have a bus that is 15 years old it may be possible to replace the engine which is more cost effective than buying a new bus.

Renewal of Magnolia Charter. At the Superintendent's request, Diane Atkins and Mary Nash-Wood to share information on where the District is in the renewal of the Magnolia Charter. Mrs. Atkins stated that on November 17, 2017 the Magnolia School of Excellence Type 1 Charter submitted a request to renew the Type 1 charter as outlined in state statute. She said Magnolia was granted approval by the Caddo Parish School Board in February 2012 and the school (grades k-5) opened in the fall of 2013. On February 5, 2016, the Board granted Magnolia's request to become a k-12 and they have approximately 1200 students, 722 of which are in grades k-5 where the Charter application approval was given. She reported that the Shreveport Charter Foundation is requesting to renew on the original contract (k-5), and in the process of the five-year review outlined in the contract with the Shreveport Charter Foundation, the Caddo Parish School Board staff (Academic Department) conducted two audits. In these audits it was noted that since February 2017, Magnolia has made some improvements and the following strengths noted: they are now using what Caddo uses (Tier 1 curricula in all core areas and monitoring the implementation), they are using Eureka Math, Core Knowledge and Guide Books for ELA, teachers are using curricula resources as intended, time is allotted for intervention and small group reading in all grades, teachers are supported through a multitude of resources. Areas Caddo is suggesting for growth from the audit include curriculum implementation, being more proactive to anticipate student classroom needs and move faster through the strategic planning and implementation of the new Math and ELA. Mrs. Atkins reported that while a 70-minute intervention time is being used, staff has a concern that the interventions are computer driven. One high leverage step is to utilize intervention time with directly aligned interventions using to the Tier 1 curriculum, and this cannot be done using a computer. Their data system use is showing major gains and showing the alignment of data to state standards; however Caddo would like to see them implement Leap 360, DIBELS, and reducing non-aligned assessments which will continue to assist teachers in having data to drive their planning. The financial review was strong with noting of only one financial concern which is the increased annual cost of leasing their facility; however, their board has operated within its budget each year. Training and oversight documentation for the Shreveport Charter Foundation Board must be completed and affirmed each year.

Mrs. Atkins stated it is the committee's recommendation that the Board will approve the renewal of Magnolia's Charter for a three-year period with conditions outlined in the contract. These conditions include (1) restructure the innovation process for greater academic impact, place student grades in the District student information system the same as attendance and discipline,

and Caddo will conduct academic audits each year to assess strengths and areas for improvement, and to comply with the financial request noted by Caddo's Chief Financial Officer.

Mrs. Bell asked if Magnolia is under the same formula and guidelines as the non-charter schools, and Mrs. Atkins confirmed they are under the same accountability guidelines. Mrs. Bell asked if going from a D to an F school, must they show improvement the same as Caddo schools, and Mrs. Atkins stated this is the first year Magnolia has received an "F" rating and they are under the same guidelines as Caddo. Dr. Goree added that in speaking about the same standards, Magnolia does qualify under the guidelines whereby for the state to come in and take over, they would have an "F" rating for more than one year (4th year) before state takeover. Mrs. Bell asked how often does the Board meet and representatives responded they meet once a month. Mrs. Bell stated that in her study of this request, she is concerned about the financials and her concern that Magnolia receives approximately \$10,000 a year per student versus the \$5,400 that Caddo receives per student from the state and the remainder is from tax dollars. Mrs. Bell noted the fact that the lease is taking the majority of Magnolia's money and her concern that this is increasing each year and less and less money is being used for the children. Mr. Lee clarified that the \$30 million is the total amount of debt on the lease for Magnolia and they actually pay about \$2 million annually.

Miss Green asked for clarification on what Magnolia is doing different than Caddo since Magnolia's request for a charter was to offer parents options. Dr. Goree stated that the original application before his tenure began as superintendent was to open a traditional school so it wasn't the intent of the Board that the school have any specific, unique qualifications. Kim Derrick explained that they hold two days of after school tutoring, Saturday tutoring beginning in January, they will begin to put in students' grades along with attendance and discipline, 70-minutes of RTI in 4th and 5th grade, and 55 minutes of RTI in k-3, use of some computer-based programs as well as small student groups for RTI with the teacher. Miss Green stated that before Dr. Goree came to Caddo, Magnolia came to Caddo with the idea of giving students a choice; and when she hears this, she thinks they want to offer something different than what Caddo is offering. She asked if in saying that Magnolia wanted to open a traditional school, she does not believe that is how it was advertised, so she asked the attorney what will happen if the Board does not renew the contract. Mr. Abrams explained that the Board must follow the guidelines expressed to Magnolia as far as the renewal of the contract; so the question would be "Is Caddo following its own guidelines as to the renewal?" If the Board decides it will not renew the contract, the contract and the school would end unless they went to BESE and BESE made the decision to authorize their charter. Miss Green asked if the Board does not approve the renewal does it mean there is no k-5 or k-6, and Mr. Abrams explained there would be no Magnolia Charter School authorized under the Caddo Parish Public Schools.

Dr. Douzart stated that regarding the finances for training of Magnolia teachers, and Diane Atkins explained that because Magnolia is under Caddo as a Type 1 Charter, they have access to Caddo's professional development opportunities and they also participated in the new teacher orientation with professional development being on-going which is one of the recommendations of the academic audit in 2017. Miss Green asked if Magnolia writes Caddo a check for the professional development they receive, and Dr. Goree explained that because they receive student funds, they are billed for services Caddo provides, i.e. transportation, SPED staff referred to Magnolia. Miss Green asked for a list of things Caddo bills Magnolia for.

Mrs. Bell noted that SPED is another concern she has and the time spent on computers. Kim Derrick explained that when teachers are working with a small group of students on RTI, the remaining students in the classroom may be completing a computer assignment. Mr. Riall asked when does the contract for the 6th grade forward come up for renewal, and Mr. Abrams responded that the entire contract is up for renewal and includes grades 6-12 but the evaluation is only on k-5. He reminded the Board that Magnolia was approved for a k-12 initiative and not a k-5 and they operated as a k-5 but came back to the Board with a separate charter for the middle and high school but negotiated with Caddo to use the same single contract and extend it to include 6-12. The only difference being that they would not be evaluated on for renewal based on 6-12 but k-5. He further stated if the Board approves the three-year renewal, the entire school would be evaluated for another contract.

Mr. Rachal asked for clarification of the maximum three-years, and if it is possible for the Board to approve less than three years, possibly approve two years. Mr. Abrams in looking at the Statute stated that the Statute states "not less than 3 years". Because of Magnolia's current letter grade of "F", Caddo cannot renew it for more than three years. Mr. Rachal stated he reads it says a maximum renewal term of three years, and Mr. Abrams clarified that is what Caddo's guidelines state, but the state statute states that when a contract is renewed it cannot be for less than three years or more than 10, but because of Magnolia's letter grade, the term is no less than three years and no more than three years. Mr. Rachal asked if sees correctly that

our guidelines do not match the state statutes and Mr. Abrams clarified that Caddo's guidelines do match the state statutes. Mr. Rachal requested clarification based on what State Statute says. Mrs. Wood further explained that in looking at why staff made the three-year recommendation, it is what is reasonable and fair for a school in terms of improvement; and that in Caddo's school turnaround efforts, we wait for three years of data to determine level of improvement especially with the accountability changes at the state level, and is why one of the guidelines requires an annual academic audit to insure they are on the right trajectory toward improving. Mr. Abrams verified that RS 17:3992(a) states that a Charter may be renewed for additional periods of not less than three years and not more than 10 years, but if a school has a letter grade of "F", the maximum renewal is 3 years, if it is a "C", the most is 6 years, and a "B" is 7 years. Mr. Rachal said he believes it needs to say the minimum and maximum renewal is 3 years.

Salvage Sale. Mrs. Bell inquired about the items for the salvage sale and the date it will be held. Dr. Goree explained this is an accumulation of items no longer being used in the schools, i.e. desks, and staff will provide this information to the Board.

Mr. Riall announced Items 7.01, 8.02, 8.04-8.05 and 13.01 are the Consent Agenda. *Ms. Trammel moved, seconded by Mr. Rachal, to establish the proposed agenda and consent agenda for the January 16, 2018 CPSB meeting as presented. Vote on the motion carried.*

ANNOUNCEMENTS

Mrs. Bell announced that the Live Pro Wrestling event will be held at Huntington High School on February 3rd. Between January 30 and February 2, pro wrestlers will visit schools in Caddo and talk to the students about bullying. This is a fund raiser for Huntington and all funds raised from the concessions will be donated to Huntington's volleyball and wrestling teams.

Mr. Rachal announced the newest addition to their family, a grandson, was born on December 21st.

Mrs. Brown reiterated her request to assign a staff person to assist during the Board meetings. Mr. Green relinquished his motion to Mrs. Brown.

Adjourn. *Ms. Trammel moved, seconded by Mr. Rachal, to adjourn. Vote on the motion carried and the meeting adjourned at approximately 6:17 p.m.*

January 19, 2018

The **Caddo Parish School Board (CPSB)** held a retreat on Friday, January 19, 2018 at approximately 9:00 a.m. at the American Rose Center in Greenwood, Louisiana. Those in attendance were President Steve Riall and Board members Susannah Poljak, Mary Trammel, Raymond Green, Denee' Locke, Barry Rachal, John Albritton and Dottie Bell. Also present were Dr. Lamar Goree, superintendent, and Reggie Abrams, legal counsel. Mr. Riall led the prayer and Pledge of Allegiance.

Dr. Goree welcomed those in attendance and introduced Dr. Steve Joel who began by congratulating the Board on its growth since Dr. Goree was named superintendent and the first retreat was held, indicating how boards can work together to move forward for the children. He also highlighted the day's agenda, followed by an icebreaker activity.

High Performing Districts. Dr. Joel noted the following characteristics of high performing districts: a focus on student achievement, high community trust, positive employee morale, having a culture that encourages risk-taking to address challenges without fear of failure, active parental support at the school and district levels, being sought out for participation in state and national conferences to share District story, and seeking high quality applicants for actual positions. In looking at Low Performing Districts, Dr. Joel stated that one will see a decline in achievement, low staff morale, excuses for poor performance, blaming others, high absenteeism, high turnover, aggressive associations, parent requests for student transfers, decline in student attitudes, negative participation in Board meetings, high staff turnover, negative portrayal in media, and Board election apathy until a will for change emerges.

Some of the things districts will see when high trust prevails are good school climates, variety of fresh ideas, improved manners and discipline, more teaching across the curriculum, positive self-esteem, more people involved in problem solving, creativity, sharing, flexibility, safety, teamwork, risk taking, less conflict, happiness, laughter and talking, teamwork, professional attitude/commitment, creative problem solving, decrease in supplies/equipment needs as a result of sharing, all ideas have value, and a feeling of being valued and belonging.

Roles and Responsibilities. Dr. Joel shared and led discussion on the roles and responsibilities of the Superintendent with the Board as well as the Board with the Superintendent, covering areas such as policy, support, unit operation, school personnel, protection, and evaluation.

Challenges for Superintendents in 2018. Dr. Joel shared with the Board members some of the challenges superintendents can expect in 2018 including average tenure for urban superintendents, job satisfaction tied to board quality, stability and commitment to working together, alignment of responsibilities (each one operating in their lane), open and honest communication, president's role as liaison between superintendent and the Board, new Board member orientation, and changes in Board members. He also briefly covered trouble spots such as working with the media, personnel issues, individual agendas, surprises, budget, politics, and community engagement.

Characteristics of Successful School Boards. In looking at successful school boards, Dr. Joel stated that one will find

- a commitment to a vision of high expectations for achievement making sure goals are clearly defined to attain higher student achievement and quality instructional practices and that this is always a priority;
- strong beliefs about teaching all students to their highest levels;
- less time spent on operational issues and micro-management and more time on policies;
- strong connections to community stakeholders and groups;
- resources aligned to district goals and needs;
- a team united with the superintendent, having collaboration and trust;
- a shared knowledge, values and commitments for improvement efforts; and
- formal training for new board members.

Lessons learned from School Consolidations/Closures. Board members participated in a small group activity discussing the consolidation and closure of schools, and coming back together and sharing with the group what was learned through this experience(s).

Key Operating Procedure – One Board, One Voice. Dr. Joel highlighted the Board’s One Board/One Voice policy established to advance the ideals of a quality education system in Caddo and appropriately responding to the public regarding matters of interest involving the Caddo School System. He stressed the importance of understanding the concept that no single School Board member has the authority to act on behalf of the School Board, nor does any individual employee have the authority to make any comment on behalf of the school system without appropriate authority.

When Board Members Change. Dr. Joel recapped the Board at the time the current superintendent was hired, the District’s academic and financial crises mixed with a lack of community trust, and the significant improvement in each of these areas. With this year being an election year, he stressed the importance of maintaining the focus on continued improvement of the district and not allowing progress made and trust built to begin to erode.

What Does your Push Card say? Highlights, successes and accomplishments in the District over the past four years were highlighted.

Adjournment. The retreat adjourned at approximately 2:45 p.m.

T. Lamar Goree, Ph.D., Secretary

Steve Riall, President

January 23, 2018
Caddo Parish School Board

Members present: Steve Riall, Jasmine Green, Margaret A Brown, Susannah Poljak, Bonita Douzart, Mary Trammel, Raymond E Green, Denee Locke, Barry Rachal, John L Albritton, and Dottie Bell. Board member Larry Ramsey was absent. Also present were Superintendent Lamar Goree and Board Attorney Reggie Abrams.

President Steve Riall called the meeting of the Caddo Parish School Board to order at approximately 4:30 p.m. and led the invocation and Pledge of Allegiance.

CONSIDERATION OF MINUTES

Ms. Trammel moved, seconded by Mrs. Bell, to approve the minutes of the December 19, 2017 and January 9, 2018 CPSB meetings as submitted. Vote on the motion carried unanimously.

PRESENTATIONS AND RECOGNITIONS

Mary Nash-Wood, director of Communications and Strategic Initiatives, recognized the following and the Board President and Superintendent presented a certificate to each recognizing their achievement(s). Family members, friends and administrators present were also recognized.

2017 CPSB President. President Steve Riall presented to 2017 Board President Denee' Locke a plaque, thanking her for her service as President during 2017.

Caddo's Talented Arts Program. Eighth grade vocal student, Kamara Lyons, performed *Halo by Beyonce'* and the *Greatest Love of All by Whitney Houston*. Jennifer McMullin, TAP vocal teacher, accompanied her.

Outstanding Young Philanthropic Leader Awards. Olivia Davis and Abigail Roberts were recognized as recipients of the 2017 Outstanding Young Philanthropic Leaders by the Shreveport chapter of the Association for Fundraising Professionals of North Louisiana.

Caddo Magnet High Senior Publishes First Book. Sunjay Letchuman, Caddo Parish Magnet High senior, was recognized for publishing his first book entitled, "Handbook of Essentials that Every High Schooler Needs to Know about Finance and Much More".

Louisiana Association of Teachers of Mathematics. Ms. Rebecca Kliebert of Fairfield Elementary Magnet was recognized for receiving the 2017 Louisiana Association of Teachers of Mathematics Outstanding Elementary School Math Teacher Award.

Athena Honoree. Keshia M. Simmons was recognized as a recipient of The Greater Shreveport Chamber of Commerce 2017 ATHENA Leadership Award.

Young Professionals Initiative 40 Under 40. Marvin Rainey, principal of Midway Elementary and Mary Nash-Wood, director of Communications and Strategic Initiatives, were recognized as members of the 2017 40 under 40 group.

Caddo's Outstanding Support Employees of the Year. The following 2016-17 Outstanding Support Employees Award winners were recognized: Lillian Burks-Thomas, Secretary, Turner Elementary (Elementary School Division); David Wright, Security Coordinator, North Caddo Elementary/Middle (Middle School Division); Deldrick Douglas, Teacher Aide, Captain Shreve High (High School Division); Sandra Moody, Budget Accountant, Title I (Academic Affairs); Harold Culpepper, Maintenance Truck Driver, Operations (Maintenance-Warehouse); Annette Dunlap, Secretary, Human Resources (Human Resources/Classified); and Nancy Kinsey, Bookkeeper II, Finance (Finance Department/Accounts Payable).

National School Board Recognition. As January has been set aside to recognize School Boards, Dr. Lamar Goree acknowledged appreciation and gratitude to the

members of the Caddo Parish School Board for their public service, presenting each one with a "bucket" of thoughtfulness.

President Riall recognized Lynn Cawthorne, Caddo Parish Commission, present at today's meeting.

VISITORS

The following addressed the School Board on matters/issues of concern: Jon Glover, Jackie Lansdale, Dr. Phillip Rozeman, Lloyd Thompson, Sumer Cooner, Susan Caldwell, Omari Ho-Sang, and Bobby Edwards.

ESTABLISH THE AGENDA AND THE PROPOSED CONSENT AGENDA

Superintendent Goree highlighted items for the Board's consideration and the following discussion ensued. President Riall announced that the consent agenda items include 6.01-6.03, 7.01, 8.02, 8.04-8.05 and 13.02.

Personnel Recommendations. Jon Glover questioned the newly created English Language Learner Specialist position, what it is and what it will do for Caddo's failing schools.

Ms. Trammel moved, seconded by Mrs. Bell, to establish the agenda and consent agenda for the January 23, 2018 CPSB meeting as presented. Vote on the motion carried.

CONFIRM THE PROPOSED CONSENT AGENDA

Ms. Trammel moved, seconded by Ms. Green, to confirm the Consent Agenda as presented. Vote on the motion carried and the following is a summary of the Board's actions on the consent agenda items.

- 6.01 Personnel Recommendations. The Board approved the personnel recommendations as submitted by staff in the electronic mailout.
- 6.02 Requests for Leaves. The Board approved the requests for leaves as recommended by the Superintendent and submitted in the electronic mailout.
- 6.03 Personnel Transactions Reports. The Board approved the personnel transactions reports (resignations) for December, 2017, as recommended by staff and submitted in the electronic mailout.
- 7.01 Purchasing. The Board approved the bid Dahmer Powertrain Inc. for Bus Engines as recommended by staff and submitted in the electronic mailout on the bid tabulation sheet.
- 8.02 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 electronic mailout.
- 8.04 Consideration of Use of Information Technology Reserve Fund to pay non-eRate Amount for Wireless Internet in Caddo Classrooms. The Board approved the use of Information Technology Reserve funds to pay the non-eRate amount for wireless Internet in Caddo classrooms as recommended by staff and submitted in the electronic mailout.
- 8.05 Authorization for Salvage Sale. The Board authorized staff to salvage general classroom items and supplies in accordance with policy.
- 13.01 Executive Session. Student Readmission Appeal Hearings. The Board approved staff's recommendation for readmission for students OB, QK, CO, JP and JT as submitted in the mailout and whose parents are in agreement.

CONSIDERATION OF RENEWAL OF MAGNOLIA CHARTER

Jon Glover questioned why the Board is considering renewing the Magnolia charter when parents who made the choice to send their children to Magnolia as a better choice for them when we are not seeing results indicating these Caddo students are receiving a better education.

Mr. Rachal moved, seconded by Mrs. Poljak, to approve a three (3) year renewal of the Magnolia School of Excellence Type I Charter For Campuses I and II as limited to 2000 students in grades K-12 by the First Amendment to Charter contract subject to the following conditions as recommended by staff in the academic audit and submitted in the electronic mailout

- 1. Restructure the Response to Intervention plan (RTI) to meet best practices;*
- 2. Utilize Caddo Parish School Board's Student Information System (STI) to input student grades;*
- 3. Implement the new math and ELA curricula based on the suggestions from the Academic Audit conducted on December 12, 2017;*
- 4. Caddo Parish to perform Annual Academic Audits of both campuses; and*
- 5. That all evaluations be based on the grades served at both campuses.*

Mrs. Bell expressed her concerns at the work session that this is not about her feelings about charter schools, but it is about the children who are Caddo students. She asked the superintendent if, during the three years, evaluations will be conducted annually and the Board receive annual reports? Dr. Goree said staff notes concerns expressed and annual evaluations will be conducted and made public. He also added that even though the motion states it will be looked at again at the end of three years, the Board reserves the right to bring forth action, at any time, if it is not pleased with Magnolia's performance. She added she will vote for this because she understands the noted issues will be monitored, evaluated and reported to the Board annually.

Ms. Trammel moved, seconded by Mrs. Bell, to call for the question. Vote on the motion to end debate carried with Miss Green and Mr. Rachal opposed.

Vote on the main motion carried with Board member Jasmine Green opposed.

ANNOUNCEMENTS

Dr. Goree announced that long-time educator, Caddo School Board member and friend of Caddo Schools Dr. B. L. "Buddy" Shaw passed away and services will be on Wednesday, January 24 at 10:30 a.m. at First Presbyterian Church on Jordan Street. He also announced that former Board member Curtis Hooks' brother passed away and services will be Friday at Praise Temple at 11:00 a.m.

Margaret Brown announced that on January 30th at 4:00 p.m. at Andrew Currie Park, SPAR's new recreation center will open for the youth in that neighborhood.

Mrs. Poljak announced that the Regional Social Studies Fair was on Friday with a number of Caddo students participating and now moving on to the State competition in Lake Charles.

Mr. Rachal thanked the Maintenance Department for their response to address a frozen pipe at University. He also requested that a Return on Investment Study, quantifying the economic impact of Caddo Parish Schools, be conducted and forwarded to the Finance Committee for follow up, as well as an invitation extended for a BoardDocs representative to attend the next Board meeting to help troubleshoot some issues.

Mrs. Bell asked that everyone remember Dr. Sullivan, assistant principal at Woodlawn, who lost her son and continue to pray for Otis Jones and Larry Ramsey.

Miss Green announced her grandfather passed away on Monday and she appreciates everyone's prayers. She also asked Attorney Abrams to share information with the Board on the proposed Industrial Tax Exemption resolution. She also asked if we are getting close to working out the technology issues. Dr. Goree announced an update is at every Board member's station.

Dr. Douzart thanked Mr. Woolfolk for his assistance in addressing heating issues at Fair Park Middle School.

Ms. Trammel also thanked staff for timely responses in addressing the heat issues at schools during the extremely cold weather. She also expressed appreciation for the "bucket" of goodies in recognition of Board Recognition Month.

Dr. Goree thanked the Board for its patience during the extremely cold weather and to the Maintenance Department for their hard work to address each issue in a timely manner. Margaret Brown echoed Ms. Trammel's comments.

Denee' Locke expressed her appreciation to the staff for their hard they work and help during her year as Board president, as well as to the Board for entrusting her as President during 2017.

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

T. Lamar Goree, Ph.D., Secretary

Steve Riall, President

February 6, 2018
CPSB Audit Committee Meeting

Members present: John Albritton, Susannah Poljak, Denee' Locke, Raymond Green. Dr. Bonita Douzart was absent. Also present were Steve Riall, Mary Trammel, Dottie Bell, Superintendent Lamar Goree and Attorney Reggie Abrams. Staff members present were Jeff Howard, Jim Lee, James Woolfolk, Keith Burton, Diane Atkins, Mary Wood and Allison May were also present.

Mr. Albritton called the meeting to order at approximately 3:05 p.m. with a quorum being present, and led the prayer and Pledge of Allegiance.

Establish and Confirm the Agenda

Denee' Locke moved, seconded by Raymond Green, to establish and confirm the agenda as presented. Vote on the motion carried.

2016-17 Comprehensive Annual Financial Audit Reports

Jeff Howard introduced Tom Simms and Lisa Salter with Carr, Riggs and Ingram. Mr. Simms summarized the results of the 2016-17 audit presented in the following documents: (1) CAFR - Comprehensive Annual Financial Report, (2) SAR – Single Audit Report and Parliamentary Procedures Report, (3) CEEF - Caddo Educational Excellence Fund Report, and 4) Letter to the Body of Governance. Results included:

- Overview of the audit of the various fund sources, i.e. grants, Title I, Child Nutrition, State Department pass through dollars (US and State), Special Education, Title IV, Race to the Top, Pre-School Development Grants, Department of Human Health and Human Services pass through dollars, Department of Defense for a total of \$53.7 million in Federal funds.
- Management letter that includes findings not worthy of a finding for Federal reports but that need to be brought to the Board's attention.
- No exceptions in the review of the schedules submitted to the State.
- Statewide agreed upon procedures report
- Clean opinion (unmodified) by the auditors on the financial statements
- No material weaknesses in the Federal programs
- No incidents to materials not being in compliance with the Federal Programs
- No deficiencies disclosed relating to the audit and required to report
- No incidents of non-compliance relative to the Federal award programs, i.e. major programs tested.
- Significant deficiency in internal control over financial statements which is a repeat from 2016 regarding controls over purchasing and procurement (identified theft and fraudulent activities in transportation purchasing) and is a repeat since it was within the school year audited this year and the concerns were relative to procurement card purchases not support by appropriate documentation, as well as Debit cards and credit cards in the statewide agreed upon procedures
- In the non material, non compliance act provisions looked at when conducting tests for compliance did not cause any interruption in funding. Two findings were noted in Title I (graduation rates and non documentation for when a student leaves the system and why of which they found 8 such instances), and non compliance in the JROTC Program relative to timely notification when an instructor retires or leaves the service so that paymaster stops paying the school system.
- The need to amend budgets according to law so that revenues are always 95% of the original budget.
- Exceptions noted in forms relative to the bid law process on awards granted, i.e. foreign citizenship status
- No exceptions in the BESE agreed upon procedures
- Statewide agreed upon procedures and the 11 areas the State has promulgated that auditors must review, i.e written policies and procedures from Best Practices such as purchasing policy addressing controls to insure compliance with the bid law. (In

practicality, Caddo does, but in terms of a written policy, this specific verbiage is not written in policy (Debt Service Policy)

- Content of Minutes – Tweak moving forward to include references to actual budget comparisons for the General Fund and any other fund.
- Bonded school bookkeepers as required by law
- Purchase order or requisition (or backup support) for every disbursement
- Deficiencies in documentation for credit cards, debit cards, fuel cards and procurement cards
- Personnel and payroll – Missing documentation on attendance and leaves for five employees
- Payroll taxes submitted past the due date (determination it was due to a Holiday)

Mr. Abrams inquired about the comments relative to written policies and procedures and if there are suggested policies we could verify verbiage in any Caddo policies in place? It was noted that in the last tab of information, the step is laid out according to what the State said must be included. Mr. Lee asked about Debt Service exceptions in other districts/agencies, because if a lot of districts do then Forethought would send proposed policies or needed revisions to current policies. Jeff Howard explained that while the District has controls, they are not stated in policy, but when policies are revised, procedures are sent out. Mr. Simms reiterated that these are Best Practices and are not stipulated by law.

Mr. Simms also pointed out the increase in outflows during 2016-17 mainly due to changes in the pensions, long-term liabilities, compensated absences, capital lease payables, net pension liability (OPEB), changes in financial reporting the OPEB liability, GASB standards, etc.

Mrs. Bell asked about the 17 bank accounts and if we recommend which bank(s) the schools can use, and Mr. Howard stated the main bank for consolidated accounts at Central Office is Chase and most of the schools use Chase, but it is not required that they use Chase. They do need to choose a bank that at least has local branches where they can make deposits. Mr. Simms noted that the number 17 is the number tested in the audit.

Mrs. Locke asked that in the future the documents relative to the audit be sent to the Committee in advance of the meeting to allow opportunity to review prior to the audit presentation. Ms. Salter explained that they (the auditors) cannot release the audit until the State Legislative Auditor has released it which was approximately one week prior to this meeting. Mrs. Locke also asked about the repetitive procurement card issue, and Mr. Lee explained how staff has responded to this and the controls put into place to address this area.

Mrs. Bell asked about the required form relative to citizenship status, and Ms. Salter explained that State Bid Law requires any bid awarded for a contractor to certify and have on file forms relative to citizenship, status and attestation that there are no convictions, and it is the School Board's responsibility to gather this information from the contractor.

Mr. Albritton noted that this is the second year the credit card issue has been brought up in the report and asked when does something like this become flagged, and Mr. Simms responded when it happens a third year, the Legislative Auditor could possibly flag it. He asked if the auditors are looking for something to be documented in a policy statement or written procedure, and Mr. Howard stated we do have something in place and Lisa Lloyd in purchasing is working on these procedures.

Adjourn. *Mrs. Locke moved, seconded by Mr. Green, to adjourn. Vote on the motion carried and the meeting adjourned at approximately 3:45 p.m.*

February 6, 2018
CPSB Executive Committee Meeting

Members Present: Steve Riall, Mary Trammel and Barry Rachal. Also present were Board members Susannah Poljak, Dr. Bonita Douzart, Raymond Green, Denee' Locke, John Albritton and Dottie Bell; as well as Superintendent Lamar Goree and Board Attorney Reggie Abrams.

President Riall called the February 6, 2018 CPSB Executive Committee meeting to order at approximately 4:35 p.m. with a quorum of the executive committee present. Ms. Trammel led the invocation and Pledge of Allegiance.

Board Room Technology Update. Steve White, director of capital projects, shared an update on addressing the issues with the digital discussion system in the board room, including replacing six of the main cables from the equipment room to the board room and conducting two mock board meeting tests each lasting an hour and 15 minutes to an hour and 30 minutes with no failures. At this time, it is believed the problem has been located and addressed and a technician from the equipment manufacturer is scheduled to visit hopefully within the next week to go through the system and ensure everything is properly connected. Dr. Goree expressed appreciation to the Board for their patience and staff believes we are moving in the right direction to correct the problem and is committed, if this does not correct the problem, to replace the equipment at no cost to the Board.

Caddo Virtual Academy Update. Tyron Lacy, principal of the Caddo Virtual Academy shared an update on the successes seen at the Caddo Virtual Academy. He introduced the staff at CVA, shared information on the establishment of CVA in 2016 and the successes seen since that time, and noted that everything done at CVA is done with excellence. He explained that CVA is a 9-12 high school, college preparatory public high school with unique opportunities to serve students through on-line learning. They are committed to meeting the needs of all students enrolled in the CVA, and they personalize each student's learning experience. He shared that CVA is not an alternative high school, but a public high school with an SPS score. Mr. Lacy shared that their target population includes students from the public schools, private schools, homeschool, out of district, amateur athletes, models, entertainers who need an alternative to the traditional setting. All CVA staff members are certified and there is only one teacher in each core area. The enrollment in the first year grew to approximately 25 students and currently it is approximately 60 students. They also have achieved NCA approval, and students from various local colleges/universities are currently taking advantage of on-line college courses. Last year, seven students graduated from CVA and received a total of over \$1 million in scholarships. Mr. Lacy noted the advantage of on-line courses being customized to meet the individual needs of each student and students having the ability to work at their own pace with one on one assistance from teachers. Because some of the students required going through acceleration, staff plugs these students where they need to be in order to catch up to where they need to be and graduate on time. Jump Start opportunities are offered adjacent to the Caddo Career Center and also offering students expanded opportunities. Those enrolled in CVA must meet certain requirements as the course work is very rigorous. Teachers provide live lessons with over 200 course offerings provided through the school, including AP and Advanced Courses and staff will personalize and do what needs to be done to benefit the students.

Several students from the CVA shared their personal experience in being at CVA, and what the program has offered them with teacher support to experience success.

Mr. Rachal congratulated Mr. Lacy and the successes at CVA, including the scholarships granted after the first year as well as the 93 School Performance Score. He asked if the majority of the students enrolled only attend CVA and it is their home school. Mr. Lacy stated that CVA is the home school for any student enrolled there. Mr. Rachal also asked if any of the classes offered at CVA are offered to students enrolled in other Caddo public schools who may have a desire to expedite getting college credits. Dr. Goree said they do not at CVA, but there are additional offerings, on-line courses, available for students at all high schools to take advantage of. Mr. Rachal asked if the same success is being seen with the on-line courses at the other high schools, and the superintendent responded absolutely.

Mr. Albritton also congratulated Mr. Lacy and shared that parents addressed him following last year's CVA graduation regarding their personnel testimony of how CVA afforded them to be able to complete their high school requirements and receive a diploma.

Ms. Trammel thanked Mr. Lacy for his presentation, and reminded everyone in the audience the perfect fit the CVA has been for some of Caddo's students who have been transferred throughout the parish, but now at CVA, they are seeing success.

Dr. Goree also thanked Mr. Lacy and his team as well as Mr. Burton and Mr. Mainiero for their leadership in this endeavor in Caddo.

Jump Start Update. Victor Mainiero, director of high schools, shared with the Board and audience an update on the Jump Start Program in Caddo. He reported that the 2017-18 seniors now fall in the new requirements from the Louisiana Department of Education for the Louisiana High School Diploma, and Caddo's mission remains to prepare our students for the future. He explained that the 2017-18 seniors made the selection to follow the TOPS University Pathway or the TOPS Tech Jump Start Pathway, both which equal a diploma; and he shared a quick overview of both pathways.

The TOPS University Pathway will see a high school diploma, have the ability to enroll in a four-year public university or college, be eligible for TOPS if they meet the GPA and ACT requirements, to take Jump Start electives and earn Jump Start credentials, and to complete the FAFSA or TOPS applications or work with the parents and students on a waiver for a graduation diploma. The TOPS Tech Jump Start requires assuring students have the ability to enroll in a community or technical college, and if successful there have the opportunity to move on to a four-year college or university, have the ability to enlist in the military, be eligible for the TOPS Tech with the GPA and ACT requirements, and meet the FAFSA financial step, as well as participate in workkeys. Jump Start students must also earn nine career technical education credits (CTEs) and an industry based credential (IBC).

He further explained the requirements for earning the diploma in each pathway (24 credits for TOPS University and 23 for TOPS Tech). The Louisiana Department of Education offers 47 Jump Start Pathways (areas of concentration, majors, options, etc.), and each pathway has a specific course requirement and credentials to meet that particular pathway. The commonality among all 47 pathways are the 9 CTE credits, all cumulative credentials, universal courses, career readiness courses, internships, etc.; and he highlighted what someone might see when tracking through any of the available 47 Pathways, and he noted the specific requirements in each. He further noted that all 9th graders in Caddo complete a career interest survey, which generates five possible careers which counselors use to guide the student and the parent in making their selections. By the end of the 10th grade, the student must make the selection between University and

Jump Start. At this time, Mr. Mainiero reported that of the 2017-18 seniors, 353 are on the Jump Start Pathway as well as 394 juniors. As the district continues its work in this, and students become more comfortable, it will continue to grow. Total pathways in Caddo at this time are 24, with many being at the Career Center as well as each high school. Also, the North Caddo High supports 13 Jump Start pathways. He concluded that the Jump Start team meets monthly under Mr. Burton's direction and they look at how to support Caddo's high schools in moving Jump Start forward. Mr. Mainiero also highlighted the programs in place for teachers to use to help further students in the pathway programs offered; and because Jump Start is part of the District Strategic Plan, it falls under the graduation rate which staff continues to work on increasing, so staff continues to assure that the right high school teachers are being certified to offer the IBC, that we continue to communicate Caddo's education plan of Jump Start to all stakeholders, and that graduates are continually monitored to make sure they attain the IBC as well as help counselors guide the discussions and the multiple options offered to the Jump Start students.

Mrs. Bell asked Mr. Mainiero if the automotive curriculum taught at North Caddo is the same as what is taught at the Career Center, and Mr. Mainiero responded that it is because the automotive center is supported at this facility. Mrs. Bell asked how this will be addressed. Mr. Mainiero added that because of the great need for the automotive and welding curriculum and because the Career Center is overcrowded, Northwood will be moved to North Caddo to support the numbers. Ms. Bell asked about students in the Martin Luther King area; and Mr. Mainiero explained if there is not room at the Career Center, they will look at them going to North Caddo. Mrs. Bell asked staff to provide her the number of Jump Start students at Huntington and the Pathway they have chosen.

Strategic Plan Mid Year Update. Carolyn Spaht-Gonzalez, third party reviewer contracted by Caddo Schools to assist the district in working through the District's Strategic Plan, updated the Board on Caddo's progression in reaching the goals and targeted objectives outlined in the plan. She explained today's presentation is a mid-year status update and a detailed evaluation will be presented at the end of the year (summer). She reminded the Board of the process she follows in facilitating the evaluation to gather data, but it is the Superintendent's Direct Reports and goal area leaders that provide the documentation. Having set targets (milestones) for all the action steps for the end of the year in order to track progress, she gathers from the goal-area leaders updates on the action steps and objectives and the supporting documentation to use in creating the Scorecard. She also stated that a binder with all the supporting documentation collected is available for review by anyone wishing to do so.

Mrs. Spaht-Gonzalez stated that her purpose is to evaluate where the District is in achieving the Strategic Plan. She reminded the Board that the District's Strategic Plan has 28 measurable objectives with many action steps under each; and she highlighted where the District is as of the first half of this school year. She reported that approximately 30% of the objectives cannot be ranked because the data is not available, approximately 10 of the objectives are meeting target (or making adequate progress), about 6 of the objectives are showing progress but at this time not enough progress, and 4 objectives have not seen any progress (for this year). She also reminded the Board that if any are designated red it does not mean no progress has been made, but that ample progress has not been seen this year in line with where the District wishes to be at the end of the year. Also, data was not available for two objectives at the end of the last year's report, i.e. fund balance and vacancies. This data is now available and even though it is last year's, she will highlight it in today's presentation. Mrs. Spaht Gonzalez also reminded the Board the large number of action (and everyone was looked at to determine

where the District is in meeting them) steps and the amount of work for each, she shared a few examples of this on the Scorecard.

In looking at Areas of Distinction, or areas of turnaround in the last 2.5 years, she reported that the area of Innovation for Students has seen tremendous growth and she reminded everyone that even though they have met the target, staff has relooked at it and is stretching the target more and making it more aggressive. At this time, staff has met the target for the ratio of electronic devices to students, and now it has been changed to look specifically at technology in the schools and by 2020 reach a 2 to 1 ratio of technology in the classrooms. The second area is Leveraging Community Partnerships at Schools where community resources/partners provide what is needed at each school and this, along with Marketing and Communications has improved, and she applauded the Board and staff for turning these two areas around. In the area of maintenance and energy costs, this target has been met early and is on track of being met this year as well. Work orders from the schools are also being kept low and is another area positively addressed, as well as reducing the surplus in staffing.

She announced that areas where focus is needed are fund balance, increasing the percentage to 13, and buses (accidents, on-time and substitute drivers). Regarding accidents and on-time delivery, she reported these two areas are ahead of where they were last school year at this time; and while the department did well in the area of substitute drivers last year, a large number of substitutes were lost this year. She reminded the Board that the HR data analysis is there every year and is where the IT system works with the school sites and HR department so HR can look at the needed data and be more pro-active in targeting recruiting and retention. She credited HR for beginning to conduct surveys, i.e. to find out why teachers are leaving, why classified employees are leaving, as well as climate survey. Relative to the area of alignment of specialized programs, Mrs. Gonzalez stated that the Strategic Plan includes an objective for making sure that what the schools' name/program is truly is what programs were implemented and are offered in the schools. She also noted that while there was some work in this area last year, it is marked red because there has not been any work done this year.

She also highlighted the Best Practices of Strategic Planning – measurement, revision and communication – and extended kudos to the district for the work that has been done as well as the work yet to be done in Caddo's very aggressive strategic plan.

Mr. Albritton expressed his appreciation for the thoroughness of this report and in looking at the focus areas, he asked should a focus not also be on academics where the trend lines are going in the wrong direction? Mrs. Gonzalez explained that the needed areas of focus are those areas she has observed so far this school year. In the last year's end-of-year report, focus areas in academics were included; but it is not in the mid-year report because data has not been received in this area thus far this year.

Mrs. Poljak inquired about the focus area relative to HR data analysis and if this is a matter of someone taking the data and manually inputting it in the system. Mrs. Gonzalez said it is tedious, but a meeting should probably be held between HR, IT and Academics; and HR already has the report, so it is a matter of getting together to create a program for it.

**ESTABLISH THE AGENDA AND PROPOSED CONSENT AGENDA FOR THE
FEBRUARY 13, 2018 CPSB MEETING**

Superintendent Goree highlighted the items for the Board's consideration at the February 13, 2018 CPSB meeting and the following discussion ensued.

Out of State Travel (General Fund). Dr. Douzart stated her appreciation for the fees budgeted for this request; she likes what was done.

Consideration of Request to Change Turner Elementary to a preK-8 Elementary/Middle School and Huntington to a 9-12 High School for the 2018-2019 School Year. Mrs. Bell expressed her appreciation to staff for their work in providing detailed information on this request. She also shared that the community supports this change 100% and asked the Superintendent how staff feels about this proposed change. Dr. Goree explained that a lot of effort went into making sure this is the best decision for the proposed feeder pattern, and looking at why the last change was made before another change is made. In speaking with citizens and those in the schools, he believes Caddo has seen great success in the K-8 schools and that the K-8 configuration will better serve the middle school students than did the 7-12 for this community. He agreed that the changes are minimal and are only a shift in the students' location.

ADDITIONS

President Riall announced that Proclamation recognizing March 3 as Retired Teachers Day and a Legal Update on Fair Park under Executive Session are added.

President Riall announced that Items 7.01-7.02, 8.01-8.09, 8.12-8.13 and 13.01-13.02 are on the consent agenda. *Ms. Trammel moved, seconded by Mr. Riall, to approve the proposed agenda and consent agenda for the February 13, 2018 CPSB meeting as presented. Vote on the motion carried.*

POLL AUDIENCE

The following shared with the Board their concerns and/or interests: Lady Carlson, Interfaith; Dawn Jordan, Caddo Association of Educators; Jon Glover; and Jan Core.

ANNOUNCEMENTS

Dr. Goree reported that Miss Green's injuries from the automobile accident were minor and even though her automobile was damaged heavily, she will be o.k.

Ms. Trammel referenced the many accomplishments at Woodlawn High School and she shared testimony from a student she recently met that truly loved being at Woodlawn and is encouraging her siblings to also attend Woodlawn which mirrors her focus for 2018 to rebuild neighborhood schools.

Birthday wishes were extended to Mary Trammel and John Albritton, and Mr. Riall announced that Terry Bradshaw, Woodlawn graduate, is one of the key note speakers at this year's National School Boards Association annual convention.

Adjournment. *Ms. Trammel moved, seconded by Mr. Riall, to adjourn. Vote on the motion carried and the meeting adjourned at 6:00 p.m.*

**March 20, 2018
CPSB Meeting**

Members present: Steve Riall, Jasmine Green, Margaret Brown, Susannah Poljak, Dr. Bonita Douzart, Mary Trammel, Raymond E Green, Denee Locke, Barry Rachal, Durwood Hendricks, Jr.; John L Albritton, Dottie Bell. Also present were T. Lamar Goree, Ph.D., superintendent, and Reggie Abrams, Legal Counsel.

President Steve Riall called the meeting to order at approximately 4:30 p.m. A quorum was present. Mary Trammel led the prayer and Pledge of Allegiance.

CONSIDERATION OF MINUTES OF THE FEBRUARY 13, 2018, FEBRUARY 27, 2018, MARCH 5, 2018 AND MARCH 6, 2018 CPSB MEETINGS

Mrs. Locke moved, seconded by Ms. Trammel, to approve the minutes of the February 13, 2018, February 27, 2018, March 5, 2018 and March 6, 2018 CPSB meetings as submitted. Vote on the motion carried unanimously.

PRESENTATIONS AND RECOGNITIONS

Mary Nash-Wood, director of communications and strategic initiatives, recognized the following and the Board President and Superintendent presented a certificate to each recognizing their achievement(s). Family members, friends and administrators present were also recognized.

Music by Carnegie Hall Participant. Hunter Breedlove, 11th grade Cello orchestra student at C. E. Byrd, performed "Sarabande" from Bach's Suite No. 1 in G Major. Hunter was accepted into the 2018 High School Honors Performance Series at Carnegie Hall.

2018 Prudential Spirit of Community Winner. Joey Gouthiere, 12, was named one of Louisiana's top youth volunteers of 2018 by The Prudential Spirit of Community Awards, a nationwide program honoring young people for outstanding acts of volunteerism. Joey is a 7th grader at Youree Drive Middle School.

2018 Amazing Shake Top 14 Winners. The following students were recognized as the 2018 Amazing Shake winners: Amiere Wilson, Atkins; Janae Gallion, Booker T. Washington; Anthony Daniels, Caddo Heights; Ver'rtrell Brown, Caddo Middle Career; Brenna Cooksey, Fair Park Middle; Carlos Mosley, J. S. Clark; Jermesia Turner, Midway Professional Development; Da'Marlow Thomas, Mooretown Professional Development; Ma'Kayla Vance, Oak Park; Omaria Sparks, Queensborough; Caleb Jones; Sunset Acres; Robert Harris, Werner Park; Rilen Guice, Westwood; and Eden Holmes, Woodlawn Leadership Academy. Chryshala Dale and Willie Hearod IV, both from Fair Park Middle School, were recognized as National Amazing Shake participants.

2018 Ivan Smith Fund Grant Winners. The following were recognized as Ivan Smith Fund Grant winners: (1) Dr. Matthew Mitchell, principal of Fair Park Middle School, \$2,500; (2) Mary Sipes, teacher at Atkins, \$500; (3) La Keisha Graham, teacher at Fair Park, \$500; and (4) Kalinda Rogers, teacher at Westwood, \$500.

2019 District Teachers of the Year. The following were recognized as 2019 Caddo Teachers of the Year: (1) Shannon Southwell, Arthur Circle (Elementary); (2) Kathryn Ferguson, Youree Drive (Middle); and (3) Andrea Shyne, North Caddo Magnet (High School).

2019 District Principals of the Year. The following were recognized as 2019 Caddo Principals of the Year: (1) Jesse Scott, Southern Hills (Elementary); (2) Dr. Matthew Mitchell, Fair Park (Middle); and (3) Annie Cherry, North Caddo Magnet (High School).

Newly Appointed Administrators. Charles Lowder, director of certified personnel, introduced the following new administrators: (1) Angela McEachern, Related Services & Activity Team Facilitator; (2) Sunny Posey, Instructional Technologist; and (3) Jeffery Holcomb, Instructional Technologist.

Public Hearing for Naming Byrd's Practice Field the Dr. William S. Bundrick Field. President Riall announced the public hearing open for naming Byrd's practice field the Dr. William S. Bundrick Field. There were no speakers and the public hearing was closed.

Public Hearing for Naming the 9th Grade Academy Wing at Southwood High School the Larry E. Ramsey Wing. President Riall announced the public hearing open for naming the 9th Grade Academy Wing at Southwood High School, and Tom Pace stated his support of

the Board honoring Mr. Ramsey in this way. There being no additional speakers, the public hearing was closed.

VISITORS

The following visitors addressed the Board on their concerns: (1) Jacqueline Miller, (2) Linda Norris, (3) Dr. Tim Magner (Shreveport Chamber of Commerce), (4) Jon Glover, (5) Bill Wiener, (6) Jackie Lansdale (Red River United); and Omari Ho-Sang (ASAP Shreveport).

ESTABLISH THE AGENDA AND THE PROPOSED CONSENT AGENDA

Superintendent Goree highlighted the items for the Board's consideration and the following discussion ensued. President Riall stated that the Consent Agenda items are Items 6.02, 7.01-7.02, 8.01-8.09 and 13.01.

Mr. Rachal moved, seconded by Ms. Trammel to establish the agenda and the proposed consent agenda for the March 20, 2018 CPSB meeting as presented. Vote on the motion carried unanimously.

CONFIRM THE CONSENT AGENDA

Ms. Trammel moved, seconded by Mr. Rachal, to confirm the consent agenda (Items 6.02, 7.01-7.02, 8.01-8.09 and 13.01). Vote on the motion carried unanimously and the following is a summary of the Board's action on the consent agenda items.

6.02 Consideration of Administrative Contract Renewals. The Board approved the renewal of administrative contracts as recommended by the Superintendent and submitted in the electronic mailout.

7.01 Construction and Capital Projects. The Board approved the following bids as recommended by staff and submitted on the bid tabulation sheets in the electronic mailout: (1) The Payne Company, with a Base Bid and Alternate 1, Alternate 2 and Alternate 3, for the sum total of \$783,000.00 for Project 2019-302, "Keithville HVAC, Phase II"; (2) Fitzgerald Contractors, with a Base Bid, Alternate 1 and Alternate 2 for the sum total of \$303,100.00 for Project 2019-304, "Donnie Bickham HVAC Replace Boilers"; and (3) Thrash Construction, with a Base Bid for the sum total of \$522,000.00 for Project 2019-220, "Midway Elevator". The bid tabulations are filed in the official papers of the March 20, 2018 CPSB meeting.

7.02 Purchasing. The Board approved bids on the following bid tabulation sheets as recommended by staff and submitted in the electronic mailout: (1) Doerle Foodservice and Foodway for the purchase of Canned and Frozen Foods; (2) Doerle Foodservice, Foodway and Santa Maria for the purchase of Fish, Poultry, Eggs, Meat and Specialty; and (3) Carefree Janitorial, Doerle and VCC Janitorial for the purchase of Food Service Paper & Supplies. The bid tabulations are filed in the official papers of the March 20, 2018 CPSB meeting.

8.01 Property/Bus Rental Requests. The Board approved property and bus rental requests as recommended by staff and submitted in the electronic mailout.

8.02 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 electronic mailout.

8.03 Consideration of Proposed Revisions to CPSB Policies BCBI, EE and JR. The Board approved proposed revisions to CPSB Policies BCBI, EE and JR as submitted in the electronic mailout.

8.04 Consideration of Financial Resolution and Declaration of Official Intent for Services with JP Morgan Chase. The Board approved the financial resolution and declaration of official intent for services with JP Morgan as recommended by staff and submitted in the electronic mailout.

8.05 Authorization for Salvage Industrial Dishwashers and Obsolete Workbooks. The Board authorized staff to salvage industrial dishwashers and obsolete workbooks as requested and submitted in the electronic mailout.

8.06 Consideration of Proposed CPSB Policy DFAA. The Board approved CPSB Policy DFAA as submitted in the electronic mailout.

8.07 Amend Pupil Progression Plan. The Board approved the proposed amendment to the Pupil Progression Plan as recommended by staff and submitted in the electronic mailout.

8.08 Consideration of Naming Byrd's Practice Field the Dr. William S. Bundrick Field. The Board approved waiving the 90-day process and naming Byrd's practice field the Dr. William S. Bundrick Field.

8.09 Consideration of Naming the 9th Grade Academy Wing at Southwood High School the Larry E. Ramsey Wing. The Board approved waiving the 90 -day process and naming the 9th Grade Academy Wing at Southwood High School the Larry E. Ramsey Wing.

13.01 Student Readmission Appeal Hearings. The Board approved readmission appeals for students SC, NK, MM and JT as recommended by staff and submitted in the electronic mailout and whose parents are in agreement.

ANNOUNCEMENTS AND REQUESTS

Mr. Rachal requested that staff provide an update on the sales tax revenue for the year – where we stand now and where we will be at the end of this budget year.

Adjournment. *Ms. Trammel moved, seconded by Mrs. Locke, to adjourn. Vote on the motion to adjourn carried and the meeting adjourned at approximately 5:48 p.m.*

T. Lamar Goree, Ph.D., Secretary

Steve Riall, President

March 20, 2018

The **Caddo Parish School Board (CPSB) Insurance and Finance Committee** met in regular session on Tuesday, March 20, 2018 at approximately 3:00 p.m. in Room 1, 1961 Midway, Shreveport, Louisiana with Chair Dottie Bell presiding and the following committee members present constituting a quorum: Susannah Poljak, Mary Trammel, and Raymond Green. Also present were Steve Riall, Dr. Bonita Douzart, Denee' Locke and John Albritton. Superintendent Goree, Attorney Abrams, and staff members Jim Lee, James Woolfolk, Keith Burton, Diane Atkins and Jeff Howard were in attendance. Mr. Riall led the prayer and Pledge of Allegiance.

ESTABLISH AGENDA AS SUBMITTED

Ms. Trammel moved, seconded by Mr. Green, to establish the agenda as submitted. Vote on the motion carried.

CONFIRM THE AGENDA

Ms. Trammel moved, seconded by Mr. Green, to confirm the agenda as submitted. Vote on the motion carried.

CPSB INVESTMENT ADVISOR

Jim Lee, chief financial officer, shared with the committee that he met with the President and Superintendent about bringing in an investment manager to hopefully get a better return on the District's money. He explained that currently everything is mostly in a money market account which is o.k., but he feels we may can do better. He stated three responses were received as a result of advertising an RFQ for investment services. Staff met to grade the responses with 350 being the highest score, and Reliant was the highest score and is who staff recommends. If the committee approves, staff would like to bring it to the Board for consideration.

In response to questions about Reliant, Mr. Lee explained that Reliant is headquartered in Memphis but they do have an office in Shreveport. They are a majority female-owned company, thus they qualify as a small and disadvantaged business; and they also handle the District's OPEB (Other Post Employee Benefits) Trust which currently has about \$20 million. Reliant also provides this service for approximately 10 additional school districts in Louisiana and one of the principles helped to develop the regulations required by the state on what a school district (government agency) can and cannot invest in, which is critical to him to have someone with an in depth knowledge and making sure we are in compliance with state law. Also, Reliant is conservative, and would not do anything long term based on the current condition of the market, but still closely watch anything that might need to be done for the District's benefit.

Mr. Lee also explained the OPEB Trust, which is separate from the School Board operations, where the District receives retiree drug subsidy money from Medicare/Medicaid each year (approximately \$1 million) and it is earmarked for this trust. It has grown to approximately \$20 million and five years ago the CPSB approved establishing OPEB Trustees. After putting out an RFQ, the advisory board for the OPEB Trust hired, with Board approval, Daryl Medlin to help develop the trust and ultimately chose Reliant. He further explained it is an irrevocable trust and can only be used for retiree health care costs.

Dr. Goree stated that it seems as if it is a symbolic gesture since there is no way it will truly impact the size of this debt. Mr. Lee concurred with Dr. Goree and further stated that the OPEB Trust and OPEB cost is strictly future health care costs for current and future retirees; and for accounting regulation, the District must put in the CAFR each year the future liability of these costs, which is a long-term liability of \$800 million.

Mr. Abrams asked if Grant Schlueter or anyone else has looked at this, because if this company is setting the regulations and how they will invest, he believes there may be a need for legal advice to oversee this. Mr. Lee stated that if that is the Board's wishes, he will gladly comply.

Mrs. Locke asked who comprised the review team, and Mr. Lee said it was himself and Mr. Howard. She also asked about the monies being invested, and Mr. Lee explained it would be General Fund monies from the various reserves, and he anticipates we would leave ample funds in the General Fund account for operations, maintain a decent amount in the money market account to have funds available in the event of an emergency, and invest the \$15-\$20 million from Medicare/Medicaid through this firm. Mrs. Locke asked if these monies are part of the General Fund Balance, and Mr. Lee explained it is General Fund reserve accounts. Mrs. Locke asked who is on the Board of Trustees, and Mr. Lee said himself, Dr. Goree and Mr. Watson.

Mrs. Poljak asked who receives the Requests for Quotes, and Mr. Lee said staff does not pick firms to send the RFQ, but it advertises in the paper, and places it on the electronic bid system. Ms. Trammel asked about other uses for these funds, and Mr. Lee confirmed they can be used only for assistance in paying retiree benefits. Ms. Trammel also asked if the District makes money on the money invested, what that money can be used for, and Mr. Lee said the earnings are typically brought into General Fund for operations. Mrs. Poljak asked if the District has funds invested in anything other than money markets, and Mr. Lee said everything is in an interest bearing account or money market. She asked if it is possible to invest tax dollars in other ways, i.e. stocks, and staff said you could not, but could in things such as treasury notes.

Dr. Goree asked if other local school districts are using Reliant, and Mr. Lee said DeSoto and he believes Bossier, EBR, and Calcasieu; and districts with OPEB Trusts use Reliant as well.

Questions were also raised on fees charged and if there would be a contract for a set length of time. Mr. Lee responded that typically it would be in place until the Board wishes to put out another RFQ, and if so, the District only needs to notify them. The fees for all three bids submitted would be netted out of any earnings.

Mrs. Bell asked why a decision was made to consider this at this time, and Mr. Lee said it is not because of more money, as there is not a lot of new money coming in; but to maximize everything we have and the possibility of generating new revenue. Mr. Lee also stated there is no rush to get this on the agenda in April, but only for the committee and possibly the Board's consideration. Mr. Lee was also asked about any down side to this action, and he explained that would be in the event the market turned downward, as the principle is not guaranteed. Mr. Albritton stated that while market value fluctuates/changes, treasury notes can make money with the principle being invested in government means.

Mr. Green asked about any advantage to keeping the bid open, and Mr. Lee said he doesn't believe there is because it was open for 30 days and only 3 bids were received. Mr. Abrams explained with an RFQ, any of the three bids can be selected or not; and if not, you would start the process again.

With the discussion and questions, it was recommended to allow additional time to get any questions answered, receive additional information and schedule another Insurance and Finance Committee meeting for April 3, to determine if the committee wishes to recommend it to the Board in April. The superintendent asked that questions be emailed to Mr. Lee. Mrs. Bell announced that she will schedule a meeting at 3:30 p.m. on April 3rd for this issue.

Adjournment. *Mrs. Poljak moved, seconded by Ms. Trammel, to adjourn. Vote on the motion to adjourn carried and the meeting adjourned at approximately 3:30 p.m.*

March 23, 2018
Caddo Parish School Board

Members present: Steve Riall, Jasmine Green, Margaret A Brown, Susannah Poljak, Dr. Bonita Douzart, Mary Trammel, Raymond E Green, Denee' Locke, Barry F Rachal, John L Albritton, and Dottie Bell. Also present were Superintendent Lamar Goree, and Board Counsel Reggie Abrams.

President Riall called the Caddo Parish School Board into special session at approximately 4:35 p.m. with a quorum being present. Margaret Brown, District 3, led the invocation and Pledge of Allegiance.

Visitors

The following visitors addressed the Board on the agenda item addressing the Industrial Tax Exemption Program Abatement for Inferno Manufacturing: (1) Jon Glover; (2) Jackie Lansdale, Red River United; (3) Nettie Brown; (4) Tim Magner, Greater Shreveport Chamber of Commerce; (5) Susan Bettinger, Interfaith; (6) Susan Caldwell, Interfaith; (7) Willie Myers, Northern & Central/Together Louisiana; (8) Bobby Edwards, Interfaith; (9) Latitia Burgh; (10) Daryl Roberson, Louisiana Association of Educators; (11) Allen Organick, Inferno Manufacturing Corporation; (12) John Perkins; (13) Dr. Pinkney; (14) Dawn Jordan, Caddo Association of Educators; (15) Emma Shepard, Caddo Retired Teachers Association; (16) Scott Martinez, North Louisiana Economic Partnership; and (17) Lady Carlson, Interfaith.

RENEWAL OF MOTION TO APPROVE RESOLUTION ON INDUSTRIAL TAX EXEMPTION PROGRAM (ITEP) ABATEMENT FOR INFERNO MANUFACTURING

Mrs. Locke moved, seconded by Mr. Albritton, to approve resolution on Industrial Tax Exemption Program Abatement for Inferno Manufacturing as submitted in the electronic mailout.

Mr. Albritton stated his appreciation of the public's input; as he too questioned the need for today's meeting. However, because this is a new process for the Board, he believes it should be done with due diligence. He noted the number of phone calls he received and what seems to be much political pressure to embarrass the Governor of the State rather than what is the right thing for a local business. As a member of the School Board, he said it is his priority, and the Board's job, to provide an education for the children of Caddo Parish and nothing to do with anti-business; and if a business thinks the only way they can come here is to take money from the education process, it is possible the Board may need to question the culture of said business. He said he is not calling any business as free-loading, and he understands the impact since he worked for a company that had a ten-year tax exemption and it put a very nice building here and employed at one time approximately 7,000 people. He also stated he is aware of a number of major companies where Louisiana matched the incentives and they located in other states. Mr. Albritton said he believes we do make a difference and he knows that quality of life measurement of a business looking for a location is the success of the education system; and while we are not where we want to be, progress is being made, and he believes the commitment demonstrated by the Board should be just as important to business as the dollars on the table. He reiterated the Board of Education's job is to make sure the District is providing an education for Caddo's students. He encouraged the Board as it votes to remember the first vote and demonstrate to the community the Board knows what it is doing in not responding to those who have other agendas.

Mr. Rachal noted there has been no change since the first vote and he reviewed the numbers, i.e. how much money Caddo would be giving up (\$22,323 over 5 years), additional three years would be \$8,291; full contribution is \$13,883 over 5 year with 50% of these taxes coming to the District (the District would receive approximately \$7,000 back), which he does not necessarily believe is the wisest investment. He also asked if there were any changes on the original application, and Mr. Lee responded only the number of jobs from four to three. He noted that businesses look for a well-trained, well-educated population for future employees, and this today does not have anything to do with the business here today. Also, every governing body, economic organization says the same thing; however, there must be a balance which he is not seeing in the numbers provided. Because the Board had no say-so in these matters prior to now, and the State waived many dollars that should have come to the District, without considering the impact on the children. It is fortunate that the Board now does have a say in these decisions.

Mrs. Bell said having taught for 34 years and doing a lot in the community, the support of the students by the small businesses in District 12 was awesome, and financially provided many dollars to meet the needs of the students. She said she knows the Board is not anti-

business, but businesses in her district responded to needs and other Board members do not need to be afraid to ask for business support. She believes there is room for negotiating and she doesn't want it said that she doesn't want business here. She encouraged the Board to remember the many ways businesses have helped the students and schools.

Mrs. Brown said we should be discussing the principle and not \$3,000. She noted that she doesn't understand why the Board voted on this and is now back to vote again and the discussion should be about the principle and not the money.

Miss Trammel shared her need to fully understand what is going on; and her first vote in favor was because she thought this would be what was best for the company as long as the company would provide for the schools in the District but she has not heard this in the conversation. She also shared her concern for the teacher that shared spending his own money to buy a computer printer for their class; and encouraged them to call about these issues before spending personal dollars. Also, she understands how business works and she understands how the school system works; and she believes the Board is meeting today to get a better understanding of this matter. She reminded everyone that the children are the most important factor; and when you hear what will happen for our children, everyone should be on board.

Dr. Douzart stated she is a 36-year veteran in Caddo Parish, having taught over 20,000 students, working in many capacities from Librarian to P.E. Teacher, Drivers Education Instructor, coach, dance instructor, gymnastics, tumbling, SPAR, etc. She said when the Board voted last Tuesday, she believed she voted what she thought was fair and she does not understand why her schedule is being interrupted again today. She questions the benefit of this meeting to the students of Caddo parish, and would love all the details of the State Procedures and Guidelines, but feels today has been a waste of her time.

Miss Green agreed with comments by Mr. Rachal and Ms. Trammel, as well as other Board members' comments and her confusion since she understands there is nothing different in what staff is doing, yet the Board is back in meeting today. In the future, Miss Green states she believes the Board needs to know what the partnerships/companies plans are for the schools.

Mr. Riall stated he made the decision to bring this back as a result of requests from Board members and constituents. At this time he believes there is a lot of emotion involved and he has been concerned that this was brought to the Board out of the blue, and Board members do not have a clear understanding of the entire process. He reported the Committee has reviewed and discussed and the Committee is educated as it can be at this time.

Vote on the motion failed with Board members Riall, Poljak, Trammel, Locke, Hendricks and Bell supporting and Board members J Green, Brown, Douzart, R Green, Rachal and Albritton opposed.

Adjournment. *Mrs. Bell moved, seconded by Mr. Rachal to adjourn. Vote on the motion to adjourn carried and the meeting adjourned at approximately 5:55 p.m.*

T. Lamar Goree, Ph.D., Secretary

Steve Riall, President

April 3, 2018
CPSB Executive Committee Work Session

Members present: Steve Riall, Mary Trammel, Barry F. Rachal. Also present were Board members Jasmine Green, Margaret Brown, Susannah Poljak, Raymond Green, Dene'e Locke, Barry Rachal, Durwood Hendricks, Jr., John Albritton and Dottie Bell; Superintendent Lamar Goree and Legal Counsel Reggie Abrams.

President Riall called the CPSB Executive Committee Work Session to order at approximately 4:30 p.m. and a quorum was present. Mrs. Poljak led the invocation and Pledge of Allegiance.

PRESENTATIONS

Dr. Martin Luther King, Jr. Tribute: On this 50th anniversary of the assassination of Dr. Martin Luther King, Jr., Ken Krefft shared a tribute to Dr. King's memory and legacy.

District Grants: Ellyn McKinney, director of Professional Development and Grants, shared opportunities provided to Caddo's students through grants, opportunities that would not be available but for the grants. She explained the department is responsible for teacher preparation, development and support, and this is done through a number of classroom teacher coaches, field instructors and professional development specialists, all working together to support teachers and leaders in the schools. This department is also responsible for the Caddo Teaching Academy, the Caddo Mentor Program, Caddo Content Leader Program, the Teacher Advancement Program in 14 schools, Principal Leadership and Support through the National Institute of School Leaders, and Caddo Classified Professional Development (support to classified as well as certified employees.). She said they also work with Grant Management for formula grants (Title II, IV, Perkins and Career Tech Education). Mrs. McKinney reported they also do grantwriting and management for the competitive grants and oversee the Jump Start Program.

She explained the different categories of grants, and the two most frequently applied for by Caddo are formula and competitive/discretionary grants. She provided a handout explaining the definition and work of each grant, as well as the different amounts added to the funding sources, and have successfully completed writing nine grants for \$11 million plus over the past 20 months, an \$8.4 million increase in the last two years. She also noted the manpower necessary not only for the grants but also for managing all the requirements of the grants, as well as the responsibilities of a management team to monitor these grants. She reported that the formula and block grants (Title I, II, III, IV, X) are administered by the Federal Government and are defined by strict regulations (statute) based on the population needs, with changes from year to year. Handout materials listing the formula grants and how each are served was also provided. She also stated the District must agree to certain assurances to make certain the structure of the grant is followed with an auditor typically monitoring to make certain the District and/or school is following these assurances. Mrs. McKinney stated that the School Improvement Grant is actually a function of NCLB which funds Caddo's TAP Schools; and transition grant funds are allocated to assist school districts in the transition from student teacher to a year-long lesson residency program, with the monies providing a stipend to mentors and year-long residents. The principal support grant provides training for the National Institute of School Leaders for principals with approximately 40 principals completing this institute, including the 8 district facilitators. Mrs. McKinney explained that an executive master teacher is also funded through the principal support grant and assists principals in the non-TAP schools with the implementation of the NIT rubric.

She reported that the Redesign Planning Grant was used to allow us to write for the Redesign Round 1 Grant; and districts were allowed to submit a proposal that funded an academic audit (which was required to write the grant) as well as research that must be applied to write the grant; and the Redesign Round 1 Year 1 Grant will fund another year of TAP in Caddo schools as well as some curriculum and other opportunities district wide. Also, Louisiana is using the Redesign funds by allocating funds on a year by year basis, and noted the lump sum of approximately \$5 million Caddo has received in the School Improvement Grant. She further explained that now only a portion of the allocation is granted, they monitor your progress for intervention over a year's time, and then look at awarding another allocation. She said Caddo expects to receive the same allocation (approximately \$2.5 million) for three consecutive years; however, should we fail to meet the expectation or the goals of the grant, the State cannot grant us the full allocation but only partial

funding. Because of this, staff is very cautious in providing much support for the interventions provided to our schools.

Redesign Round 2 in Year 1 is completely different than Redesign Round 1 and last week the District received notification that we passed through the first round and a conference call will come in the next couple of weeks and go to BESE as soon as April 16th. Jump Start is pending and will fund opportunities for students seeking advanced statewide credentials and will pay students to come to school to receive these credentials during the summer as well as pay for their credentials. This is almost a replacement for students choosing to work during the summer and receive a wage as well as a reward for achieving a high level credential.

Mrs. McKinney also shared a trajectory for where we have come and where we are headed, noting that in the 2015-16 school year we received a combined grant total between the formula and competitive grants of \$33.5 million and this year we are a little over \$10 million ahead of that, with \$45 million projected for next year. She shared that the exciting thing for her is the programs in development are actually good programs, worthy of the time and effort and they support students by bringing greater opportunities for academic successes as well as additional support for our teachers and building our human resources.

Mrs. Bell commended Mrs. McKinney for her report and asked about the Jump Start Summer Program. Mrs. McKinney stated that Jump Start career provides credentials for students, so staff has submitted a grant to provide credentials in microenterprise, auto mechanics, culinary and emergency medical technician programs to be offered this summer at the Career Center, one at North Caddo High School and one at the Professional Development Teacher Resource Center. In looking at the Redesign Year 1, Mrs. Bell asked if this is for the preK program; and Mrs. McKinney explained that it is EEF which is the tobacco money and Redesign Round 1 Year 1 funds Caddo's TAP schools. Mrs. Bell asked if more preK classes will be added with this grant, and Mrs. McKinney stated that the EEF monies are awarded to the districts and staff stretches this money alongside other monies as far as we can to provide as many preK classrooms as possible. PreK is funded through LA4 through TANF (Temporary Assistance for Needy Families) as well as IDEA Part C, some local monies, and EEF monies. She said staff recently heard that the Department of Education is pushing additional preK education so we are waiting to see what the state allocation might be for Caddo.

Staffing Update. Diane Atkins, chief human resource officer, reported that since her staffing report on October 3rd, HR and Recruitment has continued its efforts with a goal of recruiting and hiring certified and qualified teachers for positions in Caddo. Mrs. Atkins reminded the Board that 304 new teachers were brought into the District at the beginning of the 2017-18 school year and the goal is to use intentional strategies and programs, i.e. job fairs, Connect with Caddo, to introduce education majors to the Shreveport community. She reported Caddo is also looking at how to grow our own by taking the paraprofessional with a degree, the substitute teacher who has a degree, and moving them through the Caddo Teaching Academy with 23 candidates currently in this program. Mrs. Atkins said the recruiting efforts thus far in 2017 include 13 student teachers in Caddo with eight hired at mid-term, five of which were in special education; the new teacher project where we are certifying teachers with degrees but not in special education (currently nine); university visits; and 143 participants in the December Job Fair with 113 completing an application to become a teacher. Mrs. Atkins reported that Spring events have begun and include recruiting in Arkansas, East Texas with intentional efforts and a list of planned job fairs was provided to Board members. Dinner for Difference Makers is an event for the Zone schools and is where the Zone principals interview candidates interested in being hired as a teacher and offer them positions where there are vacancies. She also referenced the grant dollars reported by Mrs. McKinney and that HR, Caddo's recruiter and professional development are working together to support the teachers brought into the District. Mrs. Atkins gave an update on the fill rate reported in October, reporting that we are still at 100% at 22 elementary schools, 2 middle schools and 4 high schools; and that the preK-6th grade, K-8th grade and 7th-12th grade configurations showed a decrease. The retention plan continues to be we can bring in the teachers, but how can we keep them, and this is being achieved when we support them; and she shared reasons why teachers are leaving. She expressed appreciation to the Board for approving CPSB Section G Policies, because it allowed for a change in the transfer deadline. All teachers wishing to transfer must put their name online and to date, 524 have indicated they may want to leave their school; and after June 30th if a teacher has not secured another position at a different school and HR does not have a recommendation, that teacher will remain in their current school setting. She shared exit data gathered by the recruiter and the

breakdown of the 304 submitted (58 resignations from 30 schools, 3 or more from 6 schools, and 50 retirements) as of March 23. Retention is the combined efforts of the recruiter, the Human Resources staff, and Professional Development; and because teachers desire to feel good about what they are teaching and supported, an effort is being made to impress principals to create an educational environment conducive for teachers to teach and students to learn.

Mr. Rachal asked of the 113 completing applications to become a teacher, how many did Caddo hire. Mrs. Atkins stated she is not sure, but if they were all certified, they were all hired. Relative to the national survey, he also asked about results of Caddo's exit interviews and/or surveys? Mrs. Atkins noted that 58 resigned; and the number one reason was "personal" reasons, and we are capturing it internally. Mr. Rachal asked Mrs. Atkins how she feels since the new strategies were put into place, and Mrs. Atkins stated she is very satisfied because we have schools that have and those that have not; and staff is urgently looking to fill the vacancies in all schools. She noted that when Dr. Goree became the superintendent, one school may have had five certified teachers and the others were being taught by long-term subs; however, this is no longer the case in Caddo.

Dr. Goree complimented staff on the work done and progress made in staffing and supporting professional development as well as to the Board for their support of these efforts.

Mrs. Brown asked what does staff feel about retirees returning to work, and Mrs. Atkins stated that HR is bound by the law since the change in 2010 and if you retire, you can only return as a substitute teacher and can only make a certain percent without being penalized by the Teacher Retirement System. Mrs. Bell noted the announcement in the paper that Caddo will be recruiting in Texas and how are teachers from Texas with a Texas certificate handled. Mrs. Atkins explained if a teacher comes to Caddo with an out of state teaching certificate, they can be hired, and they can go through a process for obtaining a Louisiana teaching certificate. Mrs. Bell asked how many years do they have to get the certificate, and Mrs. Atkins explained they do not have a restriction. Dr. Goree shared his experience having taught in three states that Louisiana has the most challenging testing system; however, we are very proud of our Professional Development Department and the support they provide teachers coming into our system who need certification by test. Mrs. Bell asked for clarification on classes for paraprofessionals, and Mrs. Atkins explained that if a paraprofessional has a degree, the Caddo Teaching Academy provides them the opportunity to earn certification.

Announcement of 2018 Millage Adoption. Jim Lee, chief financial officer, announced that the Board will adopt the 2018 property tax millages at its May Board meeting.

ESTABLISH AGENDA FOR THE APRIL 17, 2018 CPSB MEETING

Superintendent Goree highlighted items for the Board's consideration at its April 17th meeting and the following discussion ensued.

Capital Project Bids. Mrs. Bell asked about the bid for Turner and if the HVAC went out completely. Steve White explained that bids were received this afternoon and it encompasses the remaining classrooms in the main part of the building. Last year, it included the first and second floor, and West end. This phase will include the area over the office and the first and second floor of the East end (all the classrooms with the exception of the new wing). He added there is one more year for this project and it will include the office area and back areas, i.e. two cafeterias, auxiliary gymnasium, auditorium.

Mr. Rachal asked about the North Caddo project (Welding/Auto Shop) and the plan to take care of this at a lesser cost. Mr. White explained this project will be within the budget and contingency amount and it will leave the exterior walls, new roof, new revamping classrooms and be done in 2 phases - Phase 1 will be \$1 million and Phase 2 will be \$1 million. Mr. Rachal asked staff to include the budget amounts.

Mrs. Brown commended staff for removing the temporary buildings.

Ms. Trammel asked about the HVAC projects and previous conversations regarding a new building, and she is happy to see this happening because of what happened two years ago at Byrd and Turner.

Mr. Riall asked about the timeline for completion on the North Caddo Auto and Welding Shop, and Mr. White responded that it is to be ready when students return at the beginning of the school year.

Consideration of Change in July and November CPSB Meeting Dates.

Superintendent Goree explained that the Board traditionally holds only one meeting and typically it has been the third Tuesday. Staff recommends continuing this tradition and meet on the 3rd Tuesday, July 17th. Also, in November the Executive Committee Work Session is scheduled for Election Day and staff recommends changing it to Wednesday, November 7th and meet in regular session on the following Tuesday, November 13th, since the 3rd Tuesday falls during Thanksgiving.

Consideration of 2017-18 General Fund Budget Revision.

Mr. Rachal asked Mr. Lee if the adjustment is the final one for this budget. Mr. Lee said this is his best estimate as of today since the results for the end of March are unknown, but he believes this is where it will be. Mr. Rachal noted the increase in sales tax compared to the budgeted amount, and asked what staff contributes this to. Mr. Lee said this year, as opposed to last year, there was an increase in the oil and gas field productions, which means taxes on their equipment. He asked Mr. Lee if he foresees this continuing or is this only for a period of time, and Mr. Lee said it has already started leveling some and he doesn't expect to see another \$3-\$4 million over budget next year.

ADDITIONS

Mrs. Bell asked that "Approval of Investment Advisor for CPSB" be added to the agenda.

ESTABLISH THE AGENDA FOR THE APRIL 17, 2018 CPSB MEETING

President Riall announced that Items 8.01-8.06 and 13.01 (except JD) are the consent agenda. *Ms. Trammel moved, seconded by Mr. Rachal, to approve the proposed agenda and consent agenda for the April 17, 2018 CPSB meeting as presented. Vote on the motion carried.*

POLL AUDIENCE

The following addressed the Board: Jackie Lansdale, Red River United.

ANNOUNCEMENTS

Mrs. Brown asked staff to clarify what is being done in Caddo to address safety in light of the recent school shootings.

Mr. Rachal reminded everyone about Teacher Appreciation Week and encouraged others who can to take the opportunity to thank them for what they do, as well as remember the students as LEAP testing begins.

Ms. Trammel recognized Mr. Rachal's birthday.

Mrs. Locke reminded everyone that the District PTA Awards' Program will be at Captain Shreve on April 4th at 10:00 a.m.

Adjourn. *Ms. Trammel moved, seconded by Mr. Rachal, to adjourn. Vote on the motion carried and the meeting adjourned at approximately 5:45 p.m.*

April 3, 2018

The **Caddo Parish School Board (CPSB) Insurance and Finance Committee** met in regular session on Tuesday, April 3, 2018 at approximately 3:00 p.m. in Room 1, 1961 Midway, Shreveport, Louisiana with Chair Dottie Bell presiding and the following committee members present constituting a quorum: Susannah Poljak, Mary Trammel, Durwood Hendricks and Raymond Green. Also present were Steve Riall, Dr. Bonita Douzart, Denee' Locke, Barry Rachal and John Albritton. Superintendent Goree, Attorney Abrams, and staff members Jim Lee and James Woolfolk also were in attendance. Mr. Riall led the prayer and Pledge of Allegiance.

ESTABLISH AGENDA AS SUBMITTED

Ms. Trammel moved, seconded by Mr. Green, to establish the agenda as submitted. Vote on the motion carried.

CONFIRM THE AGENDA

Ms. Trammel moved, seconded by Mr. Green, to confirm the agenda as submitted. Vote on the motion carried.

CPSB INVESTMENT ADVISOR

Jim Lee, chief financial officer, reported that in following up to the Committee's last meeting, he highlighted the background information in that there were three responses to the RFQ and one was eliminated because there is no local office nor had they done business with any government agency, leaving two, Raymond James and Reliant Investment, both of whom have a local presence and work for government agencies and school systems. At the last meeting, the Committee asked for information on the fee structure of both; and the following information was shared with the Committee. Reliant's fee would be .2% of the market value of the account, and is an annual fee. The fee for Raymond James is determined in two ways, (1) transaction basis or (2) fee structure, and for long-term trusts or operational longer term funds, which is 7.5 basis points per quarter or 30 basis points per year. In this respect, Reliant is a little less; and based on the overall review and looking at the fee structures, staff still recommends Reliant.

Mrs. Poljak asked if Reliant is attached to a larger bank, i.e. Morgan Stanley, Merrill Lynch, etc. and Mr. Lee said they are not. He added a third party is also recommended for safekeeping any securities we may have. Mr. Rachal asked on what amount will the .2% fee be figured, and Mr. Lee said the market value on the anniversary date.

Mr. Hendricks asked what happens if the market is not performing and the account begins tanking, and Mr. Lee said he would get permission to move it back into the money market account which is Government Securities and a little more safe with no fees. He said he will monitor this account on a weekly basis, if not more, so he can act if necessary. Mr. Riall asked if we can move the money at any time, and Mr. Lee said yes because it is the District's account. Mr. Lee further stated that he will not only monitor the account on his own, but he will also meet with the financial advisor on a regular basis.

Mr. Albritton asked if the District has an investment policy which states we must operate within the range of no more than 5% equity (as an example). Mr. Lee explained the District does have a policy for the OPEB Trust and before any funds are moved, he will work with them to develop a formal policy similar to the OPEB and one that follows State Statute, which will be brought to the Committee and Board for approval.

Mr. Rachal asked which account funds will be transferred into the account, and Mr. Lee said to begin with, most will be reserve funds. If there are excess funds, we can possibly do something short-term that would be better than the money market account, i.e. property taxes received in January and not needed until later. Mr. Rachal asked for confirmation that we could possibly pick up approximately one-half million dollars in additional interest, and Mr. Lee confirmed that is correct. Mr. Rachal asked if the money in the OPEB Trust will be placed in this account, and Mr. Lee explained that each year the District receives Medicare Retiree Drug subsidy money (\$1 million to \$1.5 million). At the Board's direction, it has been placed in the OPEB Trust each year; it has grown to approximately \$20 million and will remain a separate account.

Ms. Trammel asked if at any point the Board can redirect funds for a period of time; and Mr. Lee said the trust money is for a specific reason, to offset retiree health care costs. Ms. Trammel further asked if, at any point, the Board can redirect funds for the construction of a building, and Mr. Lee responded it can if a Board member requests it, and it comes to the Board for a vote. Dr. Goree explained that a tax is collected for buildings, whether it is maintenance or construction of facilities, so a part of this money could be designated and put aside for building a school if the Board votes to do so. Staff's only concern is that \$20 million is barely doing what currently needs to be done so it is finding surplus money to move to that column. Also, he reminded them that when the 5% pay raise was approved, funds were re-diverted for one year, but are now being put back.

Mr. Abrams asked if the account loses money over 6 months, on what amount does the District pay the .2% fee. Mr. Lee explained that if, on the evaluation date, the initial investment is less, the fee would be paid on the lesser amount since that is the current market value. Mr. Abrams reminded them of the risk with investments, and Mr. Lee agreed this is not 100% insured.

Mrs. Bell asked for clarification and when the market dropped, did Caddo's money lessen, and Mr. Lee explained that as a government agency, the School Board cannot invest in stocks and bonds. Also regarding re-directing funds, she asked if this money can be used for bonuses or salaries? Mr. Lee said the earnings are typically moved from these accounts to General Fund for operations. Dr. Goree shared his excitement about the work with the DMG (District Management Group) because it is helping to drive the budget around the District's strategic initiatives, so we would look at how to increase revenue toward the identified initiatives.

Ms. Trammel stated her desire to see a new building (elementary/middle). Dr. Goree stated this year the identified goal is how to address Caddo's surplus property, and strategically plan and manage the District's real estate; as it is staff's feeling there are some new facilities that will pay for themselves based on what we spend on utilities and capital projects. Mrs. Poljak asked about donating properties, and staff clarified it can only be done from one government body to another.

Ms. Trammel moved, seconded by Mr. Green, to recommend to the Board staff's recommendation of Reliant as the CPSB investment advisor. Vote on the motion carried.

Mrs. Bell asked if thought had been given to partnering with a university and making Lakeshore a preK-3 or preK-4 Laboratory School. Dr. Goree stated that as the District has made progress in its transformation work, he believes innovation is the next level; and once we close a school, it's difficult to reopen it. However, in looking at future decisions, we must look at what we have and how it can be utilized. Ms. Trammel asked if thought had been given to moving Central Office into another building in the District, and Dr. Goree said those conversations have taken place as a way to save the communities in the District as well as the importance of looking at the District's return on investment and always doing what is best for the children.

Calumet Industrial Tax Exemption Program Application. Mr. Lee shared information (resolution, spread sheet summary on eight notifications from Calumet, investment, taxable

value, jobs being created along with payroll) on the ITEP application for Calumet totaling approximately \$7.2 million taxable value, on which what Caddo would receive property taxes. He further explained the financial impact on Caddo if the tax exemption is approved on the eight projects.

Ms. Trammel asked if there is a policy with the steps to be followed in this process, and Mr. Abrams confirmed there is. Ms. Trammel asked if it is possible to develop something similar to East Baton Rouge, and Mr. Abrams explained EBR has a matrix and he suggests using something similar.

Mr. Lee explained the finance officers of the four taxing authorities still meet when applications are received to determine if they qualify. Today he is bringing the request earlier so the Committee does not have to make a rush decision, and he will attempt to bring the Committee as much information as early as possible so the Committee can make the best decision. Dr. Goree added staff always wants to present the Committee and Board with as much information as needed to make a decision; and the process so far has been a meeting like today's Committee meeting (Mr. Lee met with the finance officers of the governmental entities and reports back to the Committee); however, staff also wants to know if there is anything missing they can provide to help the Committee make their decision.

Mrs. Bell said she believes we need Calumet representatives to share with the Committee. Mrs. Poljak said she knows the City and Parish do economic development, but the School Board's responsibility is to educate the children; but it would be nice to know how Calumet invests in the community, i.e. Shreveport Opera, festivals, etc. Mr. Hendricks asked if there is a problem meeting and discussing this with the company representatives, and Mr. Lee said it is not a problem and he can invite them to meet with the Committee. Mr. Abrams confirmed it is not a problem, and the issue is the Governor put the School Board in the middle of something it should not be in. Mr. Abrams stated his understanding of the program and the advance notification stipulation; because it appears these were submitted as advanced notification but the projects have been started or completed. He also thought companies apply for exemption on new proposals; and if a company does not get approval for exemption, they then decide if they will expand their business or not, which is the way it is to happen. He said the guidelines dictate what the company is to provide, i.e. the work they will do, the jobs provided, investment amount, and what the tax exemption will be; and the state should not put the School Board in the position of asking questions such as what the company will do in the community.

Mr. Hendricks said even though the company is asking for 100% exemption, he believes there is room for some type of negotiation; and he asked if the change is coming from the State. Mr. Abrams responded there are three pieces of legislation pending that will change the process as well as a constitutional amendment to undo it; however, now the Governor has said he will not sign anything unless the local taxing entities are in agreement, which places the School Board in a position of making decisions on an economic development matter without background experience in such matters.

Mrs. Locke said she understands that we have a choice to approve all the applications or to deny them, but since the Board is not trained in these matters, the decision would be one based on individual opinions of what is believed to be correct. To her the missing link is the recommendation, and paperwork was received that a recommendation would come from the financial group (as to whether or not the application qualified), and it was noted that the recommendation was that the company did qualify. Mr. Lee said he also is in a difficult place since he believes in economic development and we don't want businesses to leave Caddo Parish; but he does not want to give up property tax revenue. Mrs. Locke added it is a gamble and she agrees with Reggie and questions whether or not there is a need for a third party to address these

matters, which could also be controversial. She believes it is important that the Board determines how it can take a stand in this matter.

Dr. Goree explained that the process broke down when the financial persons came up with an answer regarding their qualification, which was broken before we began when the Sheriff stated he would not approve it. But the staff is ready to provide any information the Board needs to be able to make a decision; and even if there is a third party reviewer, there are those who will vote against because of the difference in people's opinions. Mr. Abrams added that in looking at the applications, it appears they are only doing normal scrubbing and operations and should not be a part of an exemption since it is not an expansion.

Ms. Trammel asked what the Board can do if it chooses to not consider the applications. Mr. Abrams said the Board could draft a CPSB Policy/Resolution stating, "It is the policy of the Caddo Parish School Board...", and the Constitution provides for this, to not act on these requests and why it would not.

Mrs. Poljak asked if the applications are 8 separate applications or can they be treated as one. Mr. Lee said it is 8 different projects, but they all can be addressed in one resolution. Mrs. Poljak also expressed her concern that a company investing in a machine to create efficiency, so possibly the company would create 1 job as opposed to many jobs. Mr. Abrams explained that is the purpose of the Board of Commerce and Industry.

Mr. Green stated that with all the questions, he encouraged someone to invite Calumet executives to visit with the Committee. Mr. Riall asked about the repercussion if the Board takes no action because we are not qualified to deal with economic development issues, and Mr. Lee said if the Board takes no action, it is stuck with the average of the other entities or the Board can develop a resolution stating it will never approve a tax exemption and keep all the tax monies coming to the School Board. Mr. Riall and Mr. Rachal asked that staff provide them with some numbers and other supporting documentation, i.e. what we are getting in return, the impact on the school system, the trickle-down effect; and possibly a matrix.

VISITORS

Jackie Lansdale, Red River United.

Mrs. Bell stated she believes representatives from Calumet need to meet with the Board's Committee to answer these questions. Dr. Goree asked, if it is the Board's pleasure, could staff collect the questions and provide these to Calumet so they know the information being asked.

Mr. Rachal also asked about including Dr. Tim Magner with the Greater Shreveport Chamber of Commerce and Scott Martinez. Following discussion, *Ms. Trammel moved, seconded Mr. Green, that committee members submit their questions to staff who will share these with Calumet and schedule the next Insurance and Finance Committee meeting for 2:00 p.m. on April 17th to receive answers to those questions as well as hear from Calumet additional information on their application, along with Dr. Magner, Mr. Martinez and the employee organizations. Vote on the motion carried.*

Adjournment. *Ms. Trammel moved, seconded by Mr. Green, to adjourn. Vote on the motion to adjourn carried and the meeting adjourned at approximately 3:30 p.m.*

**April 17, 2018
CPSB Meeting**

Members present: Steve Riall, Jasmine Green, Margaret A Brown, Susannah Poljak, Dr. Bonita Douzart, Mary Trammel, Raymond E Green, Denee' Locke, Barry F Rachal, Durwood D Hendricks, Jr.; John L Albritton, and Dottie Bell. Also present were Dr. Lamar Goree, Superintendent; and Reggie Abrams, Legal Counsel.

President Steve Riall called the CPSB meeting to order at approximately 4:30 p.m. at which time a quorum was present. Board member Susannah Poljak led the invocation and Pledge of Allegiance.

CONSIDERATION OF MINUTES OF THE MARCH 20, 2018, MARCH 23, 2018 AND APRIL 3, 2018 CPSB MEETINGS

Ms. Trammel moved, seconded by Mr. Rachal, to approve the minutes of the March 20, 2018, March 23, 2018 and April 3, 2018 CPSB meetings as submitted in the electronic mailout. Vote on the motion carried.

PRESENTATIONS AND RECOGNITIONS

Mary Nash-Wood, director of communications and strategic initiatives, recognized the following and the Board President and Superintendent presented a certificate to each recognizing their achievement(s). Family members, friends and administrators present were also recognized.

Southwood High School Jazz Band. The Southwood High School Jazz Band performed two musical numbers for the Board and audience.

North Caddo Girls Basketball 2A State Champions. The North Caddo Lady Rebels were recognized as the 2018 State Basketball 2A Champions after defeating Lake Arthur 47-41 on March 3, 2018.

Duke University Talent Search Writing Contest. Finnegan James Collins, 4th grade student at South Highlands Performing Arts Magnet, was recognized for winning 1st place in the 4th grade division for the 2018 4th-6th Grade Talent Search Writing Contest sponsored by the Duke University Talent Identification Program.

2018 Annual Cora M. Allen Essay Contest Winners. The following students were recognized as winners in the 2018 Annual Cora M. Allen Essay Contest. Toran Baxter, Lauren Mack, Addie Ramer and Kaitlyn Webster, 8th grade students at Youree Drive Middle; and Ke'Aurie Leonard, 8th grade student at Huntington Middle. Members of the Shreveport Mayor's Women's Commission present were also recognized.

2018 Scholastic Art and Writing Awards National Medalists. The following Captain Shreve students were recognized as national medalists in the 2018 Scholastic Art and Writing Awards: (1) Rachel Hewitt, Silver Medal; (2) Jordan Jones, Gold Medal, American Voices Medal; and (3) Lindsey McGeorge, Silver Medal.

2017-2018 Caddo Quality Science and Mathematics Grant Recipients. The following teachers were recognized for receiving awards in Science by the Quality Science and Mathematics Grant (QSM): Melissa Basco, Summer Grove Elementary; William Cloutet, Donnie Bickham Middle; Christolyn French, Booker T. Washington High; Angie Frick, Judson Fundamental Magnet; Shelley Gordy, Judson Fundamental Magnet; Maricris Hodge, Broadmoor Middle Lab; Annie McCulloch, Green Oaks Performing Arts Academy; Kyana Rhinehart Brown, Judson Fundamental Magnet; Letha Stahl, Green Oaks Performing Arts Academy; Joseph Stevens, Caddo Parish Magnet; Daneshia Terrell, Green Oaks Performing Arts Academy; Anna Webb, Herndon Magnet, Michelle Weddleton, Herndon Magnet; Heather Williams, South Highlands, and Stacy Yoder, Donnie Bickham Middle. Teachers receiving Quality Science and Math Grants in mathematics are Mary Bissell, Southwood; Tifarah Dial, Woodlawn Leadership Academy; Yolanda Mason-Jones, Woodlawn Leadership Academy; Daphne Moore, Captain Shreve; and Joshua Sims, Booker T. Washington.

Newly Appointed Administrator. Charles Lowder, director of certified personnel, recognized Alton Dozier, newly appointed principal at Creswell Elementary.

VISITORS

The following visitors addressed the Board on matters of interest and/or concern: Randy Hill and Brian Shelton, VCC Janitorial; Laura Alderman, STEP Forward; Jon Glover; and Jackie Lansdale, Red River United.

ESTABLISH THE PROPOSED AGENDA AND CONSENT AGENDA FOR THE APRIL 17, 2018 CPSB MEETING

Superintendent Goree highlighted items for the Board's consideration on the April 17, 2018 CPSB meeting, and President Riall announced the consent agenda items. *Mary Trammel moved, seconded by Barry Rachal, to establish the proposed agenda and consent agenda for the April 17, 2018 CPSB meeting as presented. Vote on the motion carried.*

CONFIRM THE CONSENT AGENDA

Mr. Rachal moved, seconded by Ms. Trammel, to confirm the consent agenda (Items 6.01-6.04, 7.01 (with exception of 14P-18)-7.02, 8.01-8.03, 8.05-8.06 and 13.01). Vote on the motion carried. The following is a summary of the Board's action on consent agenda items.

6.01 Personnel Recommendations. The Board approved the personnel recommendations as recommended by the superintendent and submitted in the electronic mailout.

6.02 Leave Requests. The Board approved requests for leaves as recommended by staff and submitted in the electronic mailout.

6.03 Administrative Contract Renewals. The Board approved administrative contract renewals as recommended by staff and submitted in the electronic mailout.

6.04 Personnel Transactions Reports (Resignations). The Board approved the personnel transactions reports (resignations) as recommended by staff and submitted in the electronic mailout.

7.01 Consideration for Purchasing Bids. The Board approved the following bids as recommended by staff and submitted in the electronic mailout on the bid tabulation sheets: (1) The Band House and Woodwind & Brasswind for music instruments; and (2) Mackin Educational Resources for library books. *A copy of the bid tabulations is filed in the official papers of the April 17, 2018 CPSB meeting.*

7.02 Consideration of Capital Projects Bids. The Board approved the following bids as recommended by staff and submitted on the bid tabulation sheets in the electronic mailout: (1) Hamm Mechanical, with a Base Bid and Alternate 1, for the sum total of \$2,105,000 for Project 2019-303, "Turner HVAC Phase II"; (2) Carter Construction, with a Base Bid, for the sum total of \$149,700 for Project 2019-210, "Captain Shreve Locker Room Title IX"; (3) Thrash Construction, with a Base Bid, for the sum total of \$940,500 for Project 2019-219, "North Caddo High Roof & Exterior Walls at Welding Auto Shop"; (4) M & M Builders, Inc., with a Base Bid, for the sum total of \$244,900 for Project 2019-216, "Byrd Paving"; (5) Payne Company, with a Base Bid, Alternate 1 and Alternate 2, for the sum total of \$342,500 for Project 2019-305, "Booker T. Washington HVAC, E-Wing, Auditorium"; (6) RRAC, with a Base Bid, for the sum total of \$1,350,000 for Project 2019-301, "Byrd HVAC, Phase III". *The bid tabulations are filed in the official papers of the April 17, 2018 CPSB meeting.*

8.01 Property/Bus Rental Requests. The Board approved property and bus rental requests recommended by staff and submitted in the electronic mailout.

8.02 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 electronic mailout.

8.03 Consideration of Change in July and November CPSB Meeting Dates. The Board approved that the CPSB meet once during July and that meeting will be held on July 17, 2018 and that the November CPSB meetings be held on Wednesday, November 7, 2018 (Executive Committee Work Session) and Tuesday, November 13, 2018 as submitted in the electronic mailout.

8.05 Consideration of Proclamation Recognizing Grandparents. The Board approved the proposed proclamation recognizing April 20th as Grandparents Day in Caddo Parish Public Schools.

8.06 Consideration of Investment Advisor for CPSB (Insurance and Finance Committee). The Board approved Reliant Investment Management LLC as the Investment Advisor for CPSB as recommended by the CPSB Insurance and Finance Committee.

13.01 Student Readmission Appeal Hearings. The Board approved readmission appeals for students TM, RA and LS as recommended by staff and submitted in the electronic mailout and whose parents are in agreement.

PURCHASING BID #14P-18

Mr. Rachal moved, seconded by Mrs. Brown, that action on Bid #14P-18 be postponed to the first meeting in May.

Attorney Abrams explained that postponing creates a timeframe of 45 days from opening, which means a special called meeting would need to be scheduled to address this issue. Lisa Lloyd, purchasing director, explained that the bid opened on March 20th and there were three respondents; and Mr. Tyson with VCC did express concern if the product bid by the company being recommended was an acceptable product. She said the process followed to determine the recommendation presented to the Board for consideration included addressing the concern expressed by VCC whether or not the product bid by the company awarded the bid was acceptable and they presented a report prepared by their manufacture on the product they bid, which she believes is weighted a little differently. Also, she explained that third party information was received from Ibisworld who provides information on product standards. After reviewing the information, Ms. Lloyd stated that the product does meet industry standards and staff also contacted users of the product to determine its acceptableness, and it was confirmed to her that it was an acceptable product. Ms. Lloyd also checked references on this paper and it has been acceptable in those districts (both paper and dispensers). She said she believes if VCC wishes to challenge it, they have 35 days after the bid opens to do so, which she will want to verify as well.

Ms. Lloyd said she also contacted the District's curriculum staff for assistance in determining comparisons on actual costs and pricing. Mr. Rachal asked about the wording of the required specifications, and Ms. Lloyd stated it specifically said it would be as Tork Universal which defines the specifications or approved equal. She said paper towels are commodities that are very standardized and any difference is very nominal. The brown paper towel rolls Caddo uses are a standardized item and there are some considerations on the weight of the paper, the absorbency rate, and there are some differences; but the overall consensus is that the comparisons make no difference when babies are drying their hands. Mr. Rachal asked if the Tork comparison is accessible by anyone in the industry and Ms. Lloyd confirmed it is. He said he believes this has come before the Board many times, but this is the first time someone has stepped outside what would be the normal specifications. Ms. Lloyd stated that the basic bid specifications state you can bid the item as specified or you can submit a product other than specified if it is an equal performance product, with the only requirement being provision of sufficient information on the product as well as a sample. She added the bid also includes a statement that staff can make that determination. Mr. Rachal asked if a bid has ever been rejected because of a specific paper, and Ms. Lloyd said it has not; and she also checked with references (local and in other states) on the performance of the paper and it has been acceptable. Mr. Rachal asked about the reference to an Ibisworld Procurement, and Ms. Lloyd explained that Ibisworld is a service that provides reports on standard industries for various products.

Mr. Rachal stated he is satisfied and is willing to withdraw his motion, and Mrs. Brown stated that she does not agree with withdrawing this motion; because while she supports staff, she believes there is a reason why this company is asking us to look more closely at this particular bid.

Ms. Trammel moved, seconded by Mrs. Poljak, to accept the original bid #14P-18 (paper towels) as submitted. Ms. Trammel stated she believes staff did a very good job in getting the information and explaining the process followed. Vote on the substitute motion carried with Board member Margaret Brown abstaining.

CONSIDERATION OF 2017-18 GENERAL FUND BUDGET REVISION

Mr. Rachal moved, seconded by Ms. Trammel, to approve the revision to the 2017-18 General Fund Budget as recommended by staff and submitted in the electronic mailout. Mr. Rachal asked Dr. Goree to respond to the variances, and Dr. Goree stated that the information will be provided in written form and explained that some of the items that led to the adjustments include an increase of approximately \$1.1 million in sales tax, Charter School changes in funding to an additional \$1.9 million as well as other changes resulting in about \$200,000, and this is the purpose for the adjustment being made tonight. Mr. Rachal asked that, with the substantial hit in sales taxes in 2017 and the Board did not have any details on this, in the future when there is a variance when going from one year's budget to another that the Board receive a copy of the larger numbers. Mrs. Bell asked the Superintendent to explain the money increase for charter schools, and Dr. Goree said that based on the enrollment at the charter schools, Caddo's annual payment to those schools is increasing because Magnolia Charter added another grade which increased their enrollment, which increases the amount paid to Magnolia. He also confirmed there is a small

management fee charged to the charters for Caddo to manage the process. *Vote on the motion carried.*

ANNOUNCEMENTS

Mr. Rachal announced that the Caddo Career & Technology Foundation Banquet will be Thursday evening, April 19th at 6:30 p.m., and the announcement will be made at this time relative to who will receive the Larry Ramsey scholarship. He reminded the Board members that the Board sponsors this \$2,000 scholarship and individual Board member contributions can be made to the Caddo Career & Technology Foundation and noted for the Larry Ramsey scholarship.

Mr. Riall asked Mr. Rachal if the \$2,000 is for one year or annual, and Mr. Rachal responded it is hoped that the Board will sponsor this scholarship annually. Mr. Riall asked if this goes to one student or will it be divided among more than one student, and Mr. Rachal stated that one student will receive this scholarship. Also, Dr. Goree explained that if Board members give to United Way, they can designate that their contribution go to the Larry Ramsey scholarship. Also, Dr. Goree explained he has begun conversations to begin some type of endowment to help and not annually ask the Board members to come up with the \$2,000. Mr. Riall asked if this scholarship is for the next school year and Mr. Rachal said it is for the next school year and will go to a graduate of the Caddo Career and Technology Center. Mr. Rachal announced that in Mr. Riall's absence, Mary Trammel will be presenting the scholarship to the student. Mrs. Locke asked that Board members receive an email with the information for donation through the United Way.

Dr. Douzart expressed her appreciation for the Board's support of the proclamation recognizing grandparents.

STUDENT READMISSION APPEAL HEARING (DJ)

Ms. Trammel moved, seconded by Mr. Rachal, to go into executive session for up to 15 minutes for a student appeal. Vote on the motion carried and the Board went into executive session at approximately 5:54 p.m. The Board reconvened in open session at approximately 5:58 p.m. *Mr. Rachal moved, seconded by Mrs. Poljak, to overturn staff's determination for student DJ. Vote on the motion carried* with Board member J Green absent for the vote.

Adjournment. *Ms. Trammel moved, seconded by Mr. Rachal, to adjourn. Vote on the motion carried* and the meeting adjourned at approximately 6:00 p.m.

May 1, 2018
CPSB Executive Committee Work Session

Members present: Steve Riall, Mary Trammel, and Barry Rachal. Also present were Jasmine Green, Margaret Brown, Susannah Poljak, Dr. Bonita Douzart, Raymond E Green, Denee' Locke, Durwood Hendricks, Jr.; John Albritton, Dottie Bell, Superintendent Lamar Goree and Attorney Reggie Abrams.

President Riall called the CPSB Executive Committee Work Session to order at approximately 4:30 p.m. and a quorum was present. Dr. Bonita Douzart, District 5, led the invocation and Pledge of Allegiance.

PRESENTATIONS

Transformation Advisory Council Report. Mary Nash-Wood, director of communications and strategic initiatives, introduced Keith Burton, chief academic officer, who stated that in March 2017 the Department of Education entered into a partnership with the Caddo Parish School Board around the Transformation Zone and within that partnership, which agreement ends in May 2020, the document outlines the goals, the governance, support and leadership. He explained that as part of the governance, it was required that a community advisory council comprised of seven community leaders be jointly appointed by the Caddo Superintendent and the Louisiana State Superintendent, and it was established that this council would also report to BESE as well as annually to the CPSB. Mr. Burton introduced Clay Walker, chair of the Transformation Zone Advisory Council, and Dr. Jerome Cox, vice chair.

Mr. Walker reported that the advisory council held five meetings, two of which were public, and they reviewed the plans of the Transformation Zone schools, since the State continues to look at these historically low-performing 14 schools. Because of the concern they will be taken over by the State, this council was charged with overseeing and getting these schools' grades and test scores back on track, looking at areas such as the Tier 1 curriculum and how it is being implemented, professional development, number of certified teachers, as well as being an advocate for the students enrolled in these schools. He reported that everything is going well, and the council has heard presentations by the principals, they have visited the schools and are very happy with what they have seen taking place. Also, he noted the primary concern that children are showing up for kindergarten not ready, and actually a year or two behind, which is also reflective in test scores. He reported that the major battle observed in the first year is the poverty in neighborhoods and why students are behind; however, their goals are on target and they believe the longer the Tier 1 curriculum is in place, and the more professional development offered to the teachers, it will only get stronger.

Dr. Cox echoed Mr. Walker's comments and stressed the importance of continuing to advocate for the children in Caddo.

Dr. Goree expressed appreciation to Mr. Walker, Dr. Cox and the Advisory Council for their work over the past year and stated the Council was never established to manage the schools, but to be the connection to the community to make sure everything possible is being done to change the trajectory for the students in the schools. He added the Council has been hands on and engaged in many decisions affecting the schools/students, i.e. being accountable for HR decisions, Tier 1 curriculum implementation, TAP, and making sure the System is providing adequate support.

Mr. Walker stated in the Council's review of the data, in some schools approximately 60% of the teachers were certified, with five schools at 100%.

Mrs. Bell expressed her appreciation for the work, and her desire for this information to be put before the public. Mr. Walker agreed this needs to be addressed and they are concerned about the next set of scores since the state has changed the scale of the testing; and he believes the Council and the School System need to partner together in the message that is shared with everyone. At this time they have asked the state when the next scores will be available as well as someone to translate them compared to last year's scores. Also, in coordinating this with a report to the public, the Council would like to share that what they are observing is a lot of good work being done in Caddo's schools; and also explaining to the public that if a school is labeled an "F" school, it does not mean there is "F" teaching taking place. Dr. Cox noted that the Council wants it to be clear that this group is not in cahoots with the School System, but they are doing what is fair and just for the students; and the key will be how this information is messaged to the public.

Referencing kindergarten readiness and children being behind when they enter kindergarten, Mrs. Poljak stated she believes it is definitely a community problem but questions how to get the community more involved? Dr. Cox referenced the many Moms that live each day in survival mode and the importance of coming up with some type of infrastructure to help these families. Mr. Walker stated there is an effort at the State, The Early Childhood Caucus, to look at the 0 to 5 numbers, because the school system is a safety net for the community and the importance of preK programs in the schools. He said he believes getting together with the Legislators and the Early Childhood Caucus, Step Forward, and focusing on obtaining state funding for this age group of children will offer opportunities for working toward getting five year olds ready for Kindergarten. He said it is important to continue to work on the message and reiterate it in an effort to continue to grow the school system. Mr. Walker also reported that since Dr. Goree became superintendent in December 2013, the number of school arrests have decreased by more than 50%.

Dr. Cox also commented on the "drop out" between 8th grade and high school and the importance of creating a transitional program that tells students they can make it to the next step. Mrs. Locke said the message shared today that an "F" school is not a failing school is the message the District has tried to share with everyone. She expressed her appreciation for this Council, their work, the positive message of the good things taking place in the District, and her hope that this message will continue to be shared.

Mr. Green stated that in looking at other successful programs, it seems they all have something in common ... an incentive for them to come, and the encouragement to the schools, the teachers, and the students to do well. He believes providing incentives to the parents to become more involved early in their children's lives is important. Mr. Walker noted the programs and things done since Dr. Goree became Superintendent, as well as under Mr. Snow's leadership in the Transformation Zone and now Mr. Alexander's leadership, and the wonderful job the principals in these schools are doing in creating an atmosphere that is incentivizing the students. The reality is, however, if everything is going well, the parents do not show up, but if you try to close a school, they all show up. He believes a better way of interacting with parents is something that needs to be addressed, but noted the completely different atmosphere witnessed in the schools than he did four years ago. Dr. Cox added he believes there is a need to knock on doors and visit some of the homes.

Mrs. Brown stated she has known Mr. Walker and Dr. Cox a long time and she appreciates what they are giving to the School System and the community to make a difference in children's lives.

CareDOX Vaccinations/Immunizations Proposal. Mr. Burton shared with the Board the importance of children being healthy so they are able to learn at their very best; however, it is a reality in Caddo that too many students are absent due to preventable infections and viruses and too many families are not taking advantage of immunizations being offered at the local health clinics. He said he believes if Caddo begins offering these services to interested families at no cost to the District and encourage parents and guardians to participate, we would see healthier children who are in school more often and ready to learn. In 2015, Caddo Parish Public Schools worked with Dr. John VanCherie, chair of Pediatric Infectious Diseases at LSU Health Sciences Center, to help bring an influenza program into Caddo at no cost to the District. Unfortunately, staff was unable at that time to finalize an agreement for these services; but now staff has been able to accomplish this. He explained that CareDOX works with schools around the country providing technology and health care services for over 2 million students at no cost to them, their schools or families. Staff is asking the Board to consider a proposal that would provide vaccines to our students beginning with the 2018-19 school year.

Dennis McNamara, CareDOX Inc., explained that this company offers free flu shots and immunizations to students in school districts across the country. They also offer free electronic health record software for school nurses to use. He further explained the procedures for how this works, ie schedule in-school flu clinics, provide a free flu shot to everyone in the district where they provide the service and via agreements with Medicaid and private insurance companies. He explained they collect parent consent ahead of time so the day of the clinic they are able to cover the shots for that school in a minimal amount of time. Dr. VanCherie stated he has been on the LSU Health Science team for 11 years and they began doing flu vaccines in Caddo schools in 2008 and they were able to sustain a few years on their own, but the infrastructure has now become unsustainable. Now they have the opportunity to work with CareDOX who affords them the opportunity to carry the services into the

schools where the students are located. He explained that he and Dr. Bocchini at the Med School will be the medical directors locally for the program and provide medical support necessary. Regarding liability, Dr. VanCherie explained that all the flu vaccines are covered by the Federal Vaccines Compensation Fund so there is no liability to the district associated with the use of the vaccines but this is covered from the manufacturing side.

Mr. Rachal asked about the software package and if that is something our staff is currently using, and Mr. McNamara responded no but it is in the proposal. Mr. Rachal asked if there is any coordination needed for additional services from Caddo and Mr. McNamara explained they schedule with the school a day for the clinic and they can have multiple teams there in a day. They also communicate the opportunity with the parents through various means. Dr. VanCherie also stated that they provide the nurses, et.al. and not put added work on Caddo's nurses and staff. Mr. Albritton asked for clarification on how the costs will be reimbursed, and it was explained from private insurance and Medicaid, with CareDOX filing for the reimbursement as well as providing the nurses needed. Mr. Riall asked if this is for all students and Mr. McNamara responded Kindergarten through 12th grade.

Dr. Goree expressed appreciation to Nurse Laster and her staff and how excited the staff is because of the huge population that will benefit from it. He also reminded the Board of the instructional time lost in the past from large flu outbreaks and hopefully this effort will prevent this in the future. He also complimented Mr. Burton and his staff for their work in seeking out this opportunity.

Establish Agenda for the May 15, 2018 CPSB Meeting

Superintendent Goree highlighted items for the Board's consideration and the following discussion ensued.

Capital Project Bids. Mr. Rachal asked for an update on the Capital Projects budget, reflecting the project budget and the amount each project was over or under.

Adopt the 2018 Millage Rates. Denee' Locke asked staff to provide more information on the documents presented. Jim Lee responded that by law the District must adopt the millage rates each year. The documents presented include a (1) Resolution (which must be sent to the Tax Assessor showing which millage rates Caddo adopts); (2) Tax Levy Schedule (which shows the breakdown of the various levies approved by the voters), and (3) a schedule of where we are. He further explained we are currently in year 5 of a 10-year millage and it will have to again go to the voters by 2023, but there are no millages up for renewal in the next four or five years. He also provided a history of how the millages have been established and that in 2009 General Fund had a total of 58.43 mills, Capital Projects had 12.17 mills, and Debt Service 7.6 mills for a total of 78.20. The current year is 73.82 which is a drop of about 4.5 mills over the past 10 years. Mr. Lee explained this is the District's second largest source of revenue each year and it is for General Fund alone, and is in the neighborhood of \$100 million.

Mr. Rachal asked for a history on millages back to 2004. He also asked about the debt service and if the 5% is as low as it can go, and Mr. Lee said for this year and we will probably reduce it next year. Mr. Rachal asked if this could disappear over time, and Mr. Lee responded yes if no additional General Obligation debt is issued and then the last bonds will be paid off in the early 2030s.

Proposed Revisions to CPSB Policy DFAA. Mr. Rachal asked about the proposed resolution and if the last paragraph on the first page is a requirement of the School Board. Mr. Abrams confirmed that is what the statute states, but the Constitution actually supersedes the Statute because the Constitution was decided by the people of Louisiana authorizing the Governor and the Board of Commerce and Industry to grant an exemption. Mr. Rachal asked if the Governor's Executive Order is exempt, and Mr. Abrams responded that is not correct because the Governor, while he can issue an Executive Order, he cannot order another body to do what this is declaring. Mr. Abrams explained that he was asked to create a policy on behalf of the Caddo Parish School Board to deal with a created situation for which the Board has no way to handle it. He said the Governor, because of what he did, has now decided that there is a need for more rules since those in place are not working. The policy was created to be a stopgap since there are some rules in place that are making dates run and there is no process in place that will make these things happen within the 120 days nor have the ability to create or evaluate proposals within the 120-day timeframe. This policy was created to come up with a way the

Board could comply with the regulations currently in place and defer back to the Governor and Board of Commerce based on what the Constitution says must be done. Mr. Rachal asked about conflict of granting exemptions, etc., as he believes this is saying two different things; because if the School Board exercises due diligence, it is important to understand what this means. Mr. Abrams reiterated that it is a natural conflict and the School Board cannot do due diligence if it is trying to comply with the Constitution itself, since the Governor and Board of Commerce are supposed to do this. Mr. Rachal asked if there are any school boards that have addressed this Executive Order via lawsuit and that it is not constitutional. Mr. Abrams stated that is not Caddo's concern, but his concern is the Caddo Parish School Board, not the Governor, nor the companies requesting the exemption. Again, he said he was asked to create a policy for the Caddo Parish School Board that allows it to comply with the order, which is what the recommended revisions cover. Mr. Rachal asked about the School Board policy authorizing the Board President to sign the proposed resolution generally in favor of a manufacturing project when each one presented to the CPSB proposes to create jobs or retain existing jobs; because it appears the Constitution states the School Board needs to exercise proper vigilance in these requests. Mr. Abrams clarified the Constitution did not do that, but the Statute did. Also, if the Statute says proper vigilance should be exercised, he believes it should be worded just the opposite and that the School Board will deny all of them and let the Governor overturn it; and if the Board decides it is not going to do economic development, then it can do this. Mr. Rachal also asked about the statement in the policy to defer to the BCI and Governor and if in the District's due diligence to secure funding if we say we are going to defer, are we not waiving our right to what the Statute says regarding our due diligence. Mr. Abrams explained it is stated that way since the State Board of Commerce and Industry has all the information and they should know how to evaluate this yet they have not provided the District with the information needed to properly evaluate an application and be able to make a good decision to approve or not. Any information the Board does receive is coming from the company or an outside source and the Board does not have the expertise to question its validity, thus deferring it back to those who have the expertise and ability to do the evaluation. Mr. Rachal asked if an application first goes to the State, and Mr. Abrams said that is correct. Mr. Rachal asked if the State goes through the process of reviewing the information to determine if the company requesting the exemption qualifies. Mr. Abrams stated it is his understanding that the State does not follow the entire process, but they send it to the local districts. Mr. Rachal asked if we will be referring it back to someone who will not follow due diligence, and Mr. Abrams said he does not know, but he is only hoping if it passes they will follow through with their due diligence and make the right decision. Mr. Rachal shared with members of the Board a copy of a matrix that could help determine if a company qualifies for exemption.

Mrs. Brown shared her confusion because she has seen three bodies who she doesn't believe have created a policy to address this, and questions why this is being done now. Miss Green asked Mr. Abrams if we are in contact with neighboring districts via LSBA relative to what they are doing, since she remembers ITEP being a major concern at the LSBA Conference. Mr. Abrams said he created a policy because he was asked to and he did not look at what other surrounding districts were doing, but is aware of a south Louisiana district, possibly Calcasieu, saying they were approving all ITEP applications and not going back and forth. This information was shared by Forethought.

Ms. Trammel asked what it says if the Board states it is going to deny any and all applications, and Mr. Abrams responded the Board would be viewed as being anti-business if it doesn't have any discussion. Ms. Trammel stated she understands this Board works by policy, and she understands the importance of having a policy that states how we will address these matters. She believes someone needs to tell the Board what it should do since the School District needs the money, but it also understands the importance of business and the demand for jobs in Shreveport. She shared conversations she has heard, but she believes it is important that something is in writing to provide guidelines of what and how the Board will address these requests, and she doesn't believe what is presented clarifies the process the Board will follow. Mr. Abrams referred to the proposed Resolution which clarifies if a company says they will create jobs or retain jobs, then the Board President can sign off on it that the Board is *generally* in favor of it, which complies with what the Governor asks. In using the term "generally in favor of", and giving that power to the Board President, how will the Board know that it understands everything in the documents submitted, and Mr. Abrams responded it will be staff bringing that information, i.e. number of jobs created/retained, amount of dollar investment, that will let the Board know. He also said it is that information that is provided to the

State when the State is determining compliance, because the contract is between the State and the company.

Mrs. Poljak asked if she understands correctly that the difference between the School Board and the Caddo Commission and the City Council is those bodies have economic development departments and the School Board does not, and Mr. Abrams said that is correct. She also asked if she remembers correctly the discussion on exemptions in a Finance Committee meeting and the confusion because no one had expertise in economic development. She further stated that Mr. Abrams was asked to create a policy so the Board had guidelines to follow; or Mr. Abrams said the Board would need to hire an expert in the field. Because of these concerns, she said this proposed policy allows the Board to defer to the State to make the final decision.

Mr. Riall asked if this resolution can be sent to the Governor stating we are generally in favor of exemptions or that we do not support any exemptions, and that the Board will not entertain any requests one way or the other. Mr. Abrams said the regulations state the Board must act within 120 days, and if you do say no, the School Board will automatically be exempt out of the taxes; and if the application has no jobs or retentions, it has not met the minimum required in policy, then it would come to the Board. If it comes to the School Board and it refuses to hear it, you are saying no; and if the Board does nothing and the 120 days pass, the percentage approved by the other entities is divided among all the entities to total 100%.

Mrs. Brown asked for further clarification on the Governor's Executive Order. Mr. Abrams said once the application was submitted, the 120-day timeframe began. At one time there were no rules and those were held in abeyance and the School Board began receiving requests in December; however, there will be some applications that come now and they will not come under the former rule because they will all be new and the project will not have begun. Mrs. Brown asked if it is in order to amend what is presented or to defer for further study. Mr. Riall said this is only the work session and if that is the feeling, the item would not be placed on the consent agenda and it could be addressed at the next meeting. Mr. Abrams said if the executive committee wishes, it can remove the item and postpone it.

Miss Green stated she doesn't believe anyone thinks companies should not get a tax exemption, but she asked if there is a chart similar to what Mr. Rachal handed out. Mr. Abrams stated the grid handed out by Mr. Rachal is something the Chamber of Commerce uses, and he knows Baton Rouge is working on one. Also the Governor has indicated he is in the process of changing the rules, but there still are pending requests that need to be addressed. Miss Green asked if the School Board adopts a policy will it still look at individual companies. Mr. Abrams indicated the policy would provide a threshold and stop the need for the same discussion at every meeting. Miss Green asked if a large company were to provide three jobs, she believes the people will still want them to pay their portion. She believes the School Board needs to look further at this and possibly come up with something that will be shared alongside the School Board policy.

Mr. Green shared his concern for the Board's obligation to make decisions that are in the best interest of all the students and teachers; and at this time, he does not feel comfortable in making a decision in this matter.

Mr. Albritton referenced the proposed policy and asked when something concrete could be provided. Mr. Abrams said the proposed policy was submitted to comply with the Executive Order of the Governor and to comply with the rules in place requiring the School Board to do certain things by certain times; however, the final decision is up to the Board. Mr. Albritton stated that in listening to the discussion and the proposals, one provides a grid on how to make it, one says do nothing, and a third says we need to follow what the Governor says we need to do. At this time, he doesn't believe any Board member has a solid feeling on any of the proposals; and for him personally, he doesn't believe we need it because we should not be giving up dollars that can help Caddo's students without a clear understanding so the Board can do the right thing.

Mr. Rachal moved, seconded by Ms. Trammel, that this item be removed from the agenda for May 15, 2018 and that it be referred to the Finance Committee for further discussion. Ms. Trammel stated she wants to make sure that in the very near future, something is put in writing so the Board understands what it is to be doing. Vote on the motion carried with Mr. Riall opposed.

Mr. Hendricks asked about the timeline to act on applications, and Dr. Goree stated staff will provide the Board with the information it receives and the dates as they are calculated. Also staff will work with the Finance Committee chair to schedule a meeting to discuss this matter.

Mr. Riall announced that Items 7.01, 8.02-8.08, 13.01 and 13.02 are the Consent Agenda.

Ms. Trammel moved, seconded by Mr. Rachal, to approve the proposed agenda and consent agenda for the May 15, 2018 CPSB meeting as presented. Vote on the motion carried.

POLL AUDIENCE

Jon Glover addressed the Board on matters of interest and concern relative to the Transformation Zone Advisory Council.

ANNOUNCEMENTS

Ms. Trammel announced that she recently visited the AMIKids executive committee and found what they are doing to be very rewarding. One concern is they may need more space.

Miss Green noted the phenomenal things in her district over the last couple of weeks and how proud she is of them, i.e. Green Oaks prom and over \$1.7 million in scholarships awarded to Green Oaks students

Mrs. Poljak reminded everyone that LEAP testing for 3rd and 4th graders is this week.

Mrs. Locke extended best wishes to all the high schools and their graduates.

Dr. Douzart shared the opportunity to attend the ribbon cutting for the Fair Park Middle School court room and how excited the students are about this new opportunity.

Mr. Riall commented on the Student of the Year banquet with over 400 attending.

Adjourn. *Ms. Trammel moved, seconded by Mr. Rachal, to adjourn. Vote on the motion to adjourn carried and the meeting adjourned at approximately 6:38 p.m.*

July 24, 2018
Caddo Parish School Board

Members present: Steve Riall, Jasmine Green (arrived at approximately 4:43 p.m.), Margaret A Brown, Susannah Poljak, Dr. Bonita Douzart, Mary Trammel, Raymond E Green, Denee Locke, Barry F Rachal, Durwood D Hendricks, Jr.; John L Albritton and Dottie Bell. Also present were Superintendent Lamar Goree and General Counsel Reginald Abrams.

President Riall called the July 24, 2018 CPSB meeting to order at approximately 4:35 p.m. at which time a quorum was present. Board member Mary Trammel, District 6, led the invocation and Pledge of Allegiance.

CONSIDERATION OF MINUTES OF THE JUNE 19, 2018 CPSB MEETING

Mrs. Bell moved, seconded by Mr. Rachal, to approve the minutes of the June 19, 2018 CPSB meeting as submitted. Vote on the motion carried unanimously.

PRESENTATIONS AND RECOGNITIONS

Mary Nash-Wood, director of Communications and Strategic Initiatives, recognized the following students/staff for outstanding achievements. Each one recognized also introduced family members/friends present.

Herndon High Steppers. The Herndon Magnet School High Steppers were introduced for recently being recognized as the Kilgore Rangerettes overall Middle School Champions plus 4 event wins; Regional Overall Middle School Champions plus 5 event wins; and champions of the American Dance Drill Middle School National Competition plus 4 event wins. Kim Whetstone, director and Lacy Turner, co-director and choreographer, were also recognized.

Volunteers for Youth Justice Teen Court Participants. The following students were recognized as participants in the Volunteers for Youth Justice Teen Court program: Brenna Burrough, Davion Curry, Kendall Fuller, Jeramiah James, Jamarcia Taylor of Fair Park Middle School; Nehemiah Goldsmith, Jaelyn Mason, and Jaylon Vinson of Caddo Magnet High School; Felix Jones II, Brin Wilson and Nial Wilson of Captain Shreve High School; Lauren Lee, Annika Robinson, and Zoe Young of C. E. Byrd High School; and K'La Richmond of Huntington High School. Shonda Houston-Dotie, director of Youth Programs for Volunteers for Youth Justice gave a brief overview of the program.

2018 Caddo Parish School Volunteer of the Year. Linda Still Catanese (Caddo Heights) was recognized as Caddo's 2018 Volunteer of the Year. Mrs. Wood highlighted some of the things Mrs. Catanese has done to give back to the schools. Board member Bell also personally recognized her for the many ways she assisted her when teaching at Turner.

Newly Appointed Administrators. Charles Lowder, director of certified personnel, introduced and welcomed the following newly appointed administrators: (1) Christolyn French, AP, CMCT; (2) Angela Morris, AP, Donnie Bickham MS; (3) Alyssa Simmons, AP, Woodlawn Leadership Academy; (4) Latoria Stewart, AP, Woodlawn Leadership Academy; (5) Christopher Jackson, principal, Midway Elementary School; (6) Marvin Rainey, District Executive Master Teacher; and (7) Nathaniel Adams, director of Child Welfare and Attendance.

VISITORS

The following visitors shared their thoughts and concerns: (1) Jackie Lansdale.

ESTABLISH THE AGENDA AND THE PROPOSED AGENDA

Superintendent Goree highlighted items for the Board's consideration and the following discussion ensued.

Mr. Rachal inquired about the concessions bid for Lee Hedges and if only one bid was received for this item. Lisa Lloyd, director of purchasing, explained that the recommendation is the only bid received and it was 27%.

Mr. Rachal also inquired if all staff are evaluated by the same format, and Dr. Goree confirmed that evaluations for director positions and above are different than the evaluation for teachers; and the changes presented to the Board for consideration address evaluations for classroom teachers and is more specific to the number of evaluations a teacher in a full TAP school will have per year (going from four evaluation to three (1 announced and 2 unannounced)). Mr. Rachal asked how many evaluators are there for teachers, and Dr. Goree said the administrative staff (principals, assistant principals, and instructional coordinators) serve as evaluators of all teachers in a school. They will divide the list in whichever way they choose and will conduct evaluations of all teachers in the school on an annual basis. Dr. Goree said staff is also excited as it enters its second year in the TAP model of evaluating all teachers. They believe the change will provide an evaluation that is more a coaching model than a "gotcha" model.

Mr. Albritton, et.al., asked staff to look at the Board list attached (Exhibit A) to the Louisiana Compliance Questionnaire for corrections.

Regarding proposed revisions to Policy JCDB, Ms. Trammel asked for clarification on the similarities, and Superintendent Goree explained that Board policy sets a general dress code and you may see some schools with more specific dress codes, i.e., some schools require standard dress but not all schools do. This proposed change addresses something changed in the law concerning bullet-resistant backpacks. The Board policy sets broad guidelines; and schools set specific dress codes around it. He also said this is established by each school, within reason.

Dr. Douzart asked that consideration be given for a dress code for teachers also. Superintendent Goree reiterated that Caddo has a broad set of guidelines relative to teacher dress; however he believes Dr. Douzart may be referring to something more specific. Mr. Abrams added that teachers have a dress code and that is they should dress professionally. The policy itself is broad; however, it also states that under no circumstances shall teachers wear anything that would be a violation of the students' dress code.

Ms. Trammel moved, seconded by Mrs. Locke, to establish the agenda and consent agenda for the July 24, 2018 CPSB meeting as presented. Vote on the motion carried unanimously.

CONFIRM THE CONSENT AGENDA

Ms. Trammel moved, seconded by Mrs. Locke, to confirm the consent agenda (Items 6.01-6.03, 7.01, and 8.02-8.09). Vote on the motion carried unanimously and the following is a summary of the Board's action on the consent agenda items.

6.01 Personnel Recommendations. The Board approved the personnel recommendation as recommended by the superintendent and submitted in the mailout.

6.02 Personnel Transactions Reports (Resignations). The board approved the personnel transactions reports (resignations) for June 1 through 30, 2018 as recommended by staff and submitted in the electronic mailout.

6.03 Request for Leave. The Board approved the request for leave as submitted in the electronic mailout.

7.01 Purchasing Bids. The Board approved the following bids as recommended by staff and submitted in the electronic mailout on the bid tabulation sheets: (1) John Auzenne, Jr. dba M&M Concessions for concession services-Lee Hedges; (2) My Office Products, dba Unity Education Resources for copy paper; (3) Oak Farms for the purchase of Milk and Dairy Products; (4) Oak Farms for the purchase of Fruit Juice; and (5) Flowers Baking Company for the purchase of bread and bread products.

8.02 Out of State Travel (General Fund). The Board approved requests for out of state travel (General Fund) as submitted by staff in the electronic mailout.

8.03 Consideration of Revisions to Caddo Performance Evaluation Plan. The Board approved the proposed revisions to the 2018-19 Caddo Performance Evaluation Plan as recommended and submitted in the electronic mailout.

8.04 Consideration of Change in CPSB Meeting Dates. The Board approved changes in the October 16, 2018, January 1, 2019 and February 19, 2019 Board meeting dates as recommended by the superintendent and submitted in the electronic mailout.

8.05 Consideration of Department of Exceptional Children 2018-2019 Interagency Agreements & Contracts. The Board approved the 2018-2019 interagency agreements and contracts for the Department of Exceptional Children as recommended by staff and submitted in the electronic mailout.

8.06 Consideration of Louisiana Compliance Questionnaire. The Board approved the Louisiana Compliance Questionnaire as recommended by staff and submitted in the electronic mailout.

8.07 Consideration of Proposed Revisions to CPSB Policy JCDB (Student Dress Code). The Board approved the proposed revisions to CPSB Policy JCDB (student Dress Code) as recommended and presented in the electronic mailout.

8.08 Consideration of Authorization to Hold Salvage Sale. The Board authorized staff to conduct salvage sale for buses from the CPSB fleet as recommended by staff and submitted in the electronic mailout.

8.09 Consideration of Real Estate Broker Services Proposal. The Board approved the proposal of U L Coleman for RFP 06R-19, Real Estate Services for the marketing and sale of Alexander Learning Center and MJ Moore as submitted in the electronic mailout.

SUPERINTENDENT'S REPORT

Superintendent Goree announced and invited everyone to Caddo's *Ring the Bell* scheduled for Monday, August 13, 2018 at Captain Shreve High School to welcome all Caddo students back to school. Board members wishing to order shirts may do so following the meeting in the Superintendent's Conference Room.

BOARD MEMBER ANNOUNCEMENTS AND REQUESTS

Mrs. Bell announced that Walnut Hill (graduating classes from 1957-1971) will return this coming weekend for a class reunion at Walnut Hill.

Mr. Hendricks announced that he returned today from attending the Southern Leadership Conference in Biloxi, Mississippi and shared he looks forward to bringing some of the things from this learning experience to the table with the Board members.

ADJOURNMENT

Ms. Trammel moved, seconded by Mr. Rachal, to adjourn. Vote on the motion to adjourn carried and the meeting adjourned at approximately 5:35 p.m.

T. Lamar Goree, Ph.D., Secretary

Steve Riall, President

August 7, 2018
CPSB Executive Committee Work Session

Members present: Steve Riall, Mary Trammel, Barry F Rachal. Also present were Board members Jasmine Green, Susannah Poljak, Dr. Bonita Douzart, Raymond Green, Denee' Locke, Durwood Hendricks, John Albritton and Dottie Bell. Also present were Superintendent Lamar Goree and Legal Counsel Reggie Abrams.

President Riall called the meeting to order at approximately 4:37 p.m. with a quorum present and Denee' Locke led the invocation and Pledge of Allegiance.

PRESENTATIONS

Annual Report/Update on ReImagine Caddo: A Plan for Excellence. Carolyn Spaht-Gonzalez announced this is her seventh time to present to the CPSB on where the District is in its strategic plan and how and to what degree the objectives are being met. Mrs. Gonzalez stated there are 27 objectives on the strategic plan; and at this time, two of the 27 cannot be rated until the data is available. These are the contingency reserve (rainy day fund) which should be available in September, and the vacancy rate (the September FT counts). Of the remaining 25, the same number (11 or 12) are green (target met), 12 are yellow (have not met the target but are making progress), and only 2 have not met the target or made progress. She added that each action step is also looked at in the operational plan of the strategic plan.

In looking at trends over the last three years, Mrs. Gonzalez highlighted this year compared to the previous 2 years and detailed percentages of objectives that have been met, have made progress or made no progress and noted that over time, there have been fewer greens and reds, and more yellows; and this resulted from determining what to do with the reds (adjusting action steps as needed and thus changing the status from red to yellow), and greens. She also commended the staff for, as it reaches its target, adjusting the target to reach a higher goal, because this indicates it is not just doing and measuring the plan to increase the number of greens but because the Board really wants to make a difference for children.

Regarding the Scorecard, Mrs. Gonzalez summarized the following areas for the Board, and highlighted where the District was when it began, where it is in each area toward meeting the targets for each year, where the District is now and where it wishes to be. The K2 students' percentage is for the first time reading at grade level and not labeled red. She announced the excitement of the positive movement in this area for these children (kindergartners) have been less ready in the past. She said while the percentage decreased, she commended the District for still seeing the positive in this area, with an increase in kindergartner scores by 48%. She also reported that the percent of students in Grades 3-8 scoring proficient in ELA. Math and high school graduation are pretty much flat compared to last year, with a flat percent in high school graduation because of the big jump the previous year.

Under Family and Community Engagement, Mrs. Gonzalez stated that each school now has a parental involvement plan and will be developing a plan to measure the implemented plan. Also receiving a green status for the 17-18 school year was the objective to come up with a number of meaningful opportunities for community engagement and partnerships. Under Fiscal Responsibility, she reported that the projected evaluation is not available but is anticipated in the fall, and the District's bond rating of AA- has held. She also reported that highlights in this area include giving employees a pay raise as well continuing to save money in health care (approximately \$4 million).

Relative to Human Resources/Professional Development, it was reported that the final counts for current school year vacancies will not be available until after September 1; and increasing the retention of certified and classified personnel within the 0-3 years of employment is an area that needs more focus since a positive trend is not being seen. She said that this concern is one that has been shared every time with the Board when bringing updates, and in looking at why we are losing employees, it is not known why since we do not have the correct data, which is not just an HR problem, but it is a combination of HR, Academics and IT sorting out the indicators to determine what is happening, which she believes the external company working on an exit survey may help in this area. Mrs. Gonzalez reported that on a positive note, the annual over-staffing and surplus have been reduced.

Mrs. Gonzalez reported that STEM continues to be a positive, bright spot in the District as well as the virtual school enrollment; and under technology, the number of computer devices used for testing has increased to 3:1 and a 2:1 school average

and with 92% of the schools having this ratio, the District has almost reached its target. Staff is also moving forward to insure that the specialized programs are aligned with offerings at campuses districtwide.

The update in Operations and Support Services indicated that the District saw a .4% increase in the on-time delivery of students by transportation; and while there was no improvement (red) in the reduction of at-fault bus accidents for two years, improvement was seen in the 2017-18 school year; and the use of substitute bus drivers covering daily absenteeism of permanent drivers surpassed the goal of 13%. Mrs. Gonzalez also reported that school facility repair work orders surpassed the projected level of total work orders to be 50% or below with a 59% actual level of completion. With the goal of reducing annual energy costs by 10%, the District exceeded its target by one cent.

In the effort to develop and implement action plans for the use or disposal of all vacant school structure, 61% of the vacant buildings have action plans as of the end of 2017-18 school year; and in striving to attain a 100% average student capacity level, the District was at 92% at the end of 2017-18. Participation in breakfast and lunch is predicted to increase to 50% for breakfast and 75% for lunch with current percentages being 28% for breakfast and 62% for lunch and staff is working on how it can increase these numbers.

She reported on the great improvement in physical security of each site, going from 48 incidents districtwide down to 8. In the area of Marketing and Communications, she reported on the increase in positive stories regarding the District via various media avenues, and a third party is beginning to handle the survey to be used to build trust through an annual survey of parents and stakeholders.

She noted the areas of strength exceeding the areas of focus and highlighted those initiatives marked with an asterisk meaning they struggled last year. She announced a revision to the Strategic Plan will come to the Board in September. In summary she stated that this is a very strong evaluation; and while she knows we want to see all greens indicating all targets have been met, she would question if staff was pushing hard enough if all the targets were met at this point. She commended the District on continuing to stretch farther because the results are evident.

Dr. Goree pointed out that the two items mentioned that could not be addressed, staff will bring these back as soon as the information is available. He also reiterated that ReImagine Caddo was designed to be a five-year strategic plan and in concluding the third year, staff will go into retreat and begin looking at those things that continue to serve the best interest of meeting the mission and vision established in the strategic plan. Also, he added there will be nothing removed in any area that still needs to see growth as long as it is still perfectly aligned with our mission and vision for the District.

Mrs. Bell complimented the K2 program coming out of the red and her belief that every school and classroom needs a preK program. With preK being a problem everywhere, she believes we need to work with the Legislators to provide this opportunity. She also asked how many preK programs are in the Caddo System and how many classes are at each school. Dr. Goree noted several grass roots organizations in the community that are interested in expanding preK opportunities. Mrs. Bell also asked about the retention of teachers and if there is any way we can implement some type of five-year contract to keep them in Caddo for at least that length of time. Mrs. Bell also said when it comes to testing on the computers, and because the State is requiring that students test on the computers, it is important that all the computers in the classrooms are working at test-taking time. Dr. Goree stated his agreement that this is a national issue, but he believes significant strides have been made in this area. He added staff will look to modify change so staff can continue the process of retention. Having just welcomed 200 plus new teachers, he believes staff has done an outstanding job of preparing them for the classroom. Next, it will be important to determine how we keep them for three years, which is something school districts will have to be very creative with and think outside the box. He also added that as Mrs. Gonzalez stated, this is an area that is not just Human Resources, but it is an Academics and Professional Development effort to determine what will sustain the teachers' interest in the profession.

Mr. Albritton asked for clarification on programs aligned with campus offerings, and Mr. Burton stated that this part of the strategic plan has been dormant because of the recent contracts and agreements with the State. He further explained that soon academic teams as well as other departments will go into the schools and look at specialized programs and the students' needs, i.e. technology schools, professional

development schools, magnet components, et.al., and make sure that whatever is on a sign outside a school building, is impacting students at that school. This review will be brought back to the Board.

Mr. Rachal asked about the "flatness" in the testing area when it comes to SPS and ELA scores and if it is due to changes in the tests. Dr. Goree responded that it is not, but it is only due to "flatness" in student performance. However, he believes this will become greatly impacted by the implementation of the Tier 1 curriculum across the District next year for which 2,000 plus teachers participated in intensive professional development over the summer for implementation of this curriculum. Mr. Rachal added he believes there is a huge momentum going on now with anticipation these will increase dramatically. Dr. Goree agreed there will be significant jumps in performance over the next 2-3 years. Mr. Rachal also asked how is school communications taking place on the web site, and Mary Nash-Wood explained that in collaboration with the National School Public Relations Association to identify what parents look for on the web site, i.e. school calendar, school lunch menu, staffing changes, etc. This rubric has been shared with Mrs. Gonzalez and the staff works weekly going through every school's website to see if these components have been updated; and if not, they look at circumstances affecting non-current information (out for holidays). He asked if we are using a web site company for each school, or is it left up to each school. Mrs. Wood explained the District does have a District-provided web platform that schools are able to use, but many schools ask their parent-teacher association or another organization to facilitate keeping web pages updated. She also said they have found it very important to keep current who oversees each school's web site, and who has the credentials to update this information. They have also asked schools to keep the Communications Department up to date on changes and have hired a graphic designer within their division for updating web site information and training users.

Mr. Rachal also asked about the drop in retention in the certified area and if the exit survey has been designed and implemented. Dr. Goree responded that Mrs. Gonzalez noted that this is a recurring issue and it speaks to the National trends relative to retention of certified personnel. He added that in talking about an outside firm, the staff has begun working with K12 Insight and this service will be implemented with the next school year to provide us with opportunities to (1) better communicate with families, and (2) provide an avenue for collecting meaningful data as to why we are losing people so we can be more specific in our design of how to keep them in the District. While we have informally surveyed personnel when leaving the District, we have never done so to the specificity needed if we need to make changes. Dr. Goree stated that while HR is driven by effective use of data, it is important to insure the correct data is collected and used accurately. Mr. Rachal also stated that getting this data into a system will help us systematically to figure out what needs to be done. Dr. Goree further reported K12 Insight was in the District on Monday.

Mr. Rachal also inquired about reaching the 2020 target of computers in schools and now resetting the targets to do better for children. Dr. Goree recognized Academics and Technology for what they have done in conducting a very thorough audit of everything in the Caddo System which he believes will provide additional improvement in this area.

ESTABLISH THE AGENDA AND CONSENT AGENDA FOR THE AUGUST 21, 2018 CPSB MEETING

President Riall presented the agenda items for questions and discussion.

2018-19 Pupil Progression Plan. Mr. Burton stated that information is at Board member stations for submission of a parent representative to the Parental Review Committee. Melissa Mainiero, supervisor of accountability and data, shared with the Board that the lateness in this being presented to the Board results from staff waiting to receive information on the new placement test mandated for entering 5th grade and 9th grade. She further explained that changes include updating language related to a new kindergarten entry assessment, local update to remove weighted grades in the elementary grades (1-5) and language development courses, look at reading and language arts grades as one rather than two separate grades, state policy regarding 5th graders meeting state assessment standards and if they did not, putting certain supports in place for them if they are promoted, and relative to high school course work taking place on the middle school campuses, the Academics team will work together to make sure the student is leaving middle school and entering high school to take courses that are prerequisite and prepared for the advanced courses (Level III courses).

Mr. Rachal asked about the item addressing 4th graders going into the 5th grade and if there is a list of what the State is mandating. Mrs. Mainiero explained it is actually a collaborative process between the school and the parent; and Caddo has some of these already in place for the students, i.e. access to Tier 1 curriculum. A structured RTI time is also required and some schools have already built this into schedules for students struggling to meet the grade level work expectation. Also, strategic classroom placement is a way by which they look at the teachers in the building to determine the right fit for students and that they are in the right environment to receive the needed support. Fourth, offering summer school is included and when the State asks the districts to define summer school, they see summer as anything that is happening outside the normal school day, i.e. after school programs near the end of the year; and they are saying a minimum of two of these should be in place for students entering fifth grade and have a below basic score. Mrs. Mainiero added this really formalizes the support already in place for the students and tracking documentation.

Mr. Albritton shared his confusion that a student can pass Algebra I, Geometry, but not score at least Basic on the Mathematics test. Mrs. Mainiero responded that does happen, and for various reasons. Dr. Goree said that at times a parent or student is interested in taking a class but sometimes they struggle; however, staff makes every effort to only put students in those classes who are academically ready to be successful in these classes.

Mr. Riall said he has been told by a number of people in different districts/schools that many times children will graduate from high school having done well in math, but they are not ready for college, and he asked why does this happen? Dr. Goree agreed that this is a nationwide issue and noted there is no alignment of what we do to prepare students for success which is a systematic problem of no formal communication between colleges and public schools. To address this type issue, it will take a few Legislators coming together and working on this.

Following discussion, Mr. Riall announced Items 8.01-8.04 and 13.01 as the consent agenda.

PRESENTATION OF PROPOSED AGENDA AND CONSENT AGENDA

Ms. Trammel moved, seconded by Mr. Rachal, to approve the proposed agenda and consent agenda (Items 8.01-8.04 and 13.01) for the August 21, 2018 CPSB meeting as presented. Vote on the motion carried unanimously.

POLL AUDIENCE

The following visitors addressed the Board regarding items for action at the August 21st meeting: Jackie Lansdale, Red River United.

ANNOUNCEMENTS

Jasmine Green stated that having attended her first new teacher orientation, she never realized how much work the Professional Development Department put into this and she asked staff to provide her with the number of new teachers. Dr. Goree stated there are over 200 and the Board will provide an update by the end of the week.

Dr. Goree announced that Ring the Bell will be at 9 a.m., Monday, August 13th at Captain Shreve. Everyone was encouraged to park at Lee Hedges stadium and a bus will transport everyone from the parking lot to the main entrance. He reminded everyone that the new CPSB shirts will be available no later than Thursday.

Mrs. Locke asked when will the Louisiana Middle School Teacher of the Year be recognized, and Dr. Goree announced this will take place at the August 21st meeting.

Mr. Rachal announced the possibility of two Board members that are Captain Shreve Alumni will be attending the Ring the Bell festivities.

ADJOURN

Ms. Trammel moved, seconded by Mr. Rachal, to adjourn. Vote on the motion to adjourn carried unanimously and the meeting adjourned at approximately 5:49 p.m.

May 7, 2018

The **Caddo Parish School Board (CPSB) Insurance and Finance Committee** met in regular session on Monday, May 7, 2018 at approximately 2:00 p.m. in the Meeting Room in Staff Development, 1961 Midway, Shreveport, Louisiana with Chair Dottie Bell presiding and the following committee members present constituting a quorum: Susannah Poljak, Mary Trammel, Durwood Hendricks and Raymond Green. Also present were Jasmine Green, Margaret Brown, Dr. Bonita Douzart, and Denee' Locke. Superintendent Goree, Attorney Abrams, and staff members Jim Lee, James Woolfolk, Mary Wood, Diane Atkins and Roy Murry also were in attendance. Ms. Trammel led the prayer and Pledge of Allegiance.

Mrs. Bell announced the guidelines for today's meeting and the protocol to be followed for the committee's discussion of the ITEP matter. She reminded everyone that at the last meeting, the Board's legal counsel was requested to come up with a resolution for addressing ITEP applications. She said Mr. Rachal could not be at today's meeting, but called to report to her his conversation with Don Pierson, secretary of Louisiana Economic Development, regarding the new rules established for ITEP. She explained the Committee is only discussing a proposal and no action will be taken today. Because of the possibility of using the Chamber's matrix until we have something from the State, she asked Dr. Magner of the Greater Shreveport Chamber to attend today's meeting to explain theirs to the Committee. Also, the Committee members will first discuss this matter, then the Board members who are non-committee members will speak, followed by members of the audience who will be allowed three minutes to share their thoughts and opinions. She further announced that outbursts and talking will not be tolerated.

ESTABLISH AGENDA AS SUBMITTED

Ms. Trammel moved, seconded by Mr. Hendricks, to establish the agenda as submitted. Vote on the motion carried.

CONFIRM THE AGENDA

Ms. Trammel moved, seconded by Mr. Hendricks, to confirm the agenda as submitted. Vote on the motion carried.

PROPOSED REVISIONS TO CPSB POLICY DFAA (INDUSTRIAL TAX EXEMPTIONS)

Board Attorney Abrams explained the new rule being proposed by the State Department and that what he is sharing is posted on their website. He said the new policy states the Board can establish any and all rules it may use for tax abatements, and there is no need to modify Caddo's Policy DFAA as it stands for itself. In creating what he did, it was to put some new parts in DFAA to make it streamline with the guidelines and criteria in place that must be met so it was not necessary for the applications to come to the Board each time. He further stated that the CPSB Policy DFAA passed by the Board two months ago is a broad policy that states the School Board can establish rules in order to approve industrial tax exemptions. Mr. Abrams reported on a conversation with Mr. Rachal following Mr. Rachal's conversation with Don Pierson and what is presented to the Committee today is a copy of what is proposed and is on their website, and it includes some major revisions as to what they intend to do. One of the main things they are doing is changing the way they allow for a preliminary approval by the Board of Commerce and Industry; and at this time the rules read the District can give up to 100% tax exemption for five years and maybe an additional 3 years; and the proposed new one only allows the tax exemption up to 80% for 5 years and the company can apply for an additional 5 years, for a total of 10 years. Key is they will put 20% of whatever they will try to do into the Board's coffers right away, meaning even though it appears we are giving them a tax break so they can do something

in the future, they are actually going to start by putting 20% up front for the local taxing bodies. He explained the approval process begins with the application and all the information going to the Louisiana Board of Commerce and Industry for preliminary approval. The State then will notify the governing bodies within 3 days and these bodies will begin the 30-day process for approval or non-approval. If the company applying is a regular company, it will be 80% and if it is a mega company (over 500 new jobs to the area or in an expansion, and \$100 million investment), it can be up to a 93% abatement. Further, if the Board does not do anything within the total 60-day window, the application is considered approved and they get a 100% abatement.

Mr. Abrams further explained that the Chapter 5 Ad Valorem Tax Exemption Program provides for those who have already applied to be grandfathered in via the new process or the old process. Since this is proposed, he believes the dates will change since the rules could be months in the approval process. He also highlighted guidelines for mega projects, i.e. minimum payroll of \$20 million and \$100 million in capital improvements; and he noted that a public meeting and action on a resolution are to be done within the 30-day window, and within 60 days the Board should develop guidelines for the local process. He added the CPSB could possibly use the Chamber's matrix to determine if the company meets what is required.

Mr. Hendricks asked for clarification of the upfront 20%, and Mr. Abrams said it is not upfront, but once the company determines what they will be purchasing and paying taxes on, they will pay 20% of the total tax assessment when it is due on the items purchased. Mr. Hendricks stated he understands this but is the question relative to the other guidelines, and Mr. Abrams said that is his question because of the way it is written in the proposal. Also new is the wording "in consultation with the assessor", so it appears the assessor is part of the determination.

Mr. Green asked about the "up to 80%", and if the channels for working a compromising agreement could happen at more than 80%. Mr. Abrams said the Board will receive something from the Board of Commerce and Industry, and it may come at 50% or 60% but whatever comes to the Board will be it, and the Board will not modify it again, but only vote yes or no. In the meantime the District must address pending projects with a June 12th deadline for the Board to respond to the Calumet application and the need for a matrix to look at the applications.

Ms. Trammel asked if she is understanding correctly that we are coming up with steps to be followed; because she believes the State can forward to the District any recommendation they wish, but if we don't have steps to follow and know what to look for, how can the Board make an informed decision. Mr. Abrams responded that it is possible the Board is two years away from them sending something; but he believes the State should send the Board a proposed agreement and all the information needed. He added it states that within 60 days of the rules the local government for each parish, in consultation with the parish assessor and upon request for guidance from the Department, shall make the best effort to have reasonable guidelines for application approval, which is what is being asked. He reminded them these are not the rules yet, but only proposed, and the District needs to address this and the proposed recommendations, as well as have a matrix in place.

Dottie Bell introduced Dr. Tim Magner, Greater Shreveport Chamber of Commerce, who highlighted the elements of the matrix the Chamber uses in determining whether or not a company requesting tax exemptions meets the required criteria, and if so, to what level; and noted it should be hard for a company to get to 100%.

Mr. Hendricks asked who will monitor the required numbers on the matrix, and Dr. Magner responded he understands that is the responsibility of the LED. Mr. Green said it appears the School System is being asked to do more with less, and he believes we should be able to do more for students. Dr. Magner stressed that this effort is really a partnership between local business and the community and the State has set up this plan for providing an incentive for coming to

Shreveport and this allows the community to have a part in the conversations to bring new businesses to Shreveport, and the importance of education is in the list of things companies look at when deciding on location. He also stated that many of these companies already pay significant taxes to school districts and support districts to a specific degree, and they are trying to determine the balance for the new investments made. Mr. Abrams explained that the District will continue to get 100% of what it is already receiving before the expansion, and this is for the new equipment and requirements for the expansion which will add dollars.

Mrs. Poljak asked if she remembers correctly that the Board can say yes or no to the request since the company has already purchased the equipment, and Dr. Magner stated that in the past a notice was provided of the intent to expand, add jobs, etc. and if this incentive is available, a company will look at this incentive upfront to determine if it will pay for them to locate in Shreveport versus maybe east Texas. Also, if the School Board does not accept the State's percentage, then it will have 60 days in which to determine its recommendation. Mr. Hendricks asked how the numbers are established, and Dr. Magner responded that essentially it is a weight based on the value of the investment.

Ms. Trammel stated that her question/concern is how to save money for Caddo schools and the children, and support business. Dr. Magner said it is the perception in the community that you will not get 100% of the business if you don't support it.

Miss Green expressed appreciation to Dr. Magner for being present and presenting something; and she agrees with Ms. Trammel on how we come up with a tax exemption because she believes this is important to both sides. She said personally she would trade this out for mentorship programs. Miss Green stated if a company were to receive approval for a 100% exemption, she needs an explanation as to why because she knows those in her district will ask what is being done for the community and for the children. Dr. Magner stated that in looking at existing business, some are coming forward with requests and are some of the biggest tax payers in the parish already, already paying millions in taxes that would not be there if the company shrinks or moves. So it is an incentive for additional growth and capacity; and noted that homeowners already receive an exemption on the first \$75,000 of their home. We want businesses to grow and expand here and with that will come a ripple effect, so reality is we are competing across the country and world for these businesses and some of their decisions are made on available incentives; and we only want to demonstrate that we are doing something for business which is an important part of the negotiations with these companies. He also noted the things that local companies do to support the public schools and his belief that if what these companies do for the schools is linked to a financial consideration on behalf of the businesses, it will begin to create a gray area.

Mr. Hendricks stated that while the matrix looks good for the City Council and the Parish Commission, he believes it would look good if it reflected something it would do for the School System and it doesn't need to be anything heavy weighted. Dr. Magner said he believes this is something, with the new guidelines, that could be included as well as be a part of future conversation with a business, but he would be concerned if it were placed in the matrix with a dollar amount connected as it might create an appearance that we are not sure we want this company in the parish.

Dr. Douzart stated that being in the position of representing the community and constituents, the Board has the responsibility to produce funds for the schools the same as a business. Mrs. Locke stated the goal of this process is to create guidelines for making decisions relative to these requests for tax exemption, and she asked what the percentages are based on. Dr. Magner stated jobs are the most important thing and the more jobs, the more weight and the same is true with the company's investment and capacity.

Mrs. Bell stated the perception in the community is the Board is stopping schools from getting money, and she reminded the Committee and others that there will not be a vote on this today.

VISITORS

Chair Bell highlighted the guidelines for visitors addressing the Committee, and the following visitors shared with the Committee information, their thoughts and concerns on this issue: Lady Carlson, Interfaith; Steven Murry, LAE; Jackie Lansdale, RRU; Anita Steele, citizen; Bobby Edwards, Interfaith; Maxine Davis, citizen; Lettie Brown; and Emma Shepherd.

Margaret Brown shared her experience in working with Judge Matlock and Clay Walker in the creation many years ago of the School Away From School and the Boot Camp programs, and she believes it important to reinstate these type programs in Caddo for the out of order students as well as the 17-year olds currently housed at the Juvenile Center. She said there are needs in the District for which we need funding to provide for the students.

Adjourn. Mrs. Poljak moved, seconded by Mr. Green, to adjourn. Vote on the motion to adjourn carried and the meeting adjourned at approximately 3:42 p.m.

May 15, 2018
Caddo Parish School Board

Members present: Steve Riall, Jasmine Green, Margaret A Brown, Susannah Poljak, Bonita Douzart, Mary Trammel, Raymond E Green, Denee' Locke, Barry F Rachal, Durwood D Hendricks, John L Albritton, and Dottie Bell. Also present were Dr. Lamar Goree, superintendent, and Reggie Abrams, legal counsel.

President Riall called the meeting to order at approximately 4:30 p.m. and a quorum was present. Dr. Bonita Douzart, District 5, led the invocation and Pledge of Allegiance.

Consideration of Minutes of the April 17, 2018 and May 1, 2018 CPSB Meetings

Mrs. Locke moved, seconded by Ms. Trammel, to approve the minutes of the April 17, 2018 and May 1, 2018 CPSB meetings. Vote on the motion carried unanimously.

Presentations and Recognitions

Mary Nash-Wood, director of communications and strategic initiatives, recognized the following and the Board President and Superintendent presented a certificate to each recognizing their achievement(s). Family members, friends and administrators present were also recognized.

Perfect ACT Scores. The following students were recognized for scoring a perfect 36 on the ACT, bringing the total this year to six Caddo students scoring 36: Grace Sun, Srihar Chilukuri and Catherine Rutledge, all students at Caddo Parish Magnet High School.

Northwood High School Dance Line. Members of the Northwood High School Falcon Dance Line were recognized for completing a 9-month goal of raising \$50,000 to travel to Hawaii in March to compete in a dance line competition.

C. E. Byrd Golf Division 1 State Champions. Members of the C.E. Byrd Golf Team were recognized for winning the 2018 State Division 1 Boys Golf Championship. Team members competing were Charlie Flynn, Payne Johnson, Jake Marler, Luke Atchison and Marshall LaBorde.

2018 Amazing Shake Winners. The following students were recognized as Caddo's 2018 Amazing Shake Winners: Omaria Sparks, Queensborough Elementary; Rilen Guice, Westwood Elementary; and Eden Holmes, Woodlawn Leadership Academy. These students will represent Caddo at the National Amazing Shake Competition in Atlanta in February.

Northwood Students Graduate with High School Diplomas and Associate Degrees. The following Northwood High School graduates were recognized for not only receiving their high school diplomas, but associate degrees as well from Bossier Parish Community College: (1) Mackenzie Mitchell, Certificate of General Studies, 3.49 GPA; and (2) Christopher Gardner, Associate Degree in General Studies and Certificate of General Studies, 3.83 GPA.

National Art Education Association - 2018 Louisiana Art Educator of the Year. Junelyn Brown, art teacher at Turner Elementary for Pre-K through 2nd grade, was recognized as the 2018 Louisiana Art Educator of the Year.

National Institute for School Leadership - Cohort 2 Executive Development Program. The following staff members were recognized for graduating from the second cohort of the National Institute for School Leadership Executive Development Program. Certified School Leader and Certified Facilitator graduates are Leisa Woolfolk, Brenda McDonald and Angela Henry. Certified School Leader graduates are Brandy Holcomb, Marjorie Manuel, Julia Smith-O'neal, Dr. Bridgette Brown, Dr. Matthew Mitchell, Robin DeBusk, Annie Cherry, Greg Panos, Christopher Jackson, Dr. Darrell Webb, Dr. Cindy Frazier, Alton Dozier, Renata Mahoney, Robin Jackson, Billy Williams, Shalonda Smith, Dr. Kim Pendleton and Lynette Hampton.

Caddo Parish School Board Member Certification of Required Hours. The following School Board members were recognized for earning and exceeding the required 6 hours of continued training in 2017: Steve Riall, Jasmine Green, Susannah Poljak, Dr. Bonita Douzart, Mary Trammel, Raymond Green, Denee' Locke, Barry Rachal, Larry Ramsey (deceased), John Albritton and Dottie Bell.

Minecraft University and Woodlawn Leadership Academy. Laura Alderman (Step Forward) and Keith Hanson (Twin Engine Labs) made a special presentation to Laquiton McKinley, one of five Minecraft University students from Woodlawn Leadership Academy.

Newly Appointed Administrators. Charles Lowder, director of certified personnel recognized the following newly appointed administrators: (1) Phyllisia Mason-Hollins, Field Instructor/New Teacher Coaching Specialist in Professional Development; and (2) Christina P. Gremillion, Instructional Technology Supervisor in Professional Development.

VISITORS

The following visitors addressed the Board on matters of interest and/or concern: Emma Shepard, Dawn Jordan, Stanley Burke, Jon Glover, Jackie Lansdale and Judith Tipton.

ESTABLISH THE AGENDA AND PROPOSED CONSENT AGENDA

Superintendent Goree highlighted items for the Board's consideration. President Riall announced that the Consent Agenda is Items 6.01-6.03, 7.01-7.02, 8.01-8.04, 8.06-8.08, 13.01-13.02.

Ms. Trammel moved, seconded by Denee' Locke, to approve the agenda and proposed consent agenda for the May 15, 2018 meeting as presented. Vote on the motion carried with Board member Hendricks absent for the vote.

CONFIRM THE CONSENT AGENDA

Ms. Trammel moved, seconded by Mrs. Locke, to confirm the consent agenda (Items 6.01-6.03, 7.01-7.02, 8.01-8.04, 8.06-8.08 and 13.01-13.02). Vote on the motion carried with Board member Hendricks absent for the vote. The following is a summary of the Board's action on the consent agenda items.

6.01 Personnel Recommendations. The Board approved personnel recommendations as recommended by the superintendent and submitted in the electronic mailout.

6.02 Personnel Transactions Reports (Resignations). The Board approved the personnel transactions reports (resignations) as recommended by staff and submitted in the electronic mailout.

6.03 Leave Requests. The Board approved requests for leaves as recommended by staff and submitted in the electronic mailout.

7.01 Capital Projects. The Board approved the following bids as recommended by staff and submitted on the bid tabulation sheets in the electronic mailout: (1) Abatement Services, Inc., with a Base Bid, for the sum total of \$6,545.00 for Project 2019-201 E1, "Youree Drive Asbestos Abatement Removal"; (2) Andrews Flooring, with a Base Bid, for the sum total of \$8,991.00 for Project 2019-201 E2, "Youree Drive Asbestos Abatement Floor Tile Replacement"; (3) Abatement Services, with a Base Bid and Alternate 1, for the sum total of \$8,794.00 for Project 2019-201 B1, "Broadmoor Library Asbestos Abatement Removal"; (4) Andrews Flooring, with a Base Bid and Alternate 1, for the sum total of \$16,382.00 for Project 2019-201 B2, "Broadmoor Library Asbestos Abatement Floor Tile Replacement"; (5) Abatement Services with a Base Bid, for the sum total of \$7,458.00 for Project 2019-201 C1, "Caddo Magnet High Asbestos Abatement Removal"; (6) Andrews Flooring, with a Base Bid, for the sum total of \$13,991.00 for Project 2019-201 C2, "Caddo Magnet High Asbestos Abatement Floor Tile Replacement"; (7) Gill Industries with a Base Bid, for the sum total of \$5,937.00 for Project 2019-201 D1, "Eden Gardens Asbestos Abatement Removal"; (8) Andrews Flooring, with a Base Bid, for the sum total of \$7,991.00 for Project 2019-201 D2, "Eden Gardens Asbestos Abatement Floor Tile Replacement"; and (9) Benton & Brown, with a Base Bid and Alternate 1, for the sum total of \$456,000 for Project 2019-217, "North Caddo High Paving Student Parking Lot". *The bid tabulation sheets are filed in the official papers of the May 15, 2018 meeting.*

7.02 Purchasing. The Board approved the following bid as recommended by staff and submitted in the electronic mailout on the bid tabulation sheet: (1) Dahmer Powertrain Inc. for the purchase of Bus Engines, Bid 17B-18. *The bid tabulation sheet is filed in the official papers of the May 15, 2018 meeting.*

8.01 Property/Bus Rental Requests. The Board approved property and bus rental requests recommended by staff and submitted in the electronic mailout.

8.02 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 electronic mailout.

8.03 Approval of Sales and Use Tax Commission 2018-19 Budgets. The Board approved the 2018-19 Sales and Use Tax Commission Budgets as submitted in the electronic mailout.

8.04 Adopt the 2018 Millage Rates. The Board approved the following resolution as submitted in the electronic mailout for adoption of the 2018 millage rates.

Be It Resolved, that the following millage(s) are hereby levied on the 2018 tax roll on all property subject to taxation by Caddo Parish School Board:

MILLAGE

Constitutional Tax	7.70 mills
Operations and Maintenance	16.77 mills
Operation & Maintenance Support Tax	11.04 mills
Technology Tax	1.25 mills
Salaries & Benefits Tax	20.18 mills
Building & Equipment Tax	6.73 mills
Renovation Tax	5.15 mills
Bond & Interest Tax	5.00 mills

Be IT FURTHER RESOLVED that the proper administrative officials of the Parish of Caddo, State of Louisiana, be and they are hereby empowered, authorized, and directed to spread said taxes, as hereinabove set forth, upon the assessment roll of said Parish for the year 2018, and to make the collection of the taxes imposed for and on behalf of the taxing authority, according to law, and that the taxes herein levied shall become a premium lien and privilege on all property subject to taxation as herein set forth, and collection thereof shall be enforceable in the manner provided by law.

8.06 Consideration of 2017-18 Child Nutrition Budget Revision. The Board approved the revised 2017-18 Child Nutrition Budget as recommended by staff and submitted in the electronic mailout.

8.07 Proposed Permanent Utility Servitude and Proposed Temporary Construction Servitude at JS Clark. The Board approved granting the permanent utility servitude and temporary construction servitude at JS Clark as recommended by staff and submitted in the electronic mailout.

8.08 Consideration of Recommendation to Amend the Agreement for Transportation-AMIKids Charter. The Board approved the recommended amendment to the agreement for transportation for the AMIKids charter as submitted by staff in the electronic mailout.

13.01 Student Readmission Appeal Hearings. The Board approved the readmission of Student JD as recommended by staff and whose parents are in agreement.

13.02 Approval of Settlement of Willie Jones Worker's Comp Case, Claim #4676043. The Board approved authorization of settlement as recommended and submitted in the electronic mailout.

CONSIDERATION OF PROPOSAL FOR CAREDOX IMMUNIZATIONS/VACCINATIONS PROGRAM FOR ALL CADDO SCHOOLS BEGINNING 2018-19SY

Mrs. Locke moved, seconded by Mrs. Poljak, to approve the proposal for CareDOX Immunizations/Vaccinations Program for all Caddo Schools beginning with the 2018-19 school year as submitted in the electronic mailout.

Dr. Douzart asked for clarification on how this will be implemented. Dr. Goree explained CareDOX is a company that works with school districts across the country and they actually come into the district and provide immunizations for the students. He explained this is a service the health units do not provide, and CareDOX actually provides it on site. He also stated they provide the appropriate permission slips that must be provided by the student's family, and staff sees this as an opportunity for services such as flu shots where students do not have to travel to a location for it, but they can receive it at their school site.

Vote on the motion carried.

AUTHORIZATION FOR BOARD PRESIDENT TO SEND CORRESPONDENCE TO THE SECRETARY OF LOUISIANA ECONOMIC DEVELOPMENT IN SUPPORT OF THE PROPOSED ITEP RULE CHANGES

Mrs. Poljak moved, seconded by Mrs. Locke, to authorize the Board President to send correspondence to the Secretary of Louisiana Economic Development in support of ITEP rule changes.

Mr. Abrams reported that he spoke with Don Pierson, Secretary of LED, who asked the affected bodies to send a letter of support of rule changes. Mr. Abrams said the new rules are better than those currently in place, and Mr. Pierson is attempting to get them implemented as quickly as possible. He said he believes there will be some additional changes, but the main issue in the new process is the minimum 20% of taxes going directly on the rolls and there will no longer be 100% exemptions. The process will be more streamlined and there will be a provisional approval by the LED and the Board of Commerce and Industry with some idea that companies have met the requirements before it comes to the local districts. Once the districts receive it, they have 30 days to place it on the agenda and vote to support it or not.

Mrs. Bell asked Mr. Abrams to clarify "new rules", and Mr. Abrams explained the State has proposed new rules, and they were submitted on April 25th. At its meeting today, the Finance Committee agreed on this as interim until the new rules are implemented. He further clarified that all the Board is saying in response to Mr. Pierson's request is that it supports change and we believe these are better than what is in place. Dr. Goree asked if the State has said when it will vote on the new rules because the Committee charged staff with taking the information we have and coming up with an interim plan. Mr. Abrams stated he believes Mr. Pierson is wanting something by May 25th. Ms. Trammel asked for clarification if the Board does not agree with the additional changes, and Mr. Abrams clarified the District would receive changes from the State even if the District does not agree with them. Ms. Trammel stated that the Insurance and Finance Committee has requested that staff and a committee look at and bring back to the Committee a proposed matrix for the School Board to base its decisions on; and before staff spends an enormous amount of time doing this, and if the state is going to send something to the District, she question why are we locally going through this process. Mr. Abrams explained there is a pending application expiring Jun 12 and there is nothing currently in place.

The new rules state there will be a provisional approval by the Board of Commerce and Industry but the new rules are not in effect at this time, so we are still operating under the old rules and do not have anything, i.e. matrix, for addressing the requests. He further stated the information in the handout was discussed in the Insurance and Finance Committee meeting, and the only reason this is on the agenda today is because Don Pierson asked if Caddo would send a letter of support for new rules.

Mrs. Poljak asked if, even with the new rules, the Board will have to evaluate whether or not it agrees with what the Board of Commerce and Industry states the company is entitled to. She added she believes the Board can still use the proposed matrix to evaluate whether or not we support the request, and whatever the Board decides, it can still use it in the future to guide decisions under the new rules. Mrs. Brown asked why this was removed from the Consent Agenda, and the Superintendent clarified it was not on Consent. Mrs. Brown stated she believes this item should be left alone until the Board receives directive from the State. She asked why this has to be addressed at all. Mr. Abrams explained that the rules are changing, and if the Secretary of Economic Development does not get the support for rule changes, we will be stuck with the old rules and the old process. Mrs. Brown said she believes we continue to waste time on the same old thing, and again she questions why we can't wait until the State sends something to the District. Mr. Green also shared his confusion and if voting he would encourage the Board to vote this down.

Mr. Rachal questioned if the Board knows what rules it is sending a letter of support for? Miss Green asked Mr. Abrams to explain to the Board the current rules, because she believes everyone needs to know the current rules and what adjustments are being proposed. Mr. Abrams stated they are attached as backup on the agenda, and begin at Section 5.01. He clarified the old rules required the manufacturers to send a \$250 check saying they would be doing economic development, expansion, and begin the process. At a certain point the company has to come back and submit its application; and once this is done, there is a 120-day window in which it must be voted on by all the governmental entities that may exempt the taxes. Each organization says yes or no, what percentage, what they expect out of their resolution, prepares a resolution and returns it to the Louisiana Department of Economic Development in accordance with the old rules, because the new rules do not require any of this to be done.

Mr. Riall announced he is pulling this item, and Mr. Abrams explained that the person making the motion must agree to pull it and the second agree as well. *Mrs. Bell moved, seconded by Miss Green, to pull this agenda item.* Miss Green said she agrees with pulling this item. Mr. Albritton stated he believes the State is attempting to improve this process, and he thinks we should move forward and get the process improved so the District can proceed with what it tried to do this afternoon in the Finance Committee meeting, and that is under the ability to control the tax exemptions in Caddo Parish for the School System, put together some rules. While there are some things he does not like about it, he understands this is not a final document and we will still have the ability to vote it down. Knowing where he stands with tax exemptions for schools, Mr. Albritton suggested we support what we have with the goal of improving the State process that gives the local District the authority to adjust it and give the District the best local benefit.

Mrs. Poljak and Mrs. Locke stated their agreement with Mr. Albritton's comments. Mr. Rachal stated his support for pulling this item and that in looking at the information, he is concerned about voting on something we may not agree with based on information in the report and the importance for the Board to follow due diligence and complete what was done at the Finance Committee meeting today. Mrs. Bell asked Mr. Abrams to restate what he said the Board will be supporting. Mr. Abrams said when the Finance Committee met

two weeks ago, it went over every rule and everyone was in support of the rule changes from the state. He further stated the letter is written to say we support the proposed rules because at that time it appeared the Committee was in support of the proposed rule changes. Mrs. Bell agreed; but she continues to get questions as to what the State Department is doing and she believes we should make the State aware that we are working on changes for Caddo, and make sure the State Department of Economic Development understands we are not just supporting whatever they say. Mr. Abrams explained the meeting today was to address how we would deal with the current ITEP rules, and this letter is optional and is the Board's decision. Mr. Abrams asked if the letter wording was changed to say "The Caddo Parish School Board hereby supports rule changes to the ITEP approval process to make them more streamlined", which doesn't say the Board agrees with these rules, but agrees with changing them.

Mrs. Bell asked that her motion to pull this item be pulled, and Miss Green agreed. After discussion, it was agreed the letter sent to the Secretary of Economic Development would say *The Caddo Parish School Board hereby supports rule changes to the ITEP approval process.*

Mrs. Brown moved, seconded by Ms. Trammel, to call for the question. Vote on the motion to end debate carried. Vote on the main motion with the corrected wording for the letter carried.

BOARD MEMBER ANNOUNCEMENTS AND REQUESTS

Mrs. Poljak noted the new copy of "Seedlings" at Board member stations and her daughter's writing on page 13.

Miss Green expressed her appreciation to staff and the high schools for outstanding graduations. Dr. Goree added his appreciation to the Board for their presence and participation at the graduations.

Mrs. Bell echoed the comments about the outstanding graduations, especially the Caddo Virtual Academy graduation, and congratulated all of the 2018 graduates.

Adjournment. *Mrs. Locke moved, seconded by Mrs. Poljak, to adjourn. Vote on the motion to adjourn carried and the meeting adjourned at 6:29 p.m.*

T. Lamar Goree, Ph.D., Secretary

Steve Riall, President

May 15, 2018

The **Caddo Parish School Board (CPSB) Insurance and Finance Committee** met in regular session on Tuesday May 15, 2018 at approximately 3:00 p.m. in the Room 1, 1961 Midway, Shreveport, Louisiana with Chair Dottie Bell presiding and the following committee members present constituting a quorum: Susannah Poljak, Mary Trammel, Durwood Hendricks and Raymond Green. Also present were Steve Riall, Jasmine Green, Dr. Bonita Douzart, Barry Rachal, Denee' Locke and John Albritton. Superintendent Goree, Attorney Abrams, and staff members Jim Lee, James Woolfolk, Mary Wood, Diane Atkins and Roy Murry also were in attendance. Mr. Riall led the prayer and Pledge of Allegiance.

Establish the Agenda. *Ms. Trammel moved, seconded by Mr. Green, to establish the agenda as presented. Vote on the motion carried.*

Confirm the Agenda. *Ms. Trammel moved to confirm the agenda. The motion was seconded by Mrs. Poljak. Vote on the motion carried.*

Proposed Revisions to CPSB Policy DFAA (Industrial Tax Exemption). Mrs. Bell announced the purpose for today's meeting is to hear from the Interfaith group on their proposed matrix for use when considering companies' requests for tax exemptions.

Rev. Theron Jackson shared with the Committee five things that to him really matter when reviewing the applications for tax exemption and noted that the Industrial Tax Exemption is designed to be an incentive program for attracting new jobs to the area. He stated he believes it difficult for a taxing body like the School Board to justify granting these exemptions when looking at the many needs in the schools; but when doing so, they believe it is important to look at the following to determine if a company's request meets the guidelines for exemption.

- (1) imminent closure and how it affects the district and community
- (2) growth (new jobs) in Caddo Parish
- (3) return on investment
- (4) prohibit after-the-fact exemptions
- (5) restriction on short-life property
- (6) eligible amount should be limited to the net increase in property value, and
- (7) accountability measure should include an automatic cancellation provision if conditions are not met.

Rev. Jackson stated he is pro-business and only wants us to be responsible when talking about giving away money. He also reminded everyone that new rules are coming from Baton Rouge; and when they come, they will give the taxing bodies the ability to vote these requests up or down. He believes the CPSB and Insurance and Finance Committee need to focus on the children and the best way and the parameters it will use to determine and make the best decision. He encouraged the Board to wait until the new rules are received, and Mr. Abrams explained there are applications pending, and they will fall under the old rules since the new rules are not in place and June 12th is the deadline for the 120-day window in which a decision must be made. Lady Carlson stated her understanding that companies under the Executive Order have the option to apply under the new rules coming forth, and if they do, the Board does not have to vote on this by June 12th.

Susannah Poljak asked for clarification and if the guidelines presented are saying, for example, exemption should only be granted if there is a risk for imminent closure. Rev. Jackson explained if a company is facing imminent closure, ITEP could be used as an incentive to retain the jobs rather than risk losing them. Mrs. Poljak also questioned the legality of telling someone they would not be hired unless they lived in Caddo Parish. Rev. Jackson said it is an incentive and not law because the School Board is responsible for the money that comes to it. She also said

Caddo realizes a portion of taxes paid from these companies. Rev. Jackson stated that because this is an incentive for exemption for property taxes, he doesn't believe that is the determining factor for a business to locate in Caddo. Mrs. Poljak stated her understanding from Interfaith that they do not want Caddo to approve any exemptions but to keep all of the funds; and relative to the business perspective of Inferno's application, she said it was not that Inferno wasn't paying property taxes, but it was the property taxes on the piece of equipment they were purchasing. Regarding accountability measures, she asked if she understands that is the State's responsibility. Rev. Jackson noted that many over the past 6 months have been misinformed because the spirit of the Board of Commerce and Industry and the new rules is they need to and want to listen to the local governing bodies; and while the final word may be from the Governor, they are seeking the voice of those elected to speak for their communities.

Ms. Trammel stated she has asked for something in writing to outline everything, and she believes we can use some of what has been presented, and she understands we need to make sure that creating jobs is a part of what the company would do, and Mr. Abrams clarified new jobs as well as retaining jobs. She asked how the retention rate is known, and Mr. Abrams stated it is included in the new rules. In revamping of the procedures, parameters are included as well for the reviewing as the 120-day process begins, and the ability and opportunity for the local School Board to opt in or out.

Mr. Abrams asked if, on the imminent closure provision, a company comes in and says they will close, are we saying their current taxes are exempt (what they are currently paying), because no one has asked for exemption of their current taxes. Rev. Jackson asked for clarity and if this is something that had never before been asked and never been an application in arrears. Mr. Rachal noted in the material received the application process states construction must begin first and the application must be submitted within 90 days of the project completion, which means it could be almost 2 years. Rev. Jackson responded the idea is not just about expansion, but expansion to hire additional people. He added the kind of jobs also makes a difference.

Mr. Albritton asked what is meant when saying a company should "create jobs". Rev. Jackson said temporary jobs, i.e. construction, should not count in the jobs created and this should be listed in the criteria. Ms. Trammel asked if it o.k. to say the company must maintain the jobs for a minimum of three to five years. Rev. Jackson explained that in the past rules were not necessarily the responsibility of the local governing bodies, but the Commerce and Industry rules stated what exemptions were legitimate, and the weighing in from the local taxing body was simply yes or no, not to create a policy per se but only create an internal policy to use in deciding if it meets the local district's parameters for eligibility.

Mrs. Locke noted her agreement with Ms. Trammel for simplification in creating a guide for the Board to follow. She asked if the percentages are an opinion or are they what the State determined to be fair. Rev. Jackson stated based on what the State is currently doing, and what others are doing, these percentages were used as fair options.

Mr. Riall asked if he understands correctly that what the Board votes on or whatever policy is developed, it is only an opinion of the District and basically has no power, even if it is passed on to the State. He also asked about the information shared by Mr. Rachal in the process and if the State encourages them to begin construction prior to applying for the exemption, and Rev. Jackson agreed that is their incentive and we don't want any impediments to creating jobs but only to make sure jobs are created. Mr. Rachal shared a report from the Louisiana Economic Development in which he believes they were very transparent in the report on themselves. He said he talked with the Director of the LED and new rules have not been, but will be, implemented and going to an 80/20, opt-in/opt-out direction. He said we may need to be proactive and adopt what the State is doing and further explained that anyone going to the LED will get a provisional approval which only means they have been vetted with the State.

Rev. Jackson stated that Don Pierson is appointed by the Governor to look out for economic development in the State, the same as the Caddo Parish School Board members are elected to take care of educating the children in Caddo Parish. And, it is not one or the other because both are important, and he believes the best laid plans of economic development will come unraveled by a poor and poorly funded education system.

Mrs. Bell stated the Committee has seen two different matrix, and she asked Dr. Goree and his staff along with Susannah Poljak, Durwood Hendricks, Barry Rachal, and Raymond Green to come together using suggestions from both matrix and bring back a matrix that works best for Caddo. Mr. Green noted the organizations present and encouraged representation from those groups. Mrs. Bell stated if additional members outside the Committee and Board are added, there would need to be a vote to do so, and she believes that everyone has come together on this matter.

Ms. Trammel moved, seconded by Mrs. Poljak, to approve the proposed recommendation. Vote on the motion carried with Mr. Green opposed. She also announced that the Board President will serve as ex-officio.

Visitors. The following addressed the Board on their concerns and interest in this matter: Stephen Murray and Dr. Tim Magner.

Adjourn. *Ms. Trammel moved, seconded by Mrs. Poljak, to adjourn. Vote on the motion to adjourn carried and the meeting adjourned at approximately 4:05 p.m.*

May 29, 2018

The **Caddo Parish School Board (CPSB)** met in a budget work session on Tuesday, May 29, 2018, at approximately 9:00 a.m. in its offices at 1961 Midway, Shreveport, Louisiana with President Steve Riall presiding and the following board members present constituting a quorum: Jasmine Green, Susannah Poljak, Dr. Bonita Douzart, Mary Trammel, Raymond Green, Denee' Locke, Durwood Hendricks, Jr.; John Albritton and Dottie Bell. Also present were Dr. Lamar Goree, superintendent, and Reggie Abrams, legal counsel. Dr. Douzart led the prayer and Pledge of Allegiance.

2018-19 CONSOLIDATED ANNUAL BUDGET

Superintendent Goree commended Jim Lee and the staff for the work done to bring to the Board a balanced budget. He noted that the Strategic Plan requires staff to go into more detail in meeting the goals and objectives, and this is what staff has done to present a balanced budget that contains no significant cuts to the classroom, maintains the pay increase approved by the Board last year as well as no increase to health care costs; and achieves equity through TAP, Tier 1 and Teacher Payout.

Jim Lee, chief financial officer, highlighted the budget timelines for approval hopefully at the June 19, 2018 Board meeting, and reported the proposed General Fund budget reflects an estimated \$398,600,000 in revenue and \$398,531,460 in expenditures, with \$68,540 in excess of revenue over expenditures. He stated that to get this number there were reductions in supplies, travel and other operating expenses; however, no change in the classroom staffing formula. Mr. Lee added that one of the areas staff continues to have difficulty in is finding ample SPED teachers, and Dr. Goree explained that 1/3 of the work with DMG is what we are doing and/or should be doing to fill these positions.

Mr. Lee reminded the Board that the three major sources of revenue for the District are (1) ad valorem/property taxes, (2) sales taxes, and (3) MFP; and he reported there is no growth projected in the ad valorem/property taxes for next year, there is an approximate \$900,000 increase in sales taxes from this time last year, and there is no growth factored into the MFP revenue. Mr. Lee reported that budgeted expenditures include staffing based on the staffing formula, \$200 for supplies for each teacher, leasing 10 new buses, STEM pilot textbooks, assessment software and district authorized charter schools. Mr. Lee highlighted the 2016-17 actual budget, estimated 2017-18 budget, the projected final 2017-18 budget and the proposed 2018-19 budget, as well as the Special Revenue Funds (Title I, Child Nutrition, IDEA (Special Ed), Believe and Succeed, and Title II), and estimated budgeted expenditures for each.

Following Mr. Lee's presentation, the following discussion ensued.

Dottie Bell inquired about the 60 SPED positions that represent approximately \$4.5 million of the budget, if the students enrolled in the alternative programs are still on Caddo's rosters and how much we get per student, and the need for a new music supervisor. Dr. Goree explained how staff has handled the music supervisor's duties and responsibilities by dividing them among three itinerant teachers; and that if it is the Board's desire to fill this position, it means something will need to be cut from the budget to cover that cost which would be approximately \$80,000 to \$90,000. Mr. Burton added that staff has revisited this need, the recent public performances, the positive feedback from the professional development provided, and the work of the itinerant music teachers in meeting the needs of the students with changes in the schedules providing more efficient use of their time with the students. Mrs. Bell also asked about the Driver's Ed program; and Dr. Goree said the Board proposed discontinuing it, but reversed that decision before finalization, and Mr. Lee stated cars are leased for this program.

Mrs. Poljak inquired about the SPED vacancies and the differences noted in the budget and Mr. Lee explained that the SPED vacancies were never not funded, but only a percentage of the vacancies will be filled and a portion of the unused amount has been used to reduce the budget. She also asked about the decrease in Other Sources of Funds and Mr. Lee added that a one-time \$5 million transfer was done last year from the insurance reserve to support the 5% pay raise.

Mr. Albritton stated while he appreciates the work in presenting a balanced budget, the amount of revenue over expenditures is minimal; and he stressed the importance of the District maintaining its \$20 million surplus. He also asked about the increase in the General Admin and Mr. Lee explained this reflects this year's election expenses as well as an increase in workers' compensation claims being settled. He also noted a reduction in the transportation costs.

Mrs. Locke asked for clarification on the 60 SPED teacher shortage and where the \$4.5 million in the budget for these vacancies goes if they are not filled. Dr. Goree explained that part of their work with DMG is looking at how we create more revenue for equity issues and the importance of looking at this district-wide matter in totality when using any funds saved due to vacancies in SPED and other areas to help balance the budget. She asked if the District receives a percentage for handling the charter schools, and Mr. Lee responded the District withholds a 2% administrative fee which is included in the "Other Revenues" line of the financial statements. In responding to Mrs. Locke's question regarding Linwood, staff explained Linwood is different in that the state took it and the money goes directly to Linwood. Because the building still belongs to Caddo, we bill Linwood for repairs and maintenance of the building, insurance and security; however, Caddo is responsible for capital repairs. Dr. Goree also noted how Linwood Charter is growing as a result of the marketing efforts they put into place making them more attractive.

Mr. Hendricks asked about the life span of the buses and are we keeping up by only retiring/replacing 10 buses each year? Mr. Lee explained that regardless of age, a bus cannot be used once it reaches 25 years of age; and while 10 are being replaced each year, it is possible that within the next 10-15 years, the District will need to look at financing the replacement of buses.

Ms. Trammel inquired about the impact of early retirements on the budget and Mr. Lee responded the District has approximately 150-200 certified and 50-100 classified employees to retire each year. Dr. Goree added with the 5% increase last year, he believes some are deciding to work longer since the increase affects their retirement benefit. Also regarding the need for certified teachers in SPED, Dr. Goree responded Caddo is looking at various national models to improve Special Ed efficiencies, which is also a concentration of DMG. Ms. Trammel also asked about the \$17.6 million the District is paying to charter schools. Mr. Lee explained that several districts filed a lawsuit contesting the method of funding of charter schools; however, the lawsuit was turned down at the State Supreme Court and continues to be a difficult situation.

Mr. Riall asked Mr. Lee how much money is allocated in vacant funded positions and Mr. Lee responded that while he doesn't have that number, he will provide the information to the Board. Mr. Riall asked if these funds can be used elsewhere, and Mr. Lee said this has been done to balance the budget.

Mrs. Bell asked about the need to address additional security and she believes there needs to be four at Huntington. Mrs. Bell also asked staff to explain DMG, and Dr. Goree stated that this is District Management Group and it is a national organization that works with school districts on efficiency in many areas, i.e. fiscal budget, HR management, SPED management and this is being funded through the State. He explained that in talking about adding things to the budget, DMG assists districts in looking at how needs can be addressed without increasing the budget. Mrs. Bell asked how SPED students' needs are addressed with the shortage of teachers in this area, i.e. will autistic students be placed into the regular classroom? The superintendent responded they are looking at a model whereby a student's specific needs will be met, and we

will do so while still being fiscally responsible. He added staff is also looking at how we train all teachers to address some of these special needs in a student's adapting to the regular classroom.

Ms. Trammel asked if in using off-duty police officers, are we making sure they are not coming to work on a campus after working their regular shift. Roy Murry explained if they work an evening shift, for example, the officer would not come in until after 1:00.

Mr. Green asked how we address day by day subs, especially those who work extended days. Mr. Lee said once a sub teacher works 10 days, their daily pay increases from \$75 to \$100.

Dr. Douzart complimented Caddo Parish Schools on its safety measures in place because compared to districts in other parts of the country, Caddo has done remarkably well in preparing for various situations. Dr. Goree commended Mr. Murry and his team for what they do in preparing everyone to do what is necessary to keep all our students and employees safe.

Mr. Riall asked if the State receives federal funds which are passed on to the districts? Mr. Lee explained there are Federal funds which are earmarked and are passed on to the districts; however, many of the state revenues are locally generated through taxes, offshore revenues, etc. Mr. Riall also asked if there are Federal dollars in the MFP, and staff explained that MFP is part of the state's general fund budget.

Regarding Capital Projects funds, Mr. Lee explained that the District currently has only the parishwide capital projects fund as all bond funds have been spent. He said Capital Projects receives a majority of its funding from two property tax millages that renewed for 10 years each in 2013 and 2016. The budgeted expenditures for 2018-19 total \$20 million and this is based on requests from principals, ADA and critical capital repair needs. Mr. Lee also explained that the Debt Service Fund is used to pay Caddo's General Obligation Bonds and is funded by a specific 5.0 mill property tax, with the millage being based on the principal and interest payments due each year. Budgeted expenditures in this fund total \$8.3 million, and the district currently has \$65 million in outstanding general obligation bonds, down from \$72 million last year.

Mrs. Locke asked staff to explain the difference between General Administration, School Administration and Business Services. Mr. Lee explained that General Administration includes salaries, benefits and other expenses for the Board members, the Superintendent and his staff (which includes Division Chiefs), and other expenses such as insurance, elections, etc. The School Administration item includes the salaries, benefits and other expenses for principals, assistant principals and the school clerical staff (does not include counselors). Business Services includes the salaries, benefits and other expenses for the departments reporting to the Chief Financial Officer (Finance, Accounting/Accounts Payable, Payroll, Purchasing, Insurance and Risk Management). She also asked about Title II funds, and staff explained these funds are received for professional development purposes, while Title I funds are used to serve economically disadvantaged students.

Mr. Green commended the superintendent and his staff for always presenting a balanced budget.

Mr. Riall asked the Board if they desired to have a second work session scheduled for June 4th, and the decision was made there was no need and President Riall announced the scheduled June 4th session is cancelled. Mr. Lee did reaffirm that staff will provide responses to the questions asked today and he is available to answer any questions Board members may have prior to the Board meeting on the 19th.

There being no additional discussion, *Ms. Trammel moved, seconded by Mrs. Bell, to adjourn the budget work session.* Vote on the motion to adjourn carried and the meeting adjourned at approximately 10:30 a.m.

May 29, 2018

The **Caddo Parish School Board (CPSB) Insurance and Finance Committee** met in regular session on Tuesday, May 29, 2018 at approximately 11:00 a.m. in the boardroom, 1961 Midway, Shreveport, Louisiana with Chair Dottie Bell presiding and the following committee members present constituting a quorum: Susannah Poljak, Mary Trammel, Durwood Hendricks and Raymond Green. Also present were Steve Riall, Jasmine Green, Margaret Brown, Dr. Bonita Douzart, and Denee' Locke. Superintendent Goree, Attorney Abrams, and staff members Jim Lee, James Woolfolk, Mary Wood, and Roy Murry also were in attendance.

ESTABLISH AGENDA AS SUBMITTED

Ms. Trammel moved, seconded by Mrs. Poljak, to establish the agenda as submitted. Vote on the motion carried.

CONFIRM THE AGENDA

Ms. Trammel moved, seconded by Mr. Green, to confirm the agenda as submitted. Vote on the motion carried.

PROPOSED REVISIONS TO CPSB POLICY DFAA (INDUSTRIAL TAX EXEMPTIONS)

Mrs. Bell announced that at the last committee meeting, staff was charged with developing a matrix that would best meet the needs of Caddo Parish Public Schools when considering requests for industrial tax exemptions. Mr. Lee shared with the Board that he took the input received from the Greater Shreveport Chamber of Commerce and Interfaith to look at developing a matrix that could be used to look at requests for tax exemption, one that would be consistent with every application/request received, would take the heat off the Board in determining if a company qualifies for exemption, and be able to make a decision that is in the best interest of the students we serve. He shared with the committee how he arrived at the percentages that could be granted the first 5 years (with the maximum exemption being 80%), a possible decreased percentage to 50% if approved for years 6-10, and an emphasis on job creation and how many jobs. He stated that with the committee's and Board's approval, staff would take every application for exemption received and determine their eligibility based on the information the company provides and how it falls on the matrix presented and approved by the Board. If the company meets the qualifications, staff would then bring it to the Board for approval. Staff also clarified that this proposal/method is based on what we think the new rules will be and provides Caddo a guideline during the interim.

Ms. Trammel asked for clarification on how this will now be incorporated as part of the CPSB Policy DFAA. Attorney Abrams explained the Board would need to approve aligning the ITEP matrix with CPSB Policy DFAA and making it a part of the current policy. He further stated the question then becomes whether or not the Board authorizes staff, based on the matrix, to execute it or if the Board wishes all to come to it. Mr. Lee asked about options if these were not brought to the Board, and Mr. Abrams stated that the policy would have to state how the Board wishes to address – (1) staff uses the matrix to address the request and submits it to the Board and the Board would vote; or (2) the Superintendent can be authorized to utilize the matrix and grant the exemption based on the eligibility based on the matrix. He reminded them that this is only based on the current rules as they will change. Now that we have our own guidelines, Ms. Trammel asked, as these requests are received, what will happen if the Legislative body changes everything, and Mr. Abrams confirmed that what the Board is putting in place now as guidelines is an interim process to be able to address these requests; and once changes are made, Caddo will need to modify its guidelines/policy.

Mrs. Poljak asked if she understands correctly that this is based on what we believe the new rules will be, and staff responded that is correct and that hopefully the changes will only be minor.

Mrs. Locke asked if the requirement of no new jobs created means no exemption is granted was also included in the matrix from the Chamber and Interfaith. Mr. Lee said it was with Interfaith, but the Chamber's includes a small exemption based on capital investment, and/or plant expansion. Mrs. Locke asked if the spread sheet when filled out will indicate no new jobs created. Mr. Lee said he will determine from the application.

Dr. Douzart reiterated Ms. Trammel's comments that this will be put into a policy, and Mr. Lee confirmed. Ms. Trammel asked what will happen if they say new jobs will be created yet at a point, there have not been any new jobs created. Mr. Lee explained there will be a provision in the agreement to address that.

Mr. Abrams also clarified that both Interfaith and the Chamber did include a percentage for maintaining jobs; however, the one proposed by Mr. Lee does not include a percentage for this other than the stipulation of imminent closure. Mr. Lee also stated that the applications received thus far do not say anything about maintaining jobs. Ms. Trammel asked if it is necessary to include something relative to maintaining jobs, and Mr. Lee responded that is strictly the Committee/Board's decision.

Following discussion, *Ms. Trammel moved, seconded by Mr. Hendricks, to recommend to the Caddo Parish School Board that the ITEP matrix presented be utilized with CPSB Policy DFAA and that the policy is revised to include the ITEP matrix for determining a company's qualification as well as the other necessary changes requested by Committee and presented to the Board for approval on June 5th at a special called meeting. Vote on the motion carried.*

Adjourn. *Ms. Trammel moved, seconded by Mrs. Poljak, to adjourn. Vote on the motion carried and the meeting adjourned at approximately 11:30 a.m.*

Tuesday, June 5, 2018
CPSB Executive Committee Work Session

Members present: Steve Riall, Mary Trammel, Barry F Rachal. Also present were Board members Jasmine Green, Susannah Poljak, Dr. Bonita Douzart, Raymond Green, Denee' Locke, Durwood Hendricks, and Dottie Bell. Also present were Superintendent Lamar Goree and Legal Counsel Reggie Abrams.

President Riall called the meeting to order at approximately 4:57 p.m. with a quorum present.

Establish Agenda for the June 19, 2018 CPSB Meeting

Superintendent Lamar Goree highlighted items for the Board's consideration at its meeting on June 19, 2018 and the following discussion ensued.

Consideration of SWEPCO Easement at Green Oaks, Lee Hedges and North Caddo. Jasmine Green asked staff to explain further, and Steve White stated that the existing transmission crosses the Green Oaks property and the original easement did not explain the width and length, this easement does and SWEPCO is actually paying us to access the property to change the wooden poles to metal poles. Mr. Rachal also asked for explanation on the easement request at Captain Shreve (Lee Hedges Stadium). Mr. White explained this addresses replacing the lighting at the stadium and the box with switch gears located in the Northeast section of the stadium property. Mr. Rachal also asked for clarification on lines being above or underground as the facility also includes a track and location for javelin throws, and Mr. White clarified where the lines would be located under the ground.

Consideration of Request to Solicit Bids for Realtor Brokerage Service for the Sale of MJ Moore. Jasmine Green asked staff if this has been before the Board previously and if someone has expressed an interest in this property. Dr. Goree explained that this property has not been before the Board; however, staff has received numerous calls about MJ Moore and it is staff's recommendation that we go out for bids for realtor services and move forward on the sale of this building.

Consideration of Attendance Zone Change for University, Forest Hill and Southern Hills. Denee' Locke asked for further explanation on this request, and James Woolfolk explained that in January of 2012 a request was made and approved by the Board to change the attendance zone for Youree Drive Middle School and Captain Shreve High School. At that time University Elementary, which is a feeder school for Youree Drive and Captain Shreve, was not included in the change and should have been to keep the feeder pattern consistent. Mr. Woolfolk noted backup information provided that outlined the history, and attendance maps before and after the 2012 change (the railroad was the attendance line and the Board approved moving it to East Wallace Lake Road from Bert Kouns to Southern Trace). He explained that Southern Hills and Forest Hill feed into Ridgewood, and to provide a consistent feeder pattern that includes the elementary as well, staff is requesting that the Board consider revising this so the attendance line for University Elementary aligns with Youree and Captain Shreve. Mr. Woolfolk added that at this time there are only two children affected and they are already students at University.

Mrs. Bell asked staff if we are being consistent in using the feeder patterns for all schools across the district and to please provide her with a copy of the feeder patterns in place.

Mr. Rachal stated in past years, the district would use railroad tracks as attendance lines which is not a good attendance line.

Consideration of Ratification of 1954 Mineral Lease. Mr. White explained that a production company has asked that the School Board's lease of October 14, 1954 be ratified; and because the School Board still has the mineral rights on this 9-acre tract of land in Greenwood, Louisiana, and it has continued to be in production each year since 1954, staff is recommending Board approval of ratification of this request. Mr. Rachal asked staff to provide him with the depth on the mineral lease.

Presentation of Proposed Agenda and Consent Agenda

President Riall announced that the proposed consent agenda items are 6.02, 7.01, 8.01-8.12 and 13.01-13.02. *Ms. Trammel moved, seconded by Mr. Rachal, to approve the proposed agenda and consent agenda for the June 19, 2018 CPSB meeting as presented. Vote on the motion carried unanimously.*

Announcements and Requests

Jasmine Green asked that staff provide her with an update on the capital project for the Green Oaks track and jumping pit.

Mr. Rachal announced that Bill Joyce will be conducting a Gifted Teachers Conference at University Elementary and he expressed appreciation to Dr. Goree for helping to make this happen.

Adjourn. *Ms. Trammel moved, seconded by Mr. Rachal, to adjourn. Vote on the motion to adjourn carried and the meeting adjourned at approximately 5:35 p.m.*

June 5, 2018
CPSB Special Session

Members present: Steve Riall, Jasmine Green, Susannah Poljak, Bonita Douzart, Mary Trammel, Raymond E Green, Denee Locke, Barry F Rachal, Durwood D Hendricks, Dottie Bell. Also present were Dr. Lamar Goree, superintendent, and Reggie Abrams, legal counsel.

President Steve Riall called the special session to order at approximately 4:30 p.m. and a quorum was present. Board member Mary Trammel, District 6, led the invocation and Pledge of Allegiance.

Visitors

The following visitors addressed the board: Dawn Jordan, Caddo Association of Educators; Bobby Edwards, Interfaith; and Jon Glover.

Consideration of Personnel Recommendations

Ms. Trammel moved, seconded by Mrs. Bell, to approve the personnel recommendations as submitted by the superintendent in the electronic mailout.

Miss Green asked for clarification on these two recommendations, and the Superintendent explained the need and the responsibilities that will be carried out by these two employees. *Vote on the motion carried unanimously.*

Consideration of Revisions to CPSB Policy DFAA (Industrial Tax Exemptions)

Mrs. Bell moved, seconded by Mr. Rachal, to approve the revisions to CPSB Policy DFAA (Industrial Tax Exemptions) as recommended by the Insurance and Finance Committee and submitted in the electronic mailout.

Mrs. Bell, chair of the Insurance and Finance Committee, stated this recommendation comes to the Board from the Insurance and Finance Committee after several meetings and charging staff to bring back a matrix that would work in the best interest for Caddo's students when the Board must act on applications for Industrial Tax Exemptions.

Mr. Rachal expressed his appreciation for this item being referred to committee, and Dr. Goree thanked the Board for its patience in addressing this matter.

Vote on the motion carried unanimously.

Adjournment. *Ms. Trammel moved, seconded by Mrs. Locke, to adjourn. Vote on the motion to adjourn carried unanimously, and the meeting adjourned at approximately 4:54 p.m.*

T. Lamar Goree, Ph.D., Secretary

Steve Riall, President

**June 19, 2018
CPSB Meeting**

Members present: Steve Riall, Jasmine Green, Margaret A Brown, Susannah Poljak, Dr. Bonita Douzart, Mary Trammel, Raymond E Green, Barry F Rachal, Durwood D Hendricks, John L Albritton, and Dottie Bell. Also present were Superintendent Lamar Goree and Legal Counsel Reggie Abrams.

President Riall called the June 19, 2018 CPSB meeting to order at approximately 4:30 p.m. and a quorum was present. Mr. Riall announced that Mrs. Locke is absent due to a family illness. Board member Mary Trammel led the invocation and Pledge of Allegiance.

Consideration of Minutes of the May 7, 2018, May 15, 2018, May 29, 2018, and June 5, 2018 CPSB Meetings

Ms. Trammel moved, seconded by Miss Green, to approve the minutes of the May 7, 2018, May 15, 2018, May 29, 2018 and June 5, 2018 CPSB meetings as submitted. Vote on the motion carried unanimously.

Presentations and Recognitions

Mary Nash-Wood, director of communications and strategic initiatives, recognized the following and the Board President and Superintendent presented each with a certificate for their achievement. Administrators, parents and friends in attendance were recognized also.

Shreve Island Elementary School Choir. A select group of fourth grade students in the Shreve Island Elementary School choir entertained the Board and audience with musical selections from their patriotic Red, White and Blue Day show.

Northwest Louisiana Veterans Cemetery. Ken Epperson, director of the Northwest Louisiana Veterans Cemetery under the Louisiana Veterans Affairs Department and chairman of the annual Veterans Day Celebration, announced that a \$2.1 million grant was recently awarded for the building of the fifth Veterans Cemetery in Jennings, Louisiana. He stated that everything at the Veterans Cemetery is free to veterans and available to spouses for a minimal amount. He highlighted the specific services and products available free to the veterans and plans for the future. Mr. Epperson also expressed appreciation to the CPSB leadership in the JROTC Program and how proud he is of this program and the many hours the students give to the NW La Veterans Cemetery as well as participation in the Memorial Day and Veterans Day ceremonies and festivities. He also announced they will be featured in the July-August issue of *Half-Time Magazine* out of Los Angeles. Mr. Rachal shared a personal experience with the Northwest Louisiana Veterans Cemetery when he lost a dear friend and how grateful he is for the NLVC and the help extended to this veteran in a time of need. Miss Green extended appreciation to Mr. Epperson for always including the CPSB in this initiative, and she thanked him for his services on the Caddo Parish Commission. Mrs. Bell expressed the joy in attending and participating in the Memorial Day Celebration. Mr. Riall thanked Mr. Epperson for attending and sharing with the Board, and he encouraged any that have not visited this cemetery to do so.

Colonial Dames Essay Contest Winners. The following students were recognized as winners in the National Society of Colonial Dames of America's essay contest: Cade Crandall, C. E. Byrd High School; and Liam Ellis Ash of Caddo Parish Magnet High.

U. S. Presidential Scholar. Dakota Simpson, 2018 senior at Caddo Magnet High School, was recognized for being named to the 54th class of U.S. Presidential Scholars from the U.S. Department of Education. Dakota plans to enter the mission field in Guadalajara, Mexico.

U.S. Presidential Distinguished Teacher Award. Laura Addington, National Board Certified Teacher, was recognized for having been named a U. S. Presidential Scholar Distinguished Educator by the Louisiana Department of Education.

Louisiana PTA Educators of Distinction. The following were recognized for their outstanding work with students and for going above and beyond the call of duty. The 2017 Louisiana PTA Educators of Distinction are Kris Clements, Caddo Parish Magnet High; Amy Nicole Harper, Youree Drive Middle; Staci Thomas, A.C. Steere Elementary; Megan DeFatta Quinn, University Elementary; and Jeremy Ryan Williams, C.E. Byrd High School. The 2018 Educators of Distinction are Erin Berry, Caddo Parish Magnet High; Alice "Faye" Yates, South Highlands Elementary Magnet; Heather Peak Hooper, Captain Shreve High; Jenna Roche Middleton, Fairfield Elementary; and Kim McInnis, A. C. Steere Elementary.

Outgoing District PTA President. The Caddo Parish School Board and Superintendent Goree presented Amy Failla, outgoing District PTA President, with a plaque recognizing her efforts and service as President of the Caddo District PTA since July of 2014.

Newly Appointed Administrators. Chief Human Resource Officer Diane Atkins introduced the following newly appointed administrators: Eva Nicole Allien, instructional technologist; Leronn C. Burris, instructional technologist; James A. Demery, instructional technologist; and Dr. Matthew A. Mitchell, principal, Huntington High School.

WIND CATCHER ENERGY CONNECTION PROJECT

Mike Corbin, AEP SWEPCO's external affairs manager, stated he is before the Board asking for a letter of support for the Wind Catcher Project. He shared with the Board a brief history of the Wind Catcher Energy Connection Project under construction in the Oklahoma panhandle, significant benefits it will provide Louisiana families, businesses and communities in annual savings in lower electricity costs; SWEPCO's guarantees to assure the predicted savings and that no added cost is passed on to the customers, and SWEPCO's continued goal to add more clean energy and further diversify its energy resource mix. As part of the process, approval must be obtained from the Public Service Commissions in Oklahoma, Texas, Arkansas and Louisiana. SWEPCO will go before the Louisiana Public Service Commission on June 20th and SWEPCO is asking for a letter of support to present to the Louisiana Public Service Commission. He reported SWEPCO currently has letters of support from the City of Bossier, City of Shreveport, Town of Oil City, Village of Belcher, Caddo Bossier Port Commission, Barksdale Forward, Calumet Refinery, Manufacturers Council, Caddo Parish Commission (deferred to Committee), and the Bossier Parish School Board and the Bossier Parish Policy Jury are considering it, and the Board's favorable vote for a letter of support would be greatly appreciated.

PUBLIC HEARING ON THE 2018-19 CONSOLIDATED ANNUAL BUDGET

Mr. Riall announced the public hearing open for the 2018-19 Consolidated Annual Budget and the following visitors addressed the Board: Jon Glover asked if the deficit in the expenditures for all funds is reflective of the student population, clarity on the difference in Operations/Maintenance Tax and Operations, Maintenance and Support Tax; and the \$17.6 million being given to Magnolia Charter. She asked that someone address these for her.

VISITORS

The following persons addressed the Board on their thoughts, concerns and suggestions: Jackie Lansdale, RRU (pay issues, review of grievance, transfer, and discrimination policies); Omari Ho Sang (Minority Supplier Institute); and Bobby Edwards (Wind Catcher concerns).

ESTABLISH THE AGENDA AND THE PROPOSED CONSENT AGENDA

Superintendent Goree highlighted items for the Board's consideration, and President Riall announced that the following are the consent agenda items: 6.01-6.02, 7.01-7.02, 8.01-8.13 and 13.01-13.02.

Ms. Trammel moved, seconded by Mrs. Poljak, to establish the agenda and consent agenda for the June 19, 2018 CPSB meeting as presented. Vote on the motion carried.

CONFIRM THE CONSENT AGENDA

Ms. Trammel moved, seconded by Mrs. Poljak, to confirm the consent agenda. Vote on the motion carried. The following is a summary of the Board's action on the consent agenda.

6.01 Personnel Recommendations. The Board approved the personnel recommendation(s) as recommended by the superintendent and submitted in the electronic mailout.

6.02 Personnel Transactions (Resignations). The board approved the personnel transactions reports (resignations) for May 1, 2018 through May 31, 2018 as recommended by staff and submitted in the electronic mailout.

7.01 Consideration for Purchasing Bids. The Board approved the following bids as recommended by staff and submitted in the electronic mailout on the bid tabulation sheets: (1) AFP Industries for Calculators; (2) School Specialty and Unity for Marker Boards and Bulletin Boards; and (3) Porter's Industrial for Uniform Provision & Management Services. *A copy of the bid tabulations is filed in the official papers of the June 19, 2018 CPSB meeting.*

7.02 Consideration of Capital Projects Bids. The Board approved the following bid as recommended by staff and submitted on the bid tabulation sheet in the electronic mailout: (1) Martin Painting & Specialty, with a Base Bid, Alternate 1, Alternate 2 and Alternate 3, for the sum total of \$148,159.00 for Project 2019-205A, "Northwood Painting Entire Campus". *A copy of the bid tabulations is filed in the official papers of the June 19, 2018 CPSB meeting.*

8.01 Property/Bus Rental Requests. The Board approved property and bus rental requests recommended by staff and submitted in the electronic mailout.

8.02 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 electronic mailout.

8.03 Consideration of Resolution to Adopt the 2018-19 Consolidated Annual Budget. The Board approved the resolution adopting the 2018-19 Consolidated Annual Budget as submitted in the electronic mailout.

8.04 Consideration of Official Journal for 2018-19. The Board approved *The Times* as the official journal for the 2018-19 year as recommended and submitted in the electronic mailout.

8.05 Consideration of Youth Enrichment Program (YEP) Contract Renewal. The Board approved renewal of the Youth Enrichment Program (YEP) contract as recommended by staff and submitted in the electronic mailout.

8.06 Consideration of Ratification of 1954 Mineral Lease. The Board ratified the existing mineral lease on a 9-acre tract located in Section 26, Township 17 North, Range 16 West as recommended by staff and submitted in electronic mailout.

8.07 Consideration of Change in July Board Meeting Date. The Board approved changing the July 17th Board meeting to July 24th.

8.08 Consideration of SWEPCO Easement at Green Oaks, Lee Hedges and North Caddo. The Board approved SWEPCO easement requests for Green Oaks, Lee Hedges and North Caddo as recommended by staff and submitted in the electronic mailout.

8.09 Consideration of Property/Casualty Insurance Renewals for 2018-19. The Board approved renewals of property/casualty insurance coverage for 2018-19 as recommended by staff and submitted in the electronic mailout.

8.10 Consideration of Request to Solicit Bids for Realtor Brokerage Service for the Sale of MJ Moore. The Board approved soliciting bids for realtor brokerage service for the sale of MJ Moore as recommended by staff and submitted in the electronic mailout.

8.11 Consideration of Cooperative Endeavor Agreement for Battle on the Border High School Football Showcase. The Board approved the cooperative endeavor agreement for the Battle on the Border High School Football Showcase as recommended by staff and submitted in the electronic mailout.

8.12 Consideration of Attendance Zone Change for University, Forest Hill and Southern Hills. The Board approved proposed changes to attendance zones for University, Forest Hill and Southern Hills elementary schools as recommended by staff and submitted in the electronic mailout.

8.13 Consideration of Letter Supporting Proposed Wind Catcher Energy Connection Project. The Board approved the proposed letter supporting the proposed wind catcher energy connection project as submitted in the electronic mailout.

13.01 Student Readmission Appeal Hearings. The Board approved the readmission of Student CB as recommended by staff and whose parents are in agreement.

13.02 Request for Settlement Authority – Renee Darby vs. CPSB, Workers’ Comp Claim #4721996. The Board authorized settlement as recommended and submitted in the electronic mailout.

ANNOUNCEMENTS AND REQUESTS

Mrs. Bell extended wishes to all for a Happy 4th of July.

Adjournment. *On motion by Mr. Rachal, second by Mrs. Poljak, the meeting adjourned at approximately 5:53 p.m.*

T. Lamar Goree, Ph.D., Secretary

Steve Riall, President

July 24, 2018
Caddo Parish School Board

Members present: Steve Riall, Jasmine Green (arrived at approximately 4:43 p.m.), Margaret A Brown, Susannah Poljak, Dr. Bonita Douzart, Mary Trammel, Raymond E Green, Denee Locke, Barry F Rachal, Durwood D Hendricks, Jr.; John L Albritton and Dottie Bell. Also present were Superintendent Lamar Goree and General Counsel Reginald Abrams.

President Riall called the July 24, 2018 CPSB meeting to order at approximately 4:35 p.m. at which time a quorum was present. Board member Mary Trammel, District 6, led the invocation and Pledge of Allegiance.

CONSIDERATION OF MINUTES OF THE JUNE 19, 2018 CPSB MEETING

Mrs. Bell moved, seconded by Mr. Rachal, to approve the minutes of the June 19, 2018 CPSB meeting as submitted. Vote on the motion carried unanimously.

PRESENTATIONS AND RECOGNITIONS

Mary Nash-Wood, director of Communications and Strategic Initiatives, recognized the following students/staff for outstanding achievements. Each one recognized also introduced family members/friends present.

Herndon High Steppers. The Herndon Magnet School High Steppers were introduced for recently being recognized as the Kilgore Rangerettes overall Middle School Champions plus 4 event wins; Regional Overall Middle School Champions plus 5 event wins; and champions of the American Dance Drill Middle School National Competition plus 4 event wins. Kim Whetstone, director and Lacy Turner, co-director and choreographer, were also recognized.

Volunteers for Youth Justice Teen Court Participants. The following students were recognized as participants in the Volunteers for Youth Justice Teen Court program: Brenna Burrough, Davion Curry, Kendall Fuller, Jeramiah James, Jamarcia Taylor of Fair Park Middle School; Nehemiah Goldsmith, Jaelyn Mason, and Jaylon Vinson of Caddo Magnet High School; Felix Jones II, Brin Wilson and Nial Wilson of Captain Shreve High School; Lauren Lee, Annika Robinson, and Zoe Young of C. E. Byrd High School; and K'La Richmond of Huntington High School. Shonda Houston-Dotie, director of Youth Programs for Volunteers for Youth Justice gave a brief overview of the program.

2018 Caddo Parish School Volunteer of the Year. Linda Still Catanese (Caddo Heights) was recognized as Caddo's 2018 Volunteer of the Year. Mrs. Wood highlighted some of the things Mrs. Catanese has done to give back to the schools. Board member Bell also personally recognized her for the many ways she assisted her when teaching at Turner.

Newly Appointed Administrators. Charles Lowder, director of certified personnel, introduced and welcomed the following newly appointed administrators: (1) Christolyn French, AP, CMCT; (2) Angela Morris, AP, Donnie Bickham MS; (3) Alyssa Simmons, AP, Woodlawn Leadership Academy; (4) Latoria Stewart, AP, Woodlawn Leadership Academy; (5) Christopher Jackson, principal, Midway Elementary School; (6) Marvin Rainey, District Executive Master Teacher; and (7) Nathaniel Adams, director of Child Welfare and Attendance.

VISITORS

The following visitors shared their thoughts and concerns: (1) Jackie Lansdale.

ESTABLISH THE AGENDA AND THE PROPOSED AGENDA

Superintendent Goree highlighted items for the Board's consideration and the following discussion ensued.

Mr. Rachal inquired about the concessions bid for Lee Hedges and if only one bid was received for this item. Lisa Lloyd, director of purchasing, explained that the recommendation is the only bid received and it was 27%.

Mr. Rachal also inquired if all staff are evaluated by the same format, and Dr. Goree confirmed that evaluations for director positions and above are different than the evaluation for teachers; and the changes presented to the Board for consideration address evaluations for classroom teachers and is more specific to the number of evaluations a teacher in a full TAP school will have per year (going from four evaluation to three (1 announced and 2 unannounced)). Mr. Rachal asked how many evaluators are there for teachers, and Dr. Goree said the administrative staff (principals, assistant principals, and instructional coordinators) serve as evaluators of all teachers in a school. They will divide the list in whichever way they choose and will conduct evaluations of all teachers in the school on an annual basis. Dr. Goree said staff is also excited as it enters its second year in the TAP model of evaluating all teachers. They believe the change will provide an evaluation that is more a coaching model than a "gotcha" model.

Mr. Albritton, et.al., asked staff to look at the Board list attached (Exhibit A) to the Louisiana Compliance Questionnaire for corrections.

Regarding proposed revisions to Policy JCDB, Ms. Trammel asked for clarification on the similarities, and Superintendent Goree explained that Board policy sets a general dress code and you may see some schools with more specific dress codes, i.e., some schools require standard dress but not all schools do. This proposed change addresses something changed in the law concerning bullet-resistant backpacks. The Board policy sets broad guidelines; and schools set specific dress codes around it. He also said this is established by each school, within reason.

Dr. Douzart asked that consideration be given for a dress code for teachers also. Superintendent Goree reiterated that Caddo has a broad set of guidelines relative to teacher dress; however he believes Dr. Douzart may be referring to something more specific. Mr. Abrams added that teachers have a dress code and that is they should dress professionally. The policy itself is broad; however, it also states that under no circumstances shall teachers wear anything that would be a violation of the students' dress code.

Ms. Trammel moved, seconded by Mrs. Locke, to establish the agenda and consent agenda for the July 24, 2018 CPSB meeting as presented. Vote on the motion carried unanimously.

CONFIRM THE CONSENT AGENDA

Ms. Trammel moved, seconded by Mrs. Locke, to confirm the consent agenda (Items 6.01-6.03, 7.01, and 8.02-8.09). Vote on the motion carried unanimously and the following is a summary of the Board's action on the consent agenda items.

6.01 Personnel Recommendations. The Board approved the personnel recommendation as recommended by the superintendent and submitted in the mailout.

6.02 Personnel Transactions Reports (Resignations). The board approved the personnel transactions reports (resignations) for June 1 through 30, 2018 as recommended by staff and submitted in the electronic mailout.

6.03 Request for Leave. The Board approved the request for leave as submitted in the electronic mailout.

7.01 Purchasing Bids. The Board approved the following bids as recommended by staff and submitted in the electronic mailout on the bid tabulation sheets: (1) John Auzenne, Jr. dba M&M Concessions for concession services-Lee Hedges; (2) My Office Products, dba Unity Education Resources for copy paper; (3) Oak Farms for the purchase of Milk and Dairy Products; (4) Oak Farms for the purchase of Fruit Juice; and (5) Flowers Baking Company for the purchase of bread and bread products.

8.02 Out of State Travel (General Fund). The Board approved requests for out of state travel (General Fund) as submitted by staff in the electronic mailout.

8.03 Consideration of Revisions to Caddo Performance Evaluation Plan. The Board approved the proposed revisions to the 2018-19 Caddo Performance Evaluation Plan as recommended and submitted in the electronic mailout.

8.04 Consideration of Change in CPSB Meeting Dates. The Board approved changes in the October 16, 2018, January 1, 2019 and February 19, 2019 Board meeting dates as recommended by the superintendent and submitted in the electronic mailout.

8.05 Consideration of Department of Exceptional Children 2018-2019 Interagency Agreements & Contracts. The Board approved the 2018-2019 interagency agreements and contracts for the Department of Exceptional Children as recommended by staff and submitted in the electronic mailout.

8.06 Consideration of Louisiana Compliance Questionnaire. The Board approved the Louisiana Compliance Questionnaire as recommended by staff and submitted in the electronic mailout.

8.07 Consideration of Proposed Revisions to CPSB Policy JCDB (Student Dress Code). The Board approved the proposed revisions to CPSB Policy JCDB (student Dress Code) as recommended and presented in the electronic mailout.

8.08 Consideration of Authorization to Hold Salvage Sale. The Board authorized staff to conduct salvage sale for buses from the CPSB fleet as recommended by staff and submitted in the electronic mailout.

8.09 Consideration of Real Estate Broker Services Proposal. The Board approved the proposal of U L Coleman for RFP 06R-19, Real Estate Services for the marketing and sale of Alexander Learning Center and MJ Moore as submitted in the electronic mailout.

SUPERINTENDENT'S REPORT

Superintendent Goree announced and invited everyone to Caddo's *Ring the Bell* scheduled for Monday, August 13, 2018 at Captain Shreve High School to welcome all Caddo students back to school. Board members wishing to order shirts may do so following the meeting in the Superintendent's Conference Room.

BOARD MEMBER ANNOUNCEMENTS AND REQUESTS

Mrs. Bell announced that Walnut Hill (graduating classes from 1957-1971) will return this coming weekend for a class reunion at Walnut Hill.

Mr. Hendricks announced that he returned today from attending the Southern Leadership Conference in Biloxi, Mississippi and shared he looks forward to bringing some of the things from this learning experience to the table with the Board members.

ADJOURNMENT

Ms. Trammel moved, seconded by Mr. Rachal, to adjourn. Vote on the motion to adjourn carried and the meeting adjourned at approximately 5:35 p.m.

T. Lamar Goree, Ph.D., Secretary

Steve Riall, President

August 7, 2018
CPSB Executive Committee Work Session

Members present: Steve Riall, Mary Trammel, Barry F Rachal. Also present were Board members Jasmine Green, Susannah Poljak, Dr. Bonita Douzart, Raymond Green, Denee' Locke, Durwood Hendricks, John Albritton and Dottie Bell. Also present were Superintendent Lamar Goree and Legal Counsel Reggie Abrams.

President Riall called the meeting to order at approximately 4:37 p.m. with a quorum present and Denee' Locke led the invocation and Pledge of Allegiance.

PRESENTATIONS

Annual Report/Update on ReImagine Caddo: A Plan for Excellence. Carolyn Spaht-Gonzalez announced this is her seventh time to present to the CPSB on where the District is in its strategic plan and how and to what degree the objectives are being met. Mrs. Gonzalez stated there are 27 objectives on the strategic plan; and at this time, two of the 27 cannot be rated until the data is available. These are the contingency reserve (rainy day fund) which should be available in September, and the vacancy rate (the September FT counts). Of the remaining 25, the same number (11 or 12) are green (target met), 12 are yellow (have not met the target but are making progress), and only 2 have not met the target or made progress. She added that each action step is also looked at in the operational plan of the strategic plan.

In looking at trends over the last three years, Mrs. Gonzalez highlighted this year compared to the previous 2 years and detailed percentages of objectives that have been met, have made progress or made no progress and noted that over time, there have been fewer greens and reds, and more yellows; and this resulted from determining what to do with the reds (adjusting action steps as needed and thus changing the status from red to yellow), and greens. She also commended the staff for, as it reaches its target, adjusting the target to reach a higher goal, because this indicates it is not just doing and measuring the plan to increase the number of greens but because the Board really wants to make a difference for children.

Regarding the Scorecard, Mrs. Gonzalez summarized the following areas for the Board, and highlighted where the District was when it began, where it is in each area toward meeting the targets for each year, where the District is now and where it wishes to be. The K2 students' percentage is for the first time reading at grade level and not labeled red. She announced the excitement of the positive movement in this area for these children (kindergartners) have been less ready in the past. She said while the percentage decreased, she commended the District for still seeing the positive in this area, with an increase in kindergartner scores by 48%. She also reported that the percent of students in Grades 3-8 scoring proficient in ELA. Math and high school graduation are pretty much flat compared to last year, with a flat percent in high school graduation because of the big jump the previous year.

Under Family and Community Engagement, Mrs. Gonzalez stated that each school now has a parental involvement plan and will be developing a plan to measure the implemented plan. Also receiving a green status for the 17-18 school year was the objective to come up with a number of meaningful opportunities for community engagement and partnerships. Under Fiscal Responsibility, she reported that the projected evaluation is not available but is anticipated in the fall, and the District's bond rating of AA- has held. She also reported that highlights in this area include giving employees a pay raise as well continuing to save money in health care (approximately \$4 million).

Relative to Human Resources/Professional Development, it was reported that the final counts for current school year vacancies will not be available until after September 1; and increasing the retention of certified and classified personnel within the 0-3 years of employment is an area that needs more focus since a positive trend is not being seen. She said that this concern is one that has been shared every time with the Board when bringing updates, and in looking at why we are losing employees, it is not known why since we do not have the correct data, which is not just an HR problem, but it is a combination of HR, Academics and IT sorting out the indicators to determine what is happening, which she believes the external company working on an exit survey may help in this area. Mrs. Gonzalez reported that on a positive note, the annual over-staffing and surplus have been reduced.

Mrs. Gonzalez reported that STEM continues to be a positive, bright spot in the District as well as the virtual school enrollment; and under technology, the number of computer devices used for testing has increased to 3:1 and a 2:1 school average

and with 92% of the schools having this ratio, the District has almost reached its target. Staff is also moving forward to insure that the specialized programs are aligned with offerings at campuses districtwide.

The update in Operations and Support Services indicated that the District saw a .4% increase in the on-time delivery of students by transportation; and while there was no improvement (red) in the reduction of at-fault bus accidents for two years, improvement was seen in the 2017-18 school year; and the use of substitute bus drivers covering daily absenteeism of permanent drivers surpassed the goal of 13%. Mrs. Gonzalez also reported that school facility repair work orders surpassed the projected level of total work orders to be 50% or below with a 59% actual level of completion. With the goal of reducing annual energy costs by 10%, the District exceeded its target by one cent.

In the effort to develop and implement action plans for the use or disposal of all vacant school structure, 61% of the vacant buildings have action plans as of the end of 2017-18 school year; and in striving to attain a 100% average student capacity level, the District was at 92% at the end of 2017-18. Participation in breakfast and lunch is predicted to increase to 50% for breakfast and 75% for lunch with current percentages being 28% for breakfast and 62% for lunch and staff is working on how it can increase these numbers.

She reported on the great improvement in physical security of each site, going from 48 incidents districtwide down to 8. In the area of Marketing and Communications, she reported on the increase in positive stories regarding the District via various media avenues, and a third party is beginning to handle the survey to be used to build trust through an annual survey of parents and stakeholders.

She noted the areas of strength exceeding the areas of focus and highlighted those initiatives marked with an asterisk meaning they struggled last year. She announced a revision to the Strategic Plan will come to the Board in September. In summary she stated that this is a very strong evaluation; and while she knows we want to see all greens indicating all targets have been met, she would question if staff was pushing hard enough if all the targets were met at this point. She commended the District on continuing to stretch farther because the results are evident.

Dr. Goree pointed out that the two items mentioned that could not be addressed, staff will bring these back as soon as the information is available. He also reiterated that ReImagine Caddo was designed to be a five-year strategic plan and in concluding the third year, staff will go into retreat and begin looking at those things that continue to serve the best interest of meeting the mission and vision established in the strategic plan. Also, he added there will be nothing removed in any area that still needs to see growth as long as it is still perfectly aligned with our mission and vision for the District.

Mrs. Bell complimented the K2 program coming out of the red and her belief that every school and classroom needs a preK program. With preK being a problem everywhere, she believes we need to work with the Legislators to provide this opportunity. She also asked how many preK programs are in the Caddo System and how many classes are at each school. Dr. Goree noted several grass roots organizations in the community that are interested in expanding preK opportunities. Mrs. Bell also asked about the retention of teachers and if there is any way we can implement some type of five-year contract to keep them in Caddo for at least that length of time. Mrs. Bell also said when it comes to testing on the computers, and because the State is requiring that students test on the computers, it is important that all the computers in the classrooms are working at test-taking time. Dr. Goree stated his agreement that this is a national issue, but he believes significant strides have been made in this area. He added staff will look to modify change so staff can continue the process of retention. Having just welcomed 200 plus new teachers, he believes staff has done an outstanding job of preparing them for the classroom. Next, it will be important to determine how we keep them for three years, which is something school districts will have to be very creative with and think outside the box. He also added that as Mrs. Gonzalez stated, this is an area that is not just Human Resources, but it is an Academics and Professional Development effort to determine what will sustain the teachers' interest in the profession.

Mr. Albritton asked for clarification on programs aligned with campus offerings, and Mr. Burton stated that this part of the strategic plan has been dormant because of the recent contracts and agreements with the State. He further explained that soon academic teams as well as other departments will go into the schools and look at specialized programs and the students' needs, i.e. technology schools, professional

development schools, magnet components, et.al., and make sure that whatever is on a sign outside a school building, is impacting students at that school. This review will be brought back to the Board.

Mr. Rachal asked about the "flatness" in the testing area when it comes to SPS and ELA scores and if it is due to changes in the tests. Dr. Goree responded that it is not, but it is only due to "flatness" in student performance. However, he believes this will become greatly impacted by the implementation of the Tier 1 curriculum across the District next year for which 2,000 plus teachers participated in intensive professional development over the summer for implementation of this curriculum. Mr. Rachal added he believes there is a huge momentum going on now with anticipation these will increase dramatically. Dr. Goree agreed there will be significant jumps in performance over the next 2-3 years. Mr. Rachal also asked how is school communications taking place on the web site, and Mary Nash-Wood explained that in collaboration with the National School Public Relations Association to identify what parents look for on the web site, i.e. school calendar, school lunch menu, staffing changes, etc. This rubric has been shared with Mrs. Gonzalez and the staff works weekly going through every school's website to see if these components have been updated; and if not, they look at circumstances affecting non-current information (out for holidays). He asked if we are using a web site company for each school, or is it left up to each school. Mrs. Wood explained the District does have a District-provided web platform that schools are able to use, but many schools ask their parent-teacher association or another organization to facilitate keeping web pages updated. She also said they have found it very important to keep current who oversees each school's web site, and who has the credentials to update this information. They have also asked schools to keep the Communications Department up to date on changes and have hired a graphic designer within their division for updating web site information and training users.

Mr. Rachal also asked about the drop in retention in the certified area and if the exit survey has been designed and implemented. Dr. Goree responded that Mrs. Gonzalez noted that this is a recurring issue and it speaks to the National trends relative to retention of certified personnel. He added that in talking about an outside firm, the staff has begun working with K12 Insight and this service will be implemented with the next school year to provide us with opportunities to (1) better communicate with families, and (2) provide an avenue for collecting meaningful data as to why we are losing people so we can be more specific in our design of how to keep them in the District. While we have informally surveyed personnel when leaving the District, we have never done so to the specificity needed if we need to make changes. Dr. Goree stated that while HR is driven by effective use of data, it is important to insure the correct data is collected and used accurately. Mr. Rachal also stated that getting this data into a system will help us systematically to figure out what needs to be done. Dr. Goree further reported K12 Insight was in the District on Monday.

Mr. Rachal also inquired about reaching the 2020 target of computers in schools and now resetting the targets to do better for children. Dr. Goree recognized Academics and Technology for what they have done in conducting a very thorough audit of everything in the Caddo System which he believes will provide additional improvement in this area.

ESTABLISH THE AGENDA AND CONSENT AGENDA FOR THE AUGUST 21, 2018 CPSB MEETING

President Riall presented the agenda items for questions and discussion.

2018-19 Pupil Progression Plan. Mr. Burton stated that information is at Board member stations for submission of a parent representative to the Parental Review Committee. Melissa Mainiero, supervisor of accountability and data, shared with the Board that the lateness in this being presented to the Board results from staff waiting to receive information on the new placement test mandated for entering 5th grade and 9th grade. She further explained that changes include updating language related to a new kindergarten entry assessment, local update to remove weighted grades in the elementary grades (1-5) and language development courses, look at reading and language arts grades as one rather than two separate grades, state policy regarding 5th graders meeting state assessment standards and if they did not, putting certain supports in place for them if they are promoted, and relative to high school course work taking place on the middle school campuses, the Academics team will work together to make sure the student is leaving middle school and entering high school to take courses that are prerequisite and prepared for the advanced courses (Level III courses).

Mr. Rachal asked about the item addressing 4th graders going into the 5th grade and if there is a list of what the State is mandating. Mrs. Mainiero explained it is actually a collaborative process between the school and the parent; and Caddo has some of these already in place for the students, i.e. access to Tier 1 curriculum. A structured RTI time is also required and some schools have already built this into schedules for students struggling to meet the grade level work expectation. Also, strategic classroom placement is a way by which they look at the teachers in the building to determine the right fit for students and that they are in the right environment to receive the needed support. Fourth, offering summer school is included and when the State asks the districts to define summer school, they see summer as anything that is happening outside the normal school day, i.e. after school programs near the end of the year; and they are saying a minimum of two of these should be in place for students entering fifth grade and have a below basic score. Mrs. Mainiero added this really formalizes the support already in place for the students and tracking documentation.

Mr. Albritton shared his confusion that a student can pass Algebra I, Geometry, but not score at least Basic on the Mathematics test. Mrs. Mainiero responded that does happen, and for various reasons. Dr. Goree said that at times a parent or student is interested in taking a class but sometimes they struggle; however, staff makes every effort to only put students in those classes who are academically ready to be successful in these classes.

Mr. Riall said he has been told by a number of people in different districts/schools that many times children will graduate from high school having done well in math, but they are not ready for college, and he asked why does this happen? Dr. Goree agreed that this is a nationwide issue and noted there is no alignment of what we do to prepare students for success which is a systematic problem of no formal communication between colleges and public schools. To address this type issue, it will take a few Legislators coming together and working on this.

Following discussion, Mr. Riall announced Items 8.01-8.04 and 13.01 as the consent agenda.

PRESENTATION OF PROPOSED AGENDA AND CONSENT AGENDA

Ms. Trammel moved, seconded by Mr. Rachal, to approve the proposed agenda and consent agenda (Items 8.01-8.04 and 13.01) for the August 21, 2018 CPSB meeting as presented. Vote on the motion carried unanimously.

POLL AUDIENCE

The following visitors addressed the Board regarding items for action at the August 21st meeting: Jackie Lansdale, Red River United.

ANNOUNCEMENTS

Jasmine Green stated that having attended her first new teacher orientation, she never realized how much work the Professional Development Department put into this and she asked staff to provide her with the number of new teachers. Dr. Goree stated there are over 200 and the Board will provide an update by the end of the week.

Dr. Goree announced that Ring the Bell will be at 9 a.m., Monday, August 13th at Captain Shreve. Everyone was encouraged to park at Lee Hedges stadium and a bus will transport everyone from the parking lot to the main entrance. He reminded everyone that the new CPSB shirts will be available no later than Thursday.

Mrs. Locke asked when will the Louisiana Middle School Teacher of the Year be recognized, and Dr. Goree announced this will take place at the August 21st meeting.

Mr. Rachal announced the possibility of two Board members that are Captain Shreve Alumni will be attending the Ring the Bell festivities.

ADJOURN

Ms. Trammel moved, seconded by Mr. Rachal, to adjourn. Vote on the motion to adjourn carried unanimously and the meeting adjourned at approximately 5:49 p.m.

**August 21, 2018
CPSB Meeting**

Members present: Steve Riall, Jasmine Green, Susannah Poljak, Dr. Bonita Douzart, Mary Trammel, Raymond E Green, Denee' Locke, Barry F Rachal, Durwood D Hendricks, John L Albritton, Dottie Bell. **Absent:** Margaret Brown. Also present were Superintendent Lamar Goree and Legal Counsel Reggie Abrams.

President Riall called the August 21, 2018 CPSB meeting to order at approximately 4:35 p.m. at which time a quorum was present. Board member Denee' Locke, District 8, led the invocation and Pledge of Allegiance. President Riall welcomed Senator Barrow Peacock to today's meeting.

CONSIDERATION OF MINUTES OF THE JULY 24, 2018 AND AUGUST 7, 2018 CPSB MEETINGS

Mary Trammel moved, seconded by Denee' Locke, to approve the minutes of the July 24, 2018 and August 7, 2018 CPSB meetings as submitted. Vote on the motion carried unanimously.

PRESENTATIONS AND RECOGNITIONS

Mary Nash-Wood, director of communications and strategic initiatives, recognized the following students/staff for outstanding achievements. Administrators, family, and friends present were also recognized.

Musical Presentation by Ashini Modi. Ashini Modi, Louisiana and Caddo middle school student of the year, performed a musical presentation on the violin for the Board and audience. Miss Modi was accompanied on the piano by Johnum Palado.

Louisiana Students of the Year. Ashini Modi and Sunjay Letchuman were recognized as the Louisiana Middle School Student of the Year and High School Student of the Year respectively, which is the first time Caddo has had two State students of the year in the same year. State Senator Barrow Peacock also presented resolutions, which were authored by himself, Representatives Seabaugh and Carmody and filed in the Secretary of State's office, to Ashini and Sunjay for their accomplishments. He also commended the students for their outstanding representation of the school district and northwest Louisiana.

2018-2019 Louisiana Student BESE Representative. Georgia Hilburn, senior at Captain Shreve High School, was recognized as the 2018-2019 Louisiana Student BESE Representative. Staff also shared her goals for the coming year in representing Caddo and the State in this capacity.

Louisiana Middle School Teacher of the Year. Kathryn M. Ferguson, Youree Drive Middle School, was recognized as the 2019 State Middle School Teacher of the Year.

Presidential Award for Excellence in Mathematics and Science Teaching Winner. Stefani Harris, Fairfield Elementary teacher, was recognized for her dynamic teaching style and love of science, not only on the local and regional levels, but also by receiving the Presidential Award for Excellence in Mathematics and Science Teaching. Ms. Harris will receive a citation signed by President Trump and a \$10,000 award from the National Science Foundation.

National Science Teachers Association and National Council of Teachers of Mathematics Program as a STEM Teacher Ambassador. K. Renee Pullen was recognized for being named an ambassador by the National Science Teachers Association and National Council of Teachers of Mathematics Program as a STEM Teacher Ambassador to develop necessary skills and effectively communicate Science, Technology, Engineering and Mathematics (STEM) to stakeholders.

Newly Appointed Administrators. Charles Lowder, director of certified personnel, introduced the following newly appointed administrators: Yolanda Woods-Gibbs, principal of Forest Hill Elementary; Felicia O'Neal, principal, Fair Park Middle; Zachary Bolzan, assistant principal, University Elementary; Kimberly Marshall, assistant principal, Turner Elementary/Middle; Jerry Byrd, assistant principal, C E Byrd High; Roseta Johnson, supervisor of attendance; and Julye-Ann Taylor, district executive master teacher.

VISITORS

The following visitors addressed the board: Jackie Lansdale, Red River United; Jacqueline Miller, Jon Glover, Omari Ho-Sang, and Lashuna Moore.

ESTABLISH THE AGENDA AND THE PROPOSED CONSENT AGENDA

Superintendent Goree highlighted items for the Board's consideration and President Riall announced the following items as the consent agenda: 6.01-6.02, 8.01-8.04 and 13.01.

Mary Trammel moved, seconded by Barry Rachal, to establish the agenda and consent agenda for the August 21, 2018 CPSB meeting as presented. Vote on the motion carried.

CONFIRM THE CONSENT AGENDA

Mary Trammel moved, seconded by Barry Rachal, to confirm the consent agenda (Items 6.01-6.02, 8.01-8.04 and 13.01). Vote on the motion carried. The following is a summary of the Board's action on the consent agenda items.

6.01 Personnel Recommendations. The Board approved the personnel recommendations as recommended by the Superintendent and submitted in the electronic mailout.

6.02 Leave Requests. The Board approved the requests for leaves as submitted in the electronic mailout.

8.01 Property/Bus Rental Requests. The Board approved requests for use of CPSB property as recommended by staff and submitted in the electronic mailout.

8.02 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 electronic mailout.

8.03 Consideration of Mental Health Interagency Agreements for 2018-19. The Board approved interagency agreements for mental health services for the 2018-19 school year as recommended by staff and submitted in the electronic mailout.

8.04 Consideration of 2018-19 Pupil Progression Plan. The Board approved the 2018-19 Pupil Progression Plan as recommended by staff and submitted in the electronic mailout.

13.01 Student Readmission Appeal Hearings. The Board approved student readmission appeals for students TH, JT, EC, CC, DA, JW, JP, KH and JR as recommended by staff and whose parents are in agreement.

CONSIDERATION OF REQUEST TO BEGIN THE PROCESS OF RENAMING THE UNIVERSITY ELEMENTARY AUDITORIUM THE LILLIAN J MOTHERSHED AUDITORIUM

Barry Rachal moved, seconded by Jasmine Green, to approve beginning the process of renaming the University Elementary Auditorium the Lillian J Mothershed Auditorium.

Mr. Rachal read a statement of rationale for naming this facility for Mrs. Mothershed that included the many, many contributions she made to education in Caddo Parish including being the first Black principal at University Elementary during the crossover. He added it is an honor and privilege to bring this request to the Board for consideration. Miss Green added that this family comes from her district and commended Mr. Rachal for bringing this forth. Mrs. Bell also thanked Mr. Rachal for bringing this item because Mrs. Mothershed was her mentor in education and specifically during the transition time. Dr. Douzart also shared her connection with Mrs. Mothershed. Dr. Goree also thanked the Board for this and shared that in visiting with the family, they are so honored the District has seen it appropriate to recognize the legacy Mrs. Mothershed brought to the Caddo School System. He added that University recognized her during African American History month in 2017 at the age of 98; and since she would have been 100 this coming February, he believes recognizing her contributions to education will again be celebrated in conjunction with the naming of University's auditorium for her.

Vote on the motion carried unanimously.

DISPOSITION OF GRIEVANCE FOR LISA MOFFETT

Attorney Abrams explained that all documentation relative to the disposition of this grievance was provided under confidential cover on BoardDocs; and in addressing this request, the Board can uphold the recommendation from Levels 1, 2 and 3, the Board can reverse it, or the Board can vote to hear oral argument at the next Board meeting.

Barry Rachal moved, seconded by Miss Green, to have oral arguments on this grievance at the next Board meeting. Vote on the motion carried unanimously.

SUPERINTENDENT'S REPORT

Superintendent Goree announced that the United Way kick-off breakfast for this school year will be held on Friday, August 24, 2018 at East Ridge Country Club, at 7:30 a.m.

Dr. Goree also announced that Caddo's Summer Graduation will be held on Tuesday, August 28, 2018, 6:00 p.m. at Caddo Parish Magnet High.

BOARD MEMBER ANNOUNCEMENTS AND REQUESTS

Mr. Rachal thanked staff for the information on the Transportation Department and asked if a more thorough report could be made so the community has a better understanding of what the Transportation Department does on a daily basis.

Mrs. Bell thanked the superintendent and his staff for the new Student Handbook and asked if every parent will receive a copy. Staff explained that the document is online; however, for any parent who may want a hard copy, instructions are provided on what they can do to receive one. Mrs. Bell presented a recognition of condolence to Mrs. Locke in the loss of her Mother, and Mrs. Locke thanked the Board for their thoughtfulness and that she would be sending this as a donation from the Board to a fund at MD Anderson set up in memory of her nephew (her Mother's first grandchild).

Miss Green shared her excitement in serving as chairperson of the Transportation Committee and for being invited to a back-to-school gathering for the bus drivers. She also commended Ms. Rachal on the amazing job she is doing. Miss Green announced she will soon call a meeting of the Transportation Committee.

Ms. Trammel also commended staff for their commitment to work and solve the transportation issues experienced with the start of school. She also thanked Shannon Henderson for the opportunity and wonderful experience given the Board to participate in this year's New Teacher Academy and for the memento given to the Board. Dr. Goree added staff's appreciation for the Board's help by serving and welcoming the new teachers and announced that as of today, Caddo has 249 new teachers. He also complimented the Caddo teams for their efforts in creating a system where the teachers are successful and can grow and learn.

Mr. Riall expressed appreciation to Mr. White and the Capital Projects staff for the new outstanding, state-of-the-art welding and auto shop in North Caddo Parish. He said the community is ecstatic about this new facility.

ADJOURNMENT

Mary Trammel moved, seconded by Barry Rachal, to adjourn. Vote on the motion carried and the meeting adjourned at approximately 6:00 p.m.

T. Lamar Goree, PhD, Secretary

Steve Riall, President

September 4, 2018
CPSB Audit Committee Meeting

Members present: John Albritton, Susannah Poljak, Raymond Green, and Dr. Bonita Douzart. Absent: Denee' Locke. Also present were Board members Steve Riall, Mary Trammel, Dottie Bell, Durwood Hendricks, and Barry Rachal. Superintendent Lamar Goree, Attorney Reggie Abrams, and staff members Jeff Howard, Jim Lee, and James Woolfolk.

Mr. Albritton called the meeting to order at approximately 3:00 p.m. with a quorum being present and Mary Trammel led the prayer and Pledge of Allegiance.

Establish and Confirm the Agenda

Raymond Green moved, seconded by Dr. Bonita Douzart, to establish and confirm the agenda as presented. Vote on the motion carried.

Proposed CPSB Policy for Roles and Responsibilities of Internal Auditing Department

Superintendent Goree stated that he believes the recommendation being brought to the Committee is one that will improve the Internal Auditing Department, providing not only transparency, but direction as to its roles and responsibilities of this department. Jeff Howard, chief internal auditor, explained that when Section D of the CPSB Policy Manual was revised, this 30-year-old policy was inadvertently left out. Mr. Abrams added that the proposed policy points out that the Auditing Committee is established by the Board, and this policy makes it work like other committees directed by the Board and addresses the work this department does at schools as well as anything delegated to it by the Board. While all the work outlined in this policy has been taking place, this policy clarifies the department's roles and responsibilities. Mr. Abrams stated that Forethought, as well as East Baton Rouge and Jefferson Parish, had policies and the proposed Caddo policy is a compilation of these policies and the Internal Auditor Organization. This committee operates under the strictest of confidence and has free and unrestricted access to all Caddo Parish records. If the committee has need to access a personnel file, they are allowed to do so with authorization by the Superintendent to do so and give notice to the employee if they do access their personnel file, which follows the Personnel Files Act which is state law. The Audit Department is independent and all activities, procedures and how often and when they report shall remain from any influence by the system. The department has no direct operation responsibility or authority over any of the activities but can make recommendations to the superintendent's staff regarding controls they consider should be in place. The Internal Auditing Department issues reports prepared by the Chief Auditor which are presented to the Board through the Audit Committee.

Mr. Abrams further explained that administratively they report to the Superintendent but report periodically to the Audit Committee. In response to whatever Auditing may report, management has the ability to submit whatever they would like within 30 days of publication of the audit.

Dr. Goree reminded the Committee that in 2012, the Board moved in the direction of setting up a more operational function for the Internal Auditing Department, and the department would audit the efficiencies of most of the departments in the Caddo School District. Because of this there has been an on-going cycle of auditing the departments. Mr. Howard shared with the Committee the current responsibilities of the Department on a daily basis and that the departmental audits began at the request of the Board to conduct systematic audits of the various departments in the District. The Internal Auditing Department also audits every school, including the schools' checking accounts, funds raised for student activities, PTAs and Booster Clubs if requested, and anything requested by the Superintendent or Board. Dr. Douzart asked staff to clarify how the PTA can provide curtains (i.e. auditorium) for the school. Mr. Howard explained that an appropriate form is completed by the school and approved by several at the Central Office level. Dr. Douzart also asked about the frequency in auditing schools, and he explained that up until last year, staff always audited high schools annually, middle schools every two years, and elementary schools every three years. However, they now have a five-year audit plan even though the department does "touch" every school annually in some way, i.e. do a cash count.

Mr. Green inquired about auditing HR and "personnel files", and Mr. Howard explained they do not audit persons but they may take a sample of files to determine if HR is following procedures. An example would be a position that requires a certain certification, and they would select a sample of employees holding that position to determine if there is evidence of certification in their files; and if not, HR would be notified of this violation. Mr. Abrams added if an audit requires access to a personnel file, the Superintendent must authorize it; and once they did, the employee would have to be notified their file was accessed.

Ms. Trammel asked if an auditing tool is used when conducting a systematic audit in the schools. Mr. Howard said Caddo's Internal Auditing Department is a part of the Institute of Internal Auditors and there are many resources available that provide sample audit programs or they may look at other school systems' methods.

Mrs. Bell asked about the guidelines that must be followed if PTA and Booster Clubs raise money in the school's name. Mr. Howard responded these groups have a separate tax ID number from the School Board's, and the State has not given the authority, unless directed, to look at their records; however, to date, they have never experienced any problems in looking at records. He further said that one of the best things about the policy is these organizations' bank statements go directly to the school to be opened by the principal. She also asked about monetary donations being designated for a specific use, and Mr. Howard indicated if a donation is for something specific, it should be in writing.

Mrs. Poljak asked if a principal can request an audit of a foundation; and if so, what happens if the foundation refuses. Mr. Howard said they have not experienced this. Mr. Abrams said he would need to research it because he believes there could be some recourse. He also believes the statute states if they are using the money for themselves and not for the benefit of the school, they can lose their ability to do so, which Caddo could challenge.

Mr. Hendricks inquired about a maximum amount a person or group can donate to a school, and staff said there is not. Mr. Green asked if the Booster Club uses the name of the school and activities involve students directly or indirectly a part of the student body, where is the money deposited? Mr. Howard responded it should be deposited in the school's account; and if not, it is a violation, which is stated in the policy.

Ms. Trammel shared a scenario of auditors going into a school, and while in the office, a parent pays \$350 cash for a Letter Jacket. The Caddo employee receives the cash but does not give the parent a receipt, and the student never receives the jacket. How is this addressed? Mr. Howard explained the bookkeeper receiving the cash and not providing the parent with an official receipt is in violation of policy. Dr. Goree added this is one of the main items when Auditing conducts a check at the school, as the District has an official receipt book and the deposits should match the receipts. Mr. Howard further stated they always impress upon the school's staff that if they receive a check, a receipt must be written; and he shared scenarios of what can happen.

Mr. Albritton asked for clarification of policy wording that "it may be delegated to the Audit Committee", and Mr. Abrams explained it is because it is the Board's decision whether or not something is delegated to the Audit Committee. Under operations, he asked about the day-to-day operations reporting to the superintendent and periodically to the Audit Committee; and if there is an audit of the superintendent, how is this done. Mr. Abrams said he doesn't believe it would be much more than an evaluation, unless it is a review of his individual departments. Mr. Albritton said he is referencing an outside evaluation. Mr. Howard stated he believes the reference is the entire Board (and this is the reason for the dotted line to the Board from the internal auditor). Mr. Albritton asked about "reporting and monitoring until cleared", and Mr. Howard said this is an audit term and having a table of all the recommendations from the audits and indication if each has been cleared by committee and management. He said this is something that needs more attention.

Mr. Riall asked how, after a follow up audit is conducted, it is determined if all the recommendations from the original audit have been satisfied, and is it not cleared until that happens. Mr. Howard responded that is correct for every recommendation. Mr. Abrams stated the audit does not determine what the superintendent will do, but any disagreements will be reported back and the Board can make a final decision.

Dr. Douzart asked how often Auditing looks at the money collected for Drivers Education. Mr. Howard said they look at this when conducting the high school audit as the money is received at the high schools, and they make sure the number of students signed up, the amount charged per student, and the amount deposited balances.

Mrs. Poljak moved, seconded by Mr. Green, to recommend the proposed policy to the Board for approval. Vote on the motion carried.

VISITORS

Jackie Lansdale, Red River United.

Adjourn. There being no additional business, Chair Albritton declared the meeting adjourned and the meeting adjourned at approximately 3:40 p.m.

September 4, 2018
CPSB Executive Committee Work Session

Members present: Steve Riall, Mary Trammel, Barry F Rachal. Also present were Board members Jasmine Green, Susannah Poljak, Dr. Bonita Douzart, Raymond Green, Denee' Locke, Barry Rachal, Durwood Hendricks, John Albritton and Dottie Bell. Also present were Superintendent Lamar Goree and Legal Counsel Reggie Abrams.

President Riall called the meeting to order at approximately 4:30 p.m. with a quorum present and Barry Rachal led the invocation and Pledge of Allegiance.

PRESENTATIONS

Updates to Strategic Plan: ReImagine Caddo: The Plan for Excellence.

Superintendent Goree shared with the Board history on developing the strategic plan in 2014-15, and how the plan set a road map to avoid making sporadic decisions. He reported this plan is externally evaluated by a third party reviewer (Carolyn Spaht-Gonzalez) twice annually, holding the District accountable to stakeholders on alignment to and execution of the District's mission and vision. Dr. Goree added that while changes have been made in the action steps for achieving the goals, they have remained true to the original goals and initiatives, and he highlighted the revisions to action steps to help meet action goals/initiatives in each area. He further reported that at the five-year mark in 2020, a complete revamp will be done of the strategic plan looking at what was done over the past five years and what the next five years look like for the District. Updates included:

Academics implemented the Tier I curriculum, created a Professional Development plan for all teachers, aligned resources to student needs; and continued to push toward every child being college and career ready. In the area of Communications, *Let's Talk* was launched to help increase communication efforts, a greater emphasis was placed on video content and efforts were made to increase social media viewership. Finance saw an increase in leadership conversations relative to the budget, alignment of DMG in the budget creation process and held professional development with staff on budgeting. Human Resources continued to move forward in going paperless, i.e. applications, aligning to DMG's best practices, creating an employee retention program, and a professional development plan for classified. Under Operations, the Child Nutrition Program implemented a pilot "Grab and Go Breakfast" program in seven schools, continued in energy conservation efforts, and increased security measures district-wide.

In closing, Dr. Goree said the District has made great progress with measurable results being a key component. He further stated staff will continue to bring mid-year and end-of-year updates to the Board.

Mr. Rachal asked if the "Let's Talk" is the K-12 Insight program he reported on in 2016? Dr. Goree said it is. He said he believes what this will do for the community, individually and as a whole, is provide a better way of monitoring and tracking communication with the community. He added it is his belief that this strategic plan has been more strictly monitored than any other strategic plan, and he appreciates the Superintendent's leadership in this.

Mrs. Bell asked about the "Grab and Go Breakfast", and Dr. Goree said the District is piloting this in seven schools this year and he highlighted food items in this program. He added that it is proving to get the students in class quicker and provides more students with opportunity for interventions and remediation.

Dr. Goree expressed his appreciation to staff for their work in the strategic plan and creating opportunities to be servant leaders and observe what is happening on each campus; and while this plan is not one to create more work for teachers, it is to create work for those housed in Central Office.

ESTABLISH THE AGENDA AND CONSENT AGENDA FOR THE SEPTEMBER 18, 2018 CPSB MEETING

The superintendent highlighted items for the Board's consideration at the September 18, 2018 CPSB meeting and the following discussion ensued.

Consideration of Signs of Suicide Prevention Program. Barry Rachal inquired how, since being implemented at the high school level, is it implemented in the schools, how do we present it. Dr. Goree stated that approving this program is the District

meeting a legal requirement. Roy Murry explained that Dr. Barzanna White trains the counselors and the counselors go into every classroom and train students on signs to look for in someone who might be considering suicide. He added that parents also have an opportunity to opt their students out of the training. If approved, Mr. Murry said a grant will provide funding to implement the program in the middle schools. Mr. Rachal asked for clarification on the legal requirement, and Mr. Murry explained that part of the laws passed in the recent Legislative Session are to increase our emergency management and response, threat assessment, etc.

Consideration of Proposed CPSB Policy JGCF (Behavioral Health Services for Students). John Albritton asked how this policy is different from the suicide program. Dr. Goree said the policy is much broader and addresses any type difficulty that may have been identified as a behavior need and is keeping students from being successful. He further explained the law states we have to make students available to the behavior professionals during the school day, which will be a very easy transition for Caddo since it is something we have always done.

ADDITIONS

John Albritton requested that the following item be added to the agenda: Consideration of a CPSB Policy on the roles and responsibilities of the Internal Auditing Department.

President Riall announced that items 8.02-8.07 and 13.01 are the consent agenda. *Mary Trammel moved, seconded by Barry Rachal, to approve the proposed agenda and consent agenda for the September 18, 2018 CPSB meeting as presented. Vote on the motion carried.*

POLL AUDIENCE

There were no speakers on the proposed agenda.

ANNOUNCEMENTS

Mrs. Locke announced that she had the pleasure of accompanying Sachira Henderson, a student from Youree Drive Middle School, as she addressed the Caddo Parish Commission today on her developed BEAST (Bullying Ends Against Students Today) program. She also announced that as part of this program, October 24th is Unity Day and everyone is encouraged to wear orange.

Mrs. Bell announced she will judge Pathways in Education's anti-bullying cookoff this weekend with donations going toward their professional development and anti-bullying programs.

Ms. Trammel reminded Board members to turn in their United Way pledge.

Mr. Riall announced that on November 11th (Veterans Day), many of our schools will be recognizing the 100th anniversary of the end of World War I and Board members were encouraged to attend one of the many Veterans' Day programs being held in Caddo Parish schools.

ADJOURN

Ms. Trammel moved, seconded by Mr. Rachal, to adjourn. Vote on the motion to adjourn carried and the meeting adjourned at approximately 5:08 p.m.

September 4, 2018
CPSB Insurance and Finance Committee

Members present - Chair Dottie Bell, Susannah Poljak, Mary Trammel, Raymond Green and Durwood Hendricks. Also present were Superintendent Lamar Goree and Attorney Reggie Abrams; Board members Steve Riall, Dr. Bonita Douzart and Denee' Locke; Staff members Jim Lee and James Woolfolk.

Mrs. Bell called the meeting to order at approximately 2:00 p.m. Mary Trammel led the invocation and Pledge of Allegiance.

Establish the Agenda as Submitted. *On motion by Mary Trammel, second by Durwood Hendricks, the agenda was established as submitted.*

Confirm the Agenda. *On motion by Mary Trammel, second by Durwood Hendricks, the agenda was confirmed as presented.*

2019-20 Group Insurance Renewals.

Randy Watson, director of insurance, stated that staff is recommending no changes in benefits, and no increases in deductibles, co-pays or out-of-pocket expenses for the 2019-20 group insurance renewals. He explained that in looking at what future claims and premiums might be, staff looked at the data up to June of the current year for presenting projections to the committee and to the Board. He also shared claim data, as well as trends in medical claims, pharmacy claims and premiums. Mr. Watson stated the last premium increase was in 2017; and if no increase this year, the premium (revenue) possibly will erode slightly, but this is built into the projection models.

He reminded the committee that Caddo is self-insured and is in a rate guarantee with Blue Cross through 2020 with current reserves being high and the pharmacy strategies are still working. The down side could be that an unusually low volume of large claims may be understating future claims, and larger claims could continue to get higher with the district hitting a record high claim of over \$1.3 million. He reported that new genetic drugs are hitting the market with costs of +\$800,000, no medical management changes were made last year and none are proposed for the coming year, there are no groundbreaking strategies on medical management at this time, healthcare inflation trends are always present yet they do not manifest until later, projections are made without the data of the highest summer months, reinsurance costs possibly increase next April and the budget for 2018-19 was already complete with no increase allotted. Mr. Watson also stated that relative to pharmacy care management, we are still getting a return on investment, so it is his recommendation to renew the contract for another year.

Relative to genetic drug treatment, Mr. Hendricks asked if it is possible to exclude this. Mr. Watson responded you can, but in setting the formularies Blue Cross does not make these decisions in a vacuum, but they look at the prevailing recommendation by the American Medical Association and the various pharmacy groups. The problem in saying no is most times these drugs have very few side effects and are 90% effective. He added while there are a lot of drugs we say no to and offer another option, you do not want to tell someone no purely from a financial standpoint, but because there is something more cost effective and is just as effective. Mr. Abrams asked the cost for the pharmacy management contract and if companies bid against each other. Mr. Watson explained the District pays them a set fee that has a guaranteed performance. At this time, Mr. Watson shared that his conservative projection is the cost will double.

Relative to dental, Mr. Watson explained staff is projecting a 3.3% increase. However, with approximately \$1 million in the fund, and 3.3% representing approximately \$77,000, staff recommends not increasing the premium, but pay this amount out of the reserve and keep the premium and benefits the same. He further added the premiums on the dental are the same as in 1999.

Regarding life insurance, Mr. Watson said he negotiated a two-year rate guarantee from now through 2021 with no premium or benefit change. He also explained the high risk with life insurance because life insurance claims are a guaranteed pay-off; and the day will come when the District will have to pay part of the premiums to keep the fund afloat. Mr. Lee shared the example that in health insurance the District pays 75% of the premium and the employee pays 25% whereas in the life insurance, the employee pays 75% and the District pays 25%.

Mrs. Bell asked when retirees return to work are they on our insurance, and what happens in the summer months. Mr. Watson stated they are never taken off the insurance when retired because state law says if someone is dropped because they retired, it is difficult to

get back on. Ms. Trammel asked about the need to make sure this is in the budget in the coming year, and Mr. Lee said because the reserves were strong, they did not feel it necessary to add into the current (2018-19) budget; however, it could be different with the 2019-20 budget. Ms. Trammel asked if the one-year contract extension could be multiple years. Mr. Watson responded it could, but his recommendation would be to move toward a closed formulary; and if you extend the contract for two years, it would be into 2020 and the District would be locked into that company. He also stated that no matter the company, he believes it is important to have someone with administrative oversight experience.

Mrs. Locke asked staff to clarify why this meeting (regarding renewals) is at this time each year. Mr. Watson explained that deductions for active employees are effective April 1 which means the deduction begins in the employees' March check. The deduction for retirees comes out 2 months earlier to the retirement system (February), and you have to also allow employees the opportunity to say yes or no to changes (January); and with the holidays in November and December, and notifying all employees, this backs the timeline to October for the Board to vote on the changes. Doing it in this timeframe gives employees ample time to review proposed renewals/changes, if any, and make any changes they wish prior to the date deductions begin in March.

Mr. Green stated he believes it would be important to consider an understudy in this area.

Ms. Trammel moved, seconded by Mr. Green, that the Committee recommend adding to the October 2018 CPSB agenda the 2019-20 Group Insurance Renewals for the Board's consideration. Vote on the motion carried. Chair Bell announced that staff will present this information at the next meeting with the employee organizations prior to the October work session.

VISITORS

Jackie Lansdale, Red River United

Adjourn. On motion by Ms. Trammel, second by Mr. Green, the meeting adjourned at approximately 2:55 p.m.

**CPSB Meeting
September 18, 2018**

Members present: Steve Riall, Jasmine Green, Margaret A Brown, Susannah Poljak, Dr Bonita Douzart, Mary Trammel, Raymond E Green, Denee' Locke, Barry F Rachal, Durwood D Hendricks, John L Albritton, and Dottie Bell. Also present were Dr. T. Lamar Goree, superintendent, and Reginald Abrams, legal counsel. Mr. Rachal led the Invocation and Pledge of Allegiance.

Consideration of Minutes of the August 21, 2018 and September 4, 2018 CPSB Meetings

Mr. Rachal moved, seconded by Mrs. Locke, to approve the minutes of the August 21, 2018 and September 4, 2018 CPSB meetings as submitted. Vote on the motion carried with Miss Green absent for the vote.

PRESENTATIONS AND RECOGNITIONS

Mary Nash-Wood, director of communications and strategic initiatives, recognized the following students/staff for outstanding achievements. The Board President and the Superintendent presented each with a certificate for their accomplishment. Administrators, family, and friends present were also recognized.

Green Oaks N.E.X.T. Generation Band. Jeremiah Furlow, director of bands at Green Oaks High School, introduced members of the Green Oaks N.E.X.T. Generation Band who played two musical numbers for the Board and audience.

Caddo Magnet High School State Gymnastics Champions. The Caddo Magnet Girls Gymnastics Team was recognized as the 2017-2018 LHSAA Girls State Gymnastics Champions, which is their fifth time for receiving this recognition.

Quest for Excellence Recipient. Luke Couch, senior at North Caddo High School, was recognized for receiving an award from QuestBridge where he was chosen from a competitive group of College Prep Scholars to receive a Quest for Excellence Award.

Leadership Enterprise for a Diverse American Participant. Bobby Shell, senior, Captain Shreve High School, was recognized for completing an intensive seven-week program at Princeton University and sponsored by Leadership Enterprise for a Diverse American (LEDA). One of two students from Louisiana, Bobby completed a rigorous, multi-tiered application process that provided a preview of the admission process for selective colleges and universities, as well as taking college prep classes and touring near-by schools.

National PTA Schools of Excellence. Tori Parrott, new District PTA President, recognized the following schools as 2018-2020 National PTA Schools of Excellence: Caddo Magnet High (PTSA), Captain Shreve High (PTA), Eden Gardens Fundamental Magnet (PTA) and Fairfield Elementary Magnet (PTA) schools.

Louisiana Finalist for the Presidential Award for Excellence in Mathematics. Heather Williams, 3rd grade mathematics teacher at South Highlands Elementary Magnet School, was recognized for receiving the Presidential Award for Excellence in Mathematics and Science Teacher (PAEMST).

Shreveport Kiwanis Club Teacher of the Year. Mrs. Kathryn Drake McDowell was recognized for being named the 2017-2018 Shreveport Kiwanis Club Teacher of the Year.

Advocate Grant Winner from the Society for Science and the Public. Amy Douglas of Captain Shreve High School was recognized as the recipient for a second year of the Advocate Grant by the Society for Science and the Public.

Newly Appointed Administrators. Chief Human Resource Officer Diane Atkins introduced the following newly appointed administrators: Jennifer Tillman, new teacher content coach; Alyssa Simmons, assistant principal, Youree Drive Middle School; and Alice Morris-White, assistant principal, Woodlawn Leadership Academy.

VISITORS

The following visitors addressed the Board: Jackie Lansdale, Red River United, transfer policy; and Tracy Sparaco, Ireland Sparaco and Lisa Moffett, CNA Program at North Caddo High School.

ESTABLISH THE AGENDA AND THE PROPOSED CONSENT AGENDA

Superintendent Goree highlighted items for the Board's consideration and the following discussion ensued. Mr. Riall announced that the consent agenda would consist of items 8.01-8.07 and 13.01. *Ms. Trammel moved, seconded by Mr. Green, to establish the agenda and consent agenda for the September 18, 2018 CPSB meeting as presented. Vote on the motion carried.*

CONFIRM THE CONSENT AGENDA

Ms. Trammel moved, seconded by Mr. Green, to confirm the consent agenda. Vote on the motion carried. The following is a summary of the Board's action on the consent agenda items.

8.01 Property/Bus Rental Requests. The Board approved requests for use of CPSB property as recommended by staff and submitted in the electronic mailout.

8.02 Out of State Travel (General Fund). The Board approved requests for out of state travel (General Fund) as submitted by staff in the electronic mailout.

8.03 Consideration of Signs of Suicide Prevention Program. The Board approved implementing the Signs of Suicide program in all Caddo middle schools as recommended by staff and submitted in the electronic mailout.

8.04 Consideration of Servitude Requests at Knight Street and Broadmoor Middle School Properties. The Board approved servitude requests at the Knight Street and Broadmoor Middle School properties as recommended by staff and submitted in the electronic mailout.

8.05 Consideration of Proposed CPSB Policy JGCF (Behavioral Health Services for Students). The Board approved the proposed CPSB Policy JGCF (Behavioral Health Services for Students) as recommended by legal counsel and submitted in the electronic mailout.

8.06 Consideration of 2018 Revisions to Strategic Plan. The Board approved the proposed 2018 revisions to Caddo's Strategic Plan ReImagine Caddo: The Plan for Excellence as recommended by the superintendent and submitted in the electronic mailout.

8.07 Consideration of CPSB Policy on Roles and Responsibilities of Internal Auditing Department. The Board approved the proposed CPSB Policy on the roles and responsibilities of the Internal Auditing Department as submitted in the electronic mailout.

13.01 Student Readmission Appeal Hearings. The Board approved the student readmission appeals for students JD, TJ, DM and AW as recommended by staff and whose parents are in agreement.

BOARD MEMBER ANNOUNCEMENTS AND REQUESTS

Dottie Bell requested that an adhoc committee be created for the purpose of reviewing and amending the Board policy on personnel transfers and headed by the Superintendent, the staff and the teachers' organizations.

Barry Rachal asked staff to explain how we are applying Section B of the Transformational Partnership Agreement, and if there are any additional stipulations being applied.

Birthday wishes were extended to Board member Jasmine Green.

DISPOSITION OF GRIEVANCE FOR LISA MOFFETT

Ms. Trammel moved, seconded by Mrs. Poljak, to go into executive session for up to 30 minutes for the purpose of a grievance for Lisa Moffett. Vote on the motion carried, and the Board went into executive session at approximately 5:50 p.m. The Board reconvened in open session at approximately 6:53 p.m.

Mrs. Poljak moved, seconded by Mrs. Brown, to uphold staff's decision regarding the grievance of Lisa Moffett. Mr. Rachal asked if the employee in question has the ability to apply for employment with Caddo Parish School System in the future, and Dr. Goree said absolutely. Vote on the motion carried with Board member Raymond Green opposed. Dr. Bonita Douzart was absent.

Adjournment. On motion by Ms. Trammel, second by Mr. Rachal, the meeting adjourned at approximately 6:57 p.m.

October 2, 2018
CPSB Executive Committee Work Session

Members present: Mary Trammel, Barry F Rachal. Also present were Dr. T. Lamar Goree and Attorney Reggie Abrams and Board members Jasmine Green, Margaret Brown, Susannah Poljak, Dr. Bonita Douzart, Raymond Green, Denee' Locke, Durwood Hendricks, Jr.; John Albritton and Dottie Bell. Steve Riall was absent.

First Vice President Mary Trammel called the meeting to order at approximately 4:35 p.m. and Board member Durwood Hendricks led the invocation and Pledge of Allegiance.

2019 Group Insurance Renewals

Randy Watson, director of insurance, presented the 2019 insurance renewals (health, dental, life, disability group plans), as well as the pharmacy benefit management contract. He highlighted the timeline followed to bring renewals for the Board's consideration in October of each year, which allows sufficient time for notifying all employees of any changes prior to implementation April 1st. Mr. Watson highlighted the data on health care and pharmacy claims as well as trends reflective of changes that have been made in the District's plans. While the totals for medical, dental and administrative expenses have seen some inflation over the past 12 months, staff is seeing positive results compared to past years. Regarding revenue, Mr. Watson reminded the Board that because the District is self-funded, the revenue comes from the premiums and he noted points throughout the calendar year where there may be a dip in the amount received in premiums (i.e. when employees retire or terminate). In looking at revenue vs. premiums, he stated this information must be taken into consideration when making projections. At this time, he reported Caddo's reserves are at a record high and the pharmacy strategies are holding very well with the District beating the state average. The challenges might be that because large claims are down, projection of future claims may be understated. Mr. Watson also reported the District's reinsurance is likely to increase, but it remains manageable; and at this time, the District budget has been approved by the Board and did not include additional dollars in the health care reserves because of how healthy the reserves are currently.

Mr. Watson highlighted the following recommendations for the Board's consideration.

- No change in health insurance premiums nor benefits because of the District's healthy financial reserves.
- Maintain reinsurance at \$750,000 deductible at the lowest bid.
- Renew the Administrative Services Contract (ASO) with Blue Cross at the current rate through March 31, 2021.
- Use the Premium Stabilization Funds (PSF) to maintain dental premiums at their current level with no change in benefits and renew fully insured dental contract with Blue Cross for one year.
- No change in Life Insurance benefits or premiums for two years and renew the fully insured life insurance contract with Standard Life Insurance through March 31, 2021
- No change in disability insurance benefits or premiums for two years and renew fully insured disability insurance contract with Standard Life Insurance through March 31, 2021.
- Continue the pharmacy services currently contracted through Patient Care Management (PCM) and renew PCM through March 31, 2020.

Mr. Rachal asked how much is in the District's reserves, and Mr. Watson responded it is in the \$30-\$40 million range. Mr. Rachal also asked Mr. Watson to explain in more detail some of the changes that have been made in the management which has resulted in no change in employees' premiums. Mr. Watson stated that in 2010 drug compounding was approximately \$30,000 annually, and the industry began to see ways to make big profits in this by compounding drugs that were not previously compounded, charging what the market would bare, however the District made changes to include pre-authorization and limits. He further explained the difference in name brand and generic drugs and how the company the District uses assesses the data on every individual's prescriptions and contact the physician about better choices. He added the drug industry is froth with lots of strategies for making more money, and Blue Cross and the staff continue to combat and anticipate these things in an effort to save money. Relative to medical, staff is working diligently to purchase the new models of health care, i.e. fee for service versus capitation. In 2013, we piloted the "fee for performance" plan with Blue Cross and the physicians in the Quality Blue program load the software on their computers; and if the patient

shows improved health, they get more money; however, if the results are poor, they receive less money. This is the health care model the District is moving toward.

Mrs. Locke asked for clarification and if the only increase was the .5 in the dental administrative fee, and Mr. Watson said that is correct. Relative to the Pharmacy Care Management, Mrs. Locke asked for clarification on how they are paid, and Mr. Watson explained we have a performance guarantee and they are paid an amount for every member per month, and this amount has decreased from the original price by approximately 17 to 18% or approximately \$2 million in savings.

Mrs. Brown expressed her appreciation to Mr. Watson for his outstanding management of the District's insurance plans.

Dr. Goree extended appreciation to Mr. Watson and his staff for the outstanding job in bringing forth the proposed renewals as well as managing this benefit and its cost so effectively. He also reminded everyone there are not many who can say they have not seen an increase in premiums for two years.

Mrs. Bell expressed appreciation from the Insurance and Finance Committee for the presentation and Mr. Watson and the Insurance Department staff for their hard work.

Establish Agenda for the October 23, 2018 CPSB Meeting

Superintendent Goree highlighted items for the Board's consideration at its October 23, 2018 meeting and the following discussion ensued.

Consideration of Proposed New/Revised CPSB Policies EBBB and EBBC. Mrs. Locke asked for a brief explanation on these policies. Attorney Abrams stated this new policy comes as a result of Legislation enacted at the 2018 session. It follows the state statute and puts into place a policy/procedure to be followed for determining if a threat at the school is a real threat or not. If the threat is determined to be a real threat, it is turned over to law enforcement; and if the threat is turned over to law enforcement, the student will not be allowed to come back to school until a formal evaluation is conducted showing that the student is not a danger to himself or others. He further stated that all staff will be trained, and a process, forms and questions developed, and implementation discussed at a scheduled meeting with Judge Young on October 17. Putting this policy in place is the first step and it states the superintendent must come up with the procedures for implementing. Mr. Abrams further explained the second policy is an update on the crises management policy adding language that Mr. Murry and Homeland Security are to report any incident to the parents since it was learned in the last session that someone did not report an incident.

Miss Green asked if she understands this is effective immediately, and Mr. Abrams responded that is correct. Mrs. Poljak asked about liability, i.e. someone from school reports someone and it turns out that person was not a threat to anyone. Mr. Abrams believes the statute states if it is done in good faith, there is no liability. Mrs. Poljak asked if someone at a school does not take a threat seriously and report it, how is it handled; and Mr. Abrams explained that after meeting with Judge Young, he believes the School Building Level Committee could be who looks at the threat which means there are numerous persons looking at it. If a threat is determined to be a real threat, it is then turned over to law enforcement.

Mrs. Bell asked about the old policy and the policy addressing a student with a gun on campus and if employees are taught protocol in the event this happens. Mr. Abrams explained this provides for making certain everyone is trained in how to respond to anything that could be considered a threat. Dr. Goree noted that at the beginning of each school year, training is provided on safety and security and how to handle an environment that could become an unsafe environment. He further stated this policy puts into print the many things already happening in Caddo's schools. Mr. Abrams said it will be a simple process; and if someone hears in the community that something might happen at a school, they need to report it to administration.

Dr. Douzart asked about the evaluations and if the evaluations will include indicators that the majority of threats are internal? Mr. Abrams explained it is not about keeping stats, but it is about investigating things that are said. Dr. Goree explained that statistics in the schools are looked at often by staff when implementing data/statistics.

Mr. Rachal asked about the protocol for addressing a student on campus with a gun, and Mr. Abrams said they would be confronted by the SRO and arrested. Dr. Goree added that whenever a student has a firearm on campus, staff immediately notifies the police officer on campus to determine how the situation is handled. Mr. Rachal asked if a child is found to be in possession of a firearm on campus, what is the protocol in the classroom/campus: is it the SRO who is contacted and determines how to address the student.

Mr. Murry explained that whatever information is received goes to the SRO, to the administration and they would remove that student from the classroom (or how the director chooses to address the situation which is dependent on the situation). Dr. Goree said the consistent step is the administration and police officer are contacted because there are various situations and how they are reported. Mr. Rachal inquired as to who is contacted first, and Mr. Murry said it depends on who receives the information first and there is no set protocol. Mr. Rachal asked is it correct that teachers do not have direct access to the SRO or police officer, and Mr. Murry said that is not necessarily correct because it is dependent on how the information is relayed and to whom it is relayed. Dr. Goree added that many teachers go directly to the SRO because they have the SRO's cell number as well as the principal's. He also explained that Security at times will receive calls from parents if a child says something to them; and at that time, staff will approach the SRO and the administration.

Mr. Green shared he understands the complexity of this subject and there are multiple solutions to some problems; and he feels we should use multiple resources to insure that the best answer is received for each situation. He encouraged using the teachers and all other resources available on our campuses, as well as those available in the communities.

Ms. Trammel requested that at a future Board retreat, Board members are trained on what to do in the case of an emergency on Caddo campuses.

Mrs. Bell reported on a class she attended at the CUBE Conference, and Dr. Douzart also reiterated what she heard in workshops at the recently held CUBE Conference.

Consideration of 2019 Capital Projects. Mr. Rachal asked Steve White to explain the process for determining project priority. Mr. White explained that staff begins by asking each school principal for the top 3 projects for their campus, as well as a list from the Maintenance Department of critical needs throughout the District. Staff also submits a list of priority capital projects, i.e. incomplete HVAC projects (Byrd Phase 4, and Keithville and Turner Phase 3). He also explained they compile a list from these requests, which totaled \$70 million for the coming year, and then prioritize according to the \$21 million budgeted for the coming year. He also explained that of that amount, only about \$13 million will be available directly for projects, as approximately \$8 million will be designated to HVAC projects plus ¼ of a million dollars held for emergency situations. Mr. White also added that many of the kitchens and dining areas installed in the 90s are beginning to fail at an alarming rate as well as some of the chillers; and while we have experienced somewhat of a luxury in the past being able to budget approximately \$300,000 to address temporary buildings, this amount has been reduced in the budget to \$150,000 moving only one this year. Dr. Goree noted that the HVAC projects totaling \$8 million is a real concern, and even with the right-sizing that has happened in the District over the last few years, there are critical needs still to be addressed in the schools we will continue to use. The cost of repairing and addressing HVACs, kitchens and the buildings are definite concerns that must be addressed by the Board in the next few years.

Mr. Rachal asked about the \$8 million difference in the \$21 million and if the \$13 million is for maintenance and other categories, and Mr. White explained it includes service of QSCAB debt, salaries and benefits of the Capital Projects staff, legal recording fees, percentage for designer fees and construction projects, lock maintenance, asbestos abatement, purchasing department allowance for furniture, IT wiring, emergency HVAC repair, wood floor refinishing, temporary buildings, etc.

Mr. Rachal asked about the plan for addressing the HVAC issue in the district, and Dr. Goree responded how the strategic plan addresses this with the conversation about right-sizing the District still being a relevant part of the conversation. He also believes we are getting close to identifying schools that will be in place in 10 years, but in looking at where the dollars will be spent, it is difficult to see how we will continue with the revenue being received. He further stated that replacing the

number of buses in the fleet that will retire at one time because of the law is also an important part of these conversations.

Mrs. Bell asked staff to look at the restrooms near the office at Walnut Hill and advise what can be done to move this project to the emergency list. Dr. Goree reported that in discussing projects with the school directors and what the schools are wanting, the question is if a school gets something additional on their list, what are they willing to give up to get it.

General Fund Line Item Transfer. Mr. Rachal asked staff to explain Ms. Dana Spiers agreement to cover the remaining \$3,600 plus materials and supplies. Dr. Goree explained that Dana Spiers works in the Professional Development Department and the Jump Start Program and manages grant dollars for this area. Miss Green asked Mr. Lee to explain this transfer of funds. Mr. Lee stated that the Athletic Department has some mandated CPR training and did not have ample funds in the General Fund allotment to cover it. To cover the approximate \$6,000 cost, they are requesting moving ½ from their own Supply Account into Inservice, and the other funding source will fund the remainder. There will be no effect on General Fund since it is an equal move of money and this allows for an appropriate way to account for these funds in moving from one account to another.

Consideration of Request for Consent to Assign Enduro Operating LLC's State Agency Lease #19251 to Comstock Oil & Gas - Louisiana LLC. Dr. Goree explained this is a matter of one company purchasing another and all the relative documentation to reflect it.

Begin the Process of Renaming the Booker T. Washington High School Auditorium the Dr. Harry Blake Sr. Auditorium. Board member Jasmine Green shared that with Booker T. Washington High School being the main historic African American school in Caddo Parish, she believes it befitting to honor Dr. Blake and his place in Shreveport's history as a Civil Rights activist and his connections with Dr. Martin Luther King and the NAACP by naming the BTW auditorium the Harry Blake Sr. auditorium.

Presentation of Proposed Agenda and Consent Agenda. Ms. Trammel announce the following items as the consent agenda for the October 23 meeting: 7.01, 8.02-8.08, and 13.01. *Mr. Rachal moved, seconded by Ms. Trammel, to approve the proposed agenda and consent agenda for the October 23, 2018 CPSB meeting as presented. Vote on the motion carried.*

Announcements

Mrs. Bell announced that the feeding program was offered and is now available to children in the Greenwood area at the Greenwood Library, and she expressed appreciation to the Town of Greenwood's Aldermen for stepping up and providing the sink needed for receiving clearance to offer this program for the children in the Greenwood area.

Miss Green thanked Mrs. Brown for allowing her to bring forth the item to name the BTW Auditorium for Dr. Harry Blake.

Mrs. Brown also shared visiting with a former student who was successful as a result of going through the alternative program and boot camp in Caddo Parish. She believes those programs literally kept students off the streets at night because they were so tired from being in school all day (12-15 hours) every day.

Mr. Green shared how elated he was over the business endorsement and other sources in the community to meet the needs in Caddo's schools, and specifically District 7, i.e. Simple Church in Bossier gave each child at Oak Park a pair of shoes, Progressive Insurance provided students with materials and supplies, New Greenwood Baptist Church provided students with new backpacks and supplies, State Farm provided 65 backpacks, FDDOC provided school supplies, and Atoning Twenty provided 100 backpacks, United Way provided supplies; and Rep. Barbara Norton who continues to support education and was recently recognized by the Louisiana Association of Educators as a 1000% supporter of education in the Louisiana Legislature as well as her efforts to provide shoes and supplies through WalMart.

Dr. Douzart reported on dynamic sessions at the Council of Urban Boards of Education (CUBE) Conference and the volumes of information provided and the consistent focus on the child. She said collaboration, accountability, equity, removal

of barriers, strengthened community relationships, improved student life academically and safety were topics on which they received information. Her favorite sessions addressed safety in schools and alternative schools where state legislatures mandated school systems to use forms for students with multiple violation and only reporting if a student is in good standing or not in good standing.

Mr. Hendricks noted the recent announcement in the newspaper about Caddo Magnet High School being sixth in the country when receiving its 2nd National Blue Ribbon recognition.

Dr. Goree reminded the Board of the Teacher of the Year Banquet on October 11th at 6 p.m. at the Convention Center, the Intergovernmental Meeting on Friday, October 5th at 11:30 a.m. in the Wanda Gunn Professional Development Center, and congratulated Caddo Magnet High School on receiving their 2nd National Blue Ribbon School of Excellence Award for continued academic performance of excellence. He announced this is the 16th award for the Caddo District which solidified Caddo as the state leader in districts that hold National Blue Ribbon prizes across the nation. He also noted that a school can only receive this award every 10 years and Caddo Magnet first received it in 2008. Dr. Goree also announced the National School Boards Association Annual Conference will be held in Philadelphia March 30-April 1, 2019 and if interested in attending, Board members should contact Ms. Lohnes.

Adjourn. *Mr. Rachal moved, seconded by Ms. Trammel, to adjourn. Vote on the motion carried and the meeting adjourned at approximately 5:55 p.m.*

CPSB Meeting October 23, 2018

Members present: Steve Riall, Jasmine Green, Margaret Brown, Susannah Poljak, Dr. Bonita Douzart, Mary Trammel, Raymond Green, Denee Locke, Barry Rachal, Durwood Hendricks, John Albritton and Dottie Bell. Also present were Superintendent Lamar Goree and Attorney Reggie Abrams.

President Riall called the meeting to order at approximately 4:30 p.m. and Board member Durwood Hendricks led the invocation and Pledge of Allegiance.

Consideration of Minutes of the September 18, 2018 and October 2, 2018 CPSB Meetings. *Ms. Trammel moved, seconded by Mrs. Bell, to approve the minutes of the September 18, 2018 and October 2, 2018 CPSB meetings as submitted in the electronic mailout. Vote on the motion carried.*

Presentations and Recognitions

Mary Nash-Wood, director of Communications and Strategic Initiatives, recognized the following and the Board President and Superintendent presented a certificate to each recognizing their achievement(s). Family members, friends and administrators present were also recognized.

Music Presented by Booker T. Washington High School Band. Members of the Booker T. Washington High School Band, under the direction of Band Director Emanuel Hudson, performed musical selections for the Board and audience.

National Merit Scholarship Program Semi-finalists. The following students were recognized as National Merit Scholarship Semi-finalists: Dylan Tynes, C. E. Byrd High; Srihar Chilukuri, Katherine Howell, Dain Ross, Catherine Rutledge, Sarah Salvatore and Kaili Taylor, Caddo Parish Magnet High; Harmon Patriquin, Caddo Virtual Academy; and Luke Couch, North Caddo Magnet High.

National Merit Scholarship Program Commended Scholars. The following students were recognized as the 2018-2019 National Merit Commended scholars: Cade Crandall, C. E. Byrd High; Ruth Bodily, Noah Lesko, Natalie Lim, Palmer Miley, Timothy Oliver, Liam Shacklette and Ajaya Tummala, Caddo Parish Magnet High; and Georgia Hilburn, Captain Shreve High.

National AP Scholars and AP Scholars. The following students were recognized as the 2018-2019 AP Scholars from C. E. Byrd High: Dylan Tynes (National AP Scholar); Hannah Berry, Emily Clark, Cade Crandall, Ashlyn Gotberg, Levi Mayeaux, Matthew Raney and Matthew Walls (AP Scholars with Distinction); Ford Copple, Kennedee Harrell, Richard Klotzbach, Morgan Little, Jaycie Martin, Magdalene Sumlin, Allison Thomas, Olivia Walker, Riley Walker and Elena Willis (AP Scholars with Honor); and Emily Aillet, Emma Barkley, Rachel Britt, Gillian Cole, Keiser Dallas, Opefoluwa Desalu, Zachristanae Eason, Nicholas Erwin, Caroline Gibbs, Alexis Lee, Wyatt McCrary, Christian Mitchell, Anna Partington, Josefina Simoncini, Mairead Smith, Alise Stephens, Nicholas Whitton and Kayla Wilson (AP Scholars).

The 2018-2019 AP Scholars from Caddo Parish Magnet High are: Catherine Rutledge (National AP Scholar); Srihar Chilukuri, Anna Dennis, Natalie Lim, Timothy Oliver, Erika Pendleton, Catherine Rutledge, Lawrence Shi, Saad Tanveer, Kaili Taylor, Ajaya Tummala and Iza Zabaneh (AP Scholars with Distinction); Ruth Bodily, Phoebe Cragon, Sarah Salvatore and Grace Shin (AP Scholars with Honor); and Thuytien Chu, Chondra Fain, Cassandra Halford, Lyssa Harmon, Katherine Henderson, Rachel Holman, Omar Ibrahim, Palmer Miley, Mary Muslow, Dain Ross, Ashley Stephens, Jacqueline Van Savage, Cortez Walters and Natalie Weaver (AP Scholars).

Scholars from Captain Shreve High are: Cade Davis, Austin Green, Jacob Kingery, Robert Shell and Jacob Wise (AP Scholars).

Lilly Paris Savage was recognized as a 2018-19 AP Scholar from North Caddo High.

UNICEF USA National Council Member. Anna Dennis, a senior at Caddo Parish Magnet High, was recognized for being chosen to be a part of the UNICEF USA

National Council. She is one of only 13 students representing six high schools across the nation.

Gloria Barron Prize for Young Heroes Honoree. Joey Gouthiere, 13-year-old student from Youree Drive Middle School, was recognized as a 2018 honoree by the Gloria Barron Prize for Young Heroes. Joey founded Geaux Green, an environmental campaign that encourages everyone to take care of the Earth.

Climate Week NYC Participant. Sarah Salvatore, senior at Caddo Parish Magnet High and president of the Magnet Greens Club, was recognized for being invited to come to New York City and the United Nations General Assembly's Climate NYC Summit to share some of the impactful activities of Magnet's Greens Club.

James Patterson Award and Grant Winner. Mrs. Rosie Woodley of South Highlands Elementary Magnet was recognized as the recipient of the James Patterson Award and Grant winner. She received \$500 and 500 bonus points that will be used for her classroom library.

Public Hearing for Naming the University Elementary School Auditorium for Lillian Mothershed

President Riall announced the public hearing open for naming the University Elementary School Auditorium for Lillian Mothershed. Board member Rachal recognized former School Board member Curtis Hooks and Mrs. Mothershed's daughter and noted Mrs. Mothershed's legacy in Caddo Parish public schools. Mrs. Bell also stated that Mrs. Mothershed was her mentor when she began her career in education. There being no additional speakers, the public hearing was closed.

Visitors

The following visitors addressed the Board on matters of concern/interest: Sharon Johnson (Booker T. Washington Alumni), Calvin Lester, and Jackie Lansdale (Red River United). Mr. Rachal asked the superintendent for a report clarifying the matter brought forth by Mrs. Lansdale.

Superintendent Goree clarified that the item on tonight's agenda is a vote to begin the 90-day process as set forth in Board policy; and on December 18th there will be a public hearing on the agenda regarding renaming the BTW auditorium for Dr. Blake before the final vote on January 15th.

ESTABLISH THE AGENDA AND THE PROPOSED CONSENT AGENDA

Superintendent Goree highlighted items for the Board's consideration, and following discussion, President Riall announced Items 6.02-6.03, 7.01, 8.02-8.07 and 13.01-13.02 as the consent agenda.

Mrs. Lansdale, RRU, addressed Item 8.04 Consideration of Proposed New/Revised CPSB Policies EBBB and EBBC.

Mrs. Locke moved, seconded by Ms. Trammel, to establish the agenda and the consent agenda as presented. Vote on the motion carried.

CONFIRM THE CONSENT AGENDA

Mrs. Bell moved, seconded by Mr. Green, to confirm the consent agenda. Vote on the motion carried. The following is a summary of the Board's action on the consent items.

6.02 Personnel Transactions Report (Resignations). The Board approved the Personnel Transactions Reports and Resignations as recommended by staff and submitted in the electronic mailout.

6.03 Requests for Leave. The Board approved requests for leave as recommended by the superintendent and submitted in the electronic mailout.

7.01 Bids. Purchasing. The Board approved the bid of The Band House for musical instruments as recommended by staff and submitted in the electronic mailout on the bid tabulation sheet. *A copy of the bid tabulations are filed in the official files of the October 23, 2018 CPSB meeting.*

8.02 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 electronic mailout.

8.03 Consideration of 2019 Group Insurance Renewals. The Board approved the 2019 group insurance renewals as recommended by the CPSB Insurance and Finance Committee and presented in the electronic mailout.

8.04 Consideration of Proposed New/Revised CPSB Policies EBBB and EBBC. The Board approved the proposed new/revised CPSB Policies EBBB and EBBC as recommended by staff and submitted in the electronic mailout.

8.05 Consideration of 2019-20 Capital Projects. The Board approved the proposed 2019-20 Capital Projects as recommended by staff and submitted in the electronic mailout.

8.06 Consideration of General Fund Line Item Transfers. The Board approved the General Fund line item transfers as recommended by staff and submitted in the electronic mailout.

8.07 Consideration of Request for Consent to Assign Enduro Operating LLC's State Agency Lease #19251 to Comstock Oil & Gas - Louisiana LLC. The Board approved the request for consent to assign Enduro Operating LLC's State Agency Lease #19251 to Comstock Oil & Gas Louisiana LLC as recommended by staff and submitted in the electronic mailout.

13.01 Student Readmission Appeal Hearings. The Board approved student readmission appeals for students CH, RJ, NM, and MJ as recommended by staff, submitted in the electronic mailout and whose parents are in agreement.

13.02 Request for Settlement Authority, Kenyata Ortiz vs. CPSB, Office of Workers' Compensation, Claim #18-02064. The Board authorized settlement as recommended by staff and submitted in the electronic mailout.

BEGIN THE 90-DAY PROCESS OF RENAMING THE BOOKER T WASHINGTON HIGH SCHOOL AUDITORIUM THE DR HARRY BLAKE SR AUDITORIUM

Ms. Green moved, seconded by Ms. Brown, to begin the 90-day process of renaming the Booker T. Washington High School auditorium the Dr. Harry Blake Sr. Auditorium.

Ms. Green explained that this came as a result of some of her constituents talking to her about a Civil Rights project and she supported bringing this forward. Realizing that there are some who are opposed to this, she said that if there are more opposed to it than there are those supporting it, she will be glad to pull it. She encouraged the Board to support beginning this process and allow the hearing to be held to determine the support for it. Ms. Brown stated her support and that she and Ms. Green discussed this project before bringing it forward.

Ms. Trammel stated that she asked that this item not be on consent because she received a number of calls asking why the Booker T. Washington Alumni and Foundation were not included in the process before it was put on the agenda. She added she believes it is only right and would like to see a conversation take place with the Alumni and Foundation about this project. Mrs. Bell echoed Ms. Trammel's comments and clarified for those who have said this is a done deal that this is only to begin the 90-day process. She too encouraged coming together to arrive at a consensus. Mr. Green also stated he received calls on this matter and he believes the 90-day process will allow the time needed.

Ms. Brown said that she would like to see the Board, or the leader of the Board, define the role of certain ones, i.e. the alumni, the Board member, job descriptions.

She further clarified that voting to begin the process will allow 90 days for this to be addressed. President Riall reiterated that the motion tonight is to only begin the process; and during the process, discussion can take place on the pros and cons.

Mr. Rachal stated that Ms. Green indicated she will be happy to meet with these groups and referenced an email at each one's station. He stated his support of the motion to begin the 90-day process. Ms. Brown added that she has been working with certain ones and will continue to work with interested parties.

Vote on the motion to begin the process carried.

BOARD MEMBER ANNOUNCEMENTS AND REQUESTS

Mr. Riall left the meeting and turned the meeting over to First Vice President Mary Trammel.

Dr. Douzart reported on the retirement meeting with the Governor on this date and his report on the positive financials and a possible \$1,000 increase for teachers and \$500 for other employees. She also announced that her granddaughter, a student in Caddo Parish Public Schools, will be playing the part of Clara in the Shreveport Metropolitan Ballet's presentation of "The Nutcracker" and invited all to attend on December 1st.

Mrs. Locke announced that Wednesday, October 24th is Unity Day in recognition of National Bullying Prevention Month, and encouraged everyone willing to wear orange on Wednesday.

Dr. Goree noted the September-October copy of *The Caddo Parish Schools Magazine* at each Board member's station and stated that extra copies are available in Communications for distribution to businesses in the community.

Adjournment. *Mrs. Locke moved, seconded by Ms. Green, to adjourn. Vote on the motion carried and the meeting adjourned at approximately 6:04 p.m.*

T. Lamar Goree, Ph.D., Secretary

Steve Riall, President

November 7, 2018
CPSB Executive Committee Work Session

Members present: Steve Riall, Mary Trammel, Barry F Rachal. Also present were Chief Academic Officer Keith Burton, Attorney Reggie Abrams and Board members Dr. Bonita Douzart, Raymond Green, Denee' Locke, Durwood Hendricks, Jr.; and Dottie Bell.

President Steve Riall called the meeting to order at approximately 4:35 p.m. and Board member Rachal led the invocation. Members of the Southwood JROTC presented the colors and led in the Pledge of Allegiance.

PRESENTATIONS

Chief Academic Officer Keith Burton announced that Superintendent Goree is in Washington, D.C. with Principal Mike Ilgenfritz to receive Caddo Parish Magnet High's National Blue Ribbon recognition.

JROTC Promotions. Colonel Eric Sweeney, JROTC supervisor, recognized Cadet Colonel Select Za'Christanae Eason, C. E. Byrd High School, for promotion to Colonel and appointment as the JROTC Corps Commander for the 2018-19 school year.

The following cadets were also introduced for promotion: (1) Cadet Major Timothy Oliver, Caddo Magnet High School, 1st JROTC Brigade Commander; (2) Cadet LTC Kelsey Krikorian, Northwood High School, 2nd JROTC Brigade Commander; and (3) Cadet LTC Shakonna Sudds, Captain Shreve High School, 3rd JROTC Brigade Commander. Colonel Sweeney reminded everyone that this Veterans' Day is the 100th Anniversary of the close of World War I and encouraged everyone to attend one of the Veterans' Day programs that will be taking place in Caddo's middle and high schools.

ESTABLISH AGENDA FOR THE NOVEMBER 13, 2018 CPSB MEETING

Mr. Burton highlighted items on the agenda for the Board's consideration at the November 13, 2018 meeting and the following discussion ensued.

Renaming University Elementary auditorium for Mrs. Lillian Mothershed. Mr. Rachal stated that members of Mrs. Mothershed's family and former Board member Curtis Hooks will be in attendance and desire to address the Board on this item.

Additions

Mrs. Bell requested that an update on the review of the District's transfer policy be added. Mrs. Bell asked if the committee has met, and Mr. Burton responded it has. This item was added under Superintendent's Report and will be placed on the agenda in December.

Following discussion, President Riall announced the following as the consent agenda: Items 7.01, 8.02-8.03 and 8.05. *Ms. Trammel moved, seconded by Mr. Rachal, to approve the proposed agenda and consent agenda for the November 13, 2018 CPSB meeting as presented. Vote on the motion carried.*

Announcements

Mrs. Bell expressed her appreciation for the opportunity to serve four more years.

Dr. Douzart extended an invitation to all to attend this year's performance of *The Nutcracker* at which her granddaughter, Bryanna Lacey, will play the part of Clara.

Mr. Burton announced that a schedule of the Veterans' Day programs is placed at each Board member's station and those who could were encouraged to attend.

Ms. Trammel announced that services for former Board member Lola May will be Friday at Mt. Canaan Missionary Baptist Church at 6:00 p.m. and interment will be on Saturday at 10:00 a.m.

Adjournment. *Mr. Rachal moved, seconded by Ms. Trammel, to adjourn. Vote on the motion carried and the meeting adjourned at approximately 5:13 p.m.*

CPSB Meeting November 13, 2018

Members present: Steve Riall, Jasmine Green, Susannah Poljak, Dr. Bonita Douzart, Mary Trammel, Raymond Green, Denee' Locke, Barry Rachal, and Dottie Bell. Also present were Superintendent Lamar Goree and Attorney Reggie Abrams.

President Riall called the meeting to order at approximately 4:35 p.m. and Board member Mary Trammel led the invocation and Pledge of Allegiance.

Consideration of Minutes of the October 23, 2018 and November 7, 2018 CPSB Meetings. *Mrs. Bell moved, seconded by Mrs. Locke, to approve the minutes of the October 23, 2018 and November 7, 2018 CPSB meetings as submitted in the electronic mailout. Vote on the motion carried.*

Presentations and Recognitions

Mary Nash-Wood, director of Communications and Strategic Initiatives, recognized the following and the Board President and Superintendent presented a certificate to each for their achievement(s). Family members, friends and administrators present were also recognized.

Special Recognition by the Superintendent. Superintendent Lamar Goree thanked the Board for their support in his being named the 2019 Louisiana Superintendent of the Year, and shared what an honor it is for him to receive this State recognition. He added he realizes the work the CPSB has done is what has driven the conversations through the State Superintendent application process, i.e. National Blue Ribbon Schools, full TAP implementation and incentive pay in schools where they were needed. Dr. Goree shared a special thank you note to the Board members for their support in the District and that he is looking forward to continuing the success in Caddo.

Riverside Rams Show Choir. The Riverside Rams Show Choir shared two musical numbers from their Veterans Day Program.

Louisiana A+ Arts Integration School. Mooringsport Principal Debra Kurkiewicz was recognized for Mooringsport Elementary being named a Louisiana A+ Arts Integration School.

LACUE Region 7 Teacher of the Year. Guy Delcominette, Youree Drive Middle School, was recognized as a winner of the 2018 Louisiana Association of Computer Using Educators Regional Award for middle and high school teachers.

Young Professionals Initiative 40 Under 40 Honorees. The following Caddo employees were recognized as being honored as a member of the Young Professionals Initiative 40 Under 40: Dr. Alexis Nelson, teacher, Riverside Elementary; Mr. Marco French, principal, Queensborough Elementary; Dr. Kenya Claiborne-Roberts, principal, JS Clark Elementary; and Dr. Matthew Mitchell, principal, Huntington High.

2018 School Performance Scores Briefing

Keith Burton, chief academic officer, shared an overview of the District/Schools performance scores released on November 8th. He highlighted the recent accountability changes, and summarized the following results with the brand new accountability system.

- Caddo maintained a C letter grade
- 5 schools (8%) improved performance by a letter grade
- 42 (74%) schools maintained their letter grades
- 17 (26%) schools declined a letter grade (7 of the 17 schools currently rated as an "F" are two points from exiting that status).

Mr. Burton also, via the school performance score formulae, explained how we got to this point and what it means with the new changes. He highlighted the percentages at each level: 75% of the elementary score is made up from state assessment performance (Leap 2025), and 25% from student progress. In the elementary/middle schools, 25% comes from student progress (recognizing how well a student is doing at being on track toward reaching mastery at the end of 8th grade), 70% for state assessment performance, and 5% from credit accumulation (8th grade data as students leave middle school and number of credits a 9th grader achieves). He further explained high schools have an equal distribution of 25% each for state assessment performance and progress from end of course tests; ACT WorkKeys; strength of diploma (did the student take advance course work); and the graduation rate (did the student graduate on time with his/her peers). One change creating much confusion is the school letter grade scale, and the LDOE has implemented a transition letter grade scale necessary for a school to earn an A, B, C or D. In 2017-2021, the grading scale for an A school goes from 90 to 150 down to 49.9 and below as an F. He said many

confuse this scale as a percentage and it is not an A, B... percentage as seen on report cards but it is a scale based on index scores converted from scale scores; and he cited an example of how scores are affected by the change (scoring at basic in the past [proficiency level] students/schools received 100 points for Basic, but they now receive 80 points). Another change at the high school level included all high school assessments had four achievement levels prior to 2018 and now, with the same assessment levels, Basic is 80% as well as WorkKeys, with end of course exams being given in Algebra I, Geometry, English I, II, Biology and U S History. ACT and WorkKeys in high school not only included additional tests as well as changes with ACT and Work- Keys, with ACT being given to all Juniors and a shift in high schools that included a change in the college and career-readiness credit. Also, he stated that in the past when a student scored 18, the school received 100 points; however, if this happens now, the school receives 70 points. In order for them to now receive 100 points, the student must score a 21. He explained the State's rationale for this step and the changes in the scales as well as changes in the tests. He challenged all to go online and take these tests to see first-hand what the students are facing.

Mr. Burton also explained how awards for recognizing schools have changed; and that in the past Top Gains schools were identified solely on the achievement level of their students. While it is still the same, they have attempted to minimize the confusion by identifying Top Gains schools as those with a score equal to an A for Student Progress (where the students were when they began at the school and that students are on track to be at Mastery). He announced that 16 schools in Caddo received the Top Gains designation in 2018 which is a record. While he understands many are upset about the letter grades of schools, he recognized the fact that principals and teachers are growing students and they need to be celebrated for this. Another badge/award is the Equity Honoree; and Caddo Parish leads the State in equity discussions and what we are doing different for children that need more to succeed, and he added the State looks at the economically disadvantaged, English learners and students with disabilities. If a school has a sub group, if students are moving forward, and if they rank at the 90 percentile or higher, they are designated as an Equity Honoree. Caddo has seven schools that received this designation in 2018. Caddo also has two schools that received the 2018 Equity Honoree Students with Disabilities recognition.

In communicating the results, Mr. Burton stated that the first score a school receives will be the School Performance Score using the new formula, then the letter grade using the old formula, and the overall performance. Also in reporting the School Performance and Student Progress, we need to be concerned with assessment index as this is where our students scored on the LEAP or EOC as well as the progress index (not where a child/school is, but where is a child/school headed in reaching Mastery by 8th grade).

Melissa Mainiero highlighted and explained to everyone the Louisiana School Finder tool on the Louisiana Department of Education web site where details on individual school scores, designations, awards, recognitions, etc., can be seen. This site also shares comparative district/state information, i.e. how students performed, growth, breakdown by student groups, how the information is broken down for the public, additional subgroups, etc.

Superintendent Goree acknowledged the work still to be done despite the growth seen in the District. He said equity is an area that has been stressed and growth has been seen in ten of the 14 schools in the Transformation Zone even with the new accountability system. In looking at the progress indicators for growth, Caddo saw B's in 10 of the Transformation Zone schools. Dr. Goree also shared that the District is prepared to face the new system as presented, and he believes we will master this system as has been done in the past. He also addressed the 10-point slide in the transition score for the A, B, C and D scores but the F did not have the 10-point slide.

Mrs. Bell thanked staff for the presentation and asked if staff would be available to present and explain this information at School Board Member's Community meetings to help others better understand what is happening at the State level with these changes and the effect on schools. She also addressed the amazing program at Jack P. Timmons and that similar things are happening in districts across the State of Louisiana.

Mr. Rachal asked if the links referenced could be directly linked on each school site?

Mr. Burton responded that staff can set this up. Mr. Burton also referenced a meeting last year when the discussion was on the percentage of students in Caddo and asked if we have the percentage of students passing. Mr. Burton responded that he will pull this information together for Mr. Rachal. Mr. Rachal asked that it be broken down by the percentage of students in our A schools, B schools, etc. Mr. Rachal also commented that possibly the Caddo Board could consider a resolution for submission to the State on changing the grading scale back to a 10-point scale because when our students compete with other students across the country for college scholarships, a Caddo student who has a 92 is considered a B student; however, a student in another state with a 92 is an A student, and this is penalizing our students when it comes to receiving scholarships.

Ms. Trammel asked about Equity Honorees because when looking at the economically disadvantaged percentage of the English learners and the students with disabilities, the schools in her district do not have an advantage to earn over and above and asked what factor might be included in a possible resolution that would help those who are economically disadvantaged. In visiting the schools, she knows teaching is taking place in the classrooms every day and the children are learning, but she has noticed at the end of the day when they leave there is a change in attitudes. She also stated that with the number of magnet schools in District 6 as well as the other schools located in District 6, she believes there are a number of students in the area enrolled in the magnet schools and if one-third of those students were in their neighborhood schools, this would assist the issue. She said while communicating the results is a good thing, she believes when looking at Atkins, for example, and what needs to be done there, she commends staff for what has been done but believes there is a need to look at some other things.

Ms. Green noted her scores and the number of changes made by the State, she believes one way to get the message out is to utilize social media to the maximum; and she believes if the information shared today is available on her home page, it would be a great help in getting the information out to others. Dr. Goree noted how proud everyone is about the Top Gains at Northside Elementary and that a series of videos are being developed for dropping in the next few weeks that will focus on the score as well as showing the community that we are more than a score. He said while we take the score very seriously, there are many other things taking place in the District's schools. He said he wanted to present this information to the Board now rather than December because plans are to begin an immediate campaign to make sure the community is aware of not only the scores but also the things that make Caddo a unique school district. Ms. Green agreed and she believes we do not give our principals near the credit they deserve; and while the community is quick to complain, no one is helping as they can by buying in. Ms. Green asked for a short statement that she can attach to her Facebook page to explain this.

Susannah Poljak followed up by adding that failing schools is one of the public's biggest concerns; and because she also knows academic learning is taking place in these schools, she believes we need to take control of the definition of "failing school". Mr. Burton responded he believes the Progress Index is the answer since the school is now given a grade that comes from the question "Are students on track to achieve Mastery"? In looking at the schools the State has labeled as failing, he said anyone walking into the classrooms will tell you that quality instruction is taking place, students are learning in a safe environment, and they are engaged. Also, while they may have been behind when they started in August, they are progressing and moving forward and reminded everyone that 10 of the 14 were the District's most challenged schools and were rated B on the progress index. Dr. Goree encouraged Board members as they visit their schools to celebrate the teachers; because in his 5 years in Caddo, he can count on one hand the number of classrooms he has visited where teachers were not working as hard as they possibly could. When we attack schools because of a letter grade, we are attacking children and teachers and they do not deserve it. He also complimented the Board because when talking about equity and making sure the best teachers are in front of Caddo's students, this was a problem 4 and 5 years ago, but the Board's work in providing equitable resources to our schools has changed this and it is something to celebrate.

Mr. Riall noted the article in today's paper and that Caddo had seven schools in the list with the only district having more than Caddo was Jefferson Parish. This along with Superintendent of the Year, Teacher of the Year and Students of the Year, it is obvious that Caddo is more than holding its own.

Public Hearing for the Coordinated Funding Request for the Early Childhood Network

President Riall called the public hearing for the Coordinated Funding Request for the Early Childhood Network open. There being no speakers, the public hearing was closed.

Visitors

The following persons addressed the Board with their comments/concerns: Joey Gouthiere (Geaux Green Program); Jackie Lansdale (Red River United concerns); and Jon Glover (much still needs to be done).

ESTABLISH THE AGENDA AND PROPOSED CONSENT AGENDA

Superintendent Goree highlighted items for the Board's consideration and the following discussion ensued.

President Riall announced the following as the consent agenda items: 6.02-6.03, 7.01, 8.02-8.03 and 8.05.

Ms. Trammel moved, seconded by Mrs. Bell, to establish the agenda and consent agenda as submitted. Vote on the motion carried.

CONFIRM THE CONSENT AGENDA

Mrs. Locke moved, seconded by Mrs. Bell, to confirm the consent agenda. Vote on the motion carried and the following is a summary of the Board's action on the consent agenda items.

6.02 Personnel Transactions (Resignations). The Board approved the personnel transactions (resignations) for the period of October 1 through October 31, 2018 as recommended by staff and submitted in the electronic mailout.

6.03 Administrative Contract Renewals. The Board approved administrative contract renewals as recommended by staff and submitted in the electronic mailout.

7.01 Purchasing Bids. The Board approved the bids as recommended by staff and submitted in the electronic mailout on the bid tabulation sheets. The bid tabulations are filed in the original papers of the November 13, 2018 CPSB meeting.

8.02 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 electronic mailout.

8.03 Consideration of Beverage Agreement between Northwood High School and Coca-Cola Bottling Company. The Board approved the beverage agreement between Northwood High School and Coca-Cola Bottling Company as recommended by staff and submitted in the electronic mailout.

8.05 Consideration of Designer Recommendations for 2019-2020 Capital Projects. The Board approved the designer recommendations for the 2019-2020 capital projects as recommended by staff and submitted in the electronic mailout.

RENAMING THE UNIVERSITY ELEMENTARY AUDITORIUM FOR MRS. LILLIAN MOTHERSHED (BARRY RACHAL)

Mary Mothershed Pryor, daughter of the late Lillian Mothershed, congratulated the Superintendent and thanked the Board for considering this honor for her Mother and allowing her family to see the results of the seeds she planted years ago.

Former Board member Curtis Hooks also shared that Mrs. Mothershed hired him 43 years ago as a 4th grade teacher and highlighted some of the things he learned under her leadership and mentorship so he could be what he always wanted to be...a good teacher. He thanked the Board for its consideration in naming the auditorium at University Elementary for Mrs. Lillian Mothershed.

Mrs. Mothershed's grandson, Wilbert Pryor, also thanked the Board for the honor bestowed on his grandmother and the many memories he had of his grandmother when he was a student at University Elementary.

Barry Rachal moved, seconded by Steve Riall, Jasmine Green, Susannah Poljak, Dr. Bonita Douzart, Mary Trammel, Raymond Green, Denee' Locke and Dottie Bell, moved to waive the 90-day process and approve the renaming of the University Elementary Auditorium for Mrs. Lillian Mothershed. Mr. Rachal thanked those members of the family for sharing with the Board Mrs. Mothershed's history in Caddo Parish Public Schools as well as their individual lives and that it is an honor for him to bring this forward on the agenda for the Board's consideration.

Mrs. Mothershed also shared what this meant to her older sister who lived in the Yucatan, Mexico and that while taping the comments about her Mother at the last Board meeting, she also had her phone on so her older sister could hear these comments about their Mother. She said when her sister went to sleep that night after listening to the comments she never awakened; and she knew that her sister had always hoped for this day and how grateful they are for this wonderful memory for their family.

Ms. Trammel stated that she seconded this motion for 2 reasons: (1) in 1973 when she (Ms. Trammel) came to work in Caddo, Mrs. Mothershed approached her to make sure she understood how she was to look daily when she came to work and made sure she shared it with others she worked with. (2) Also when the grandson received a top award at his high schools, Mrs. Mothershed made sure others were aware of how well her grandson was doing.

Mrs. Bell stated she would never have taught for 34 years had it not been for Mrs. Mothershed and what she taught her.

Dr. Goree also noted his appreciation for the family members as well as those who brought forth this motion. He also had the opportunity to spend time with Mrs. Mothershed before her transition and her spirits were still wonderfully high. One thing she stated that meant something to him was "that you should never look like what you are going through".

Vote on the motion carried unanimously.

SUPERINTENDENT'S REPORT

Superintendent Goree made the Board aware of the following.

- Process has begun for identifying Caddo's next Teachers and Students of the Year.
- National Blue Ribbon School recognition was presented to Caddo Parish Magnet High School in Washington DC. Caddo has 16 Blue Ribbon Schools, the most in the state.
- Shreveport Chamber of Commerce is hosting an event to highlight things happening in the Caddo School District and the program will start out with a review of Caddo's most recent assessment information. This event will take place Friday, November 16, 2018 at the newly opened Sci-Port.
- Amazing Shake competition will also take place on Friday, November 16th.

ANNOUNCEMENTS AND REQUESTS

Mrs. Bell announced and invited Board members to participate in the 4th Annual Thanksgiving Dinner for the foster children hosted by the Juvenile Court. She also encouraged Board members to look at tonight's news for the story on Queensborough giving out coats. Mrs. Bell also announced that the Bayou Classic is next Saturday (Grambling University versus Southern University).

Ms. Green congratulated the Superintendent and commended him on an awesome job. She again stated she would like to see the media utilized for getting out the message Mr. Burton and Mrs. Mainiero shared with the Board today.

Dr. Douzart also recognized the Superintendent and that he represents the "super" in Superintendent.

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

T. Lamar Goree, Ph.D., Secretary

Steve Riall, President

December 4, 2018
CPSB Executive Committee Work Session

Members present: Steve Riall, Mary Trammel, Barry F Rachal. Also present were Superintendent Lamar Goree, Attorney Reggie Abrams and Board members Jasmine Green, Margaret Brown, Susannah Poljak, Dr. Bonita Douzart, Raymond Green, Denee' Locke, Durwood Hendricks, Jr.; John Albritton and Dottie Bell.

President Steve Riall called the meeting to order at approximately 4:55 p.m. The invocation and Pledge of Allegiance were suspended.

ESTABLISH THE AGENDA AND CONSENT AGENDA

Dr. Goree highlighted items on the agenda for the Board's consideration at the December 18, 2018 meeting and the following discussion ensued.

Bids. Mrs. Locke asked for a more detailed explanation of the bid items, and CFO Jim Lee explained that one is for uninterrupted power supplies for IT. Brandy Blanchard further explained that these are replacing existing units in the schools that have been failing over the past couple of years and it will be done over several years beginning with 11 (the high schools plus Walnut Hill). Mr. Lee stated that the second bid is for backpacks for homeless students. Mrs. Locke asked if these are for next year and the superintendent responded that they are used throughout the school year and are filled with supplies to help the students be successful in the classroom. He also added this is through the Title I Department.

Mrs. Brown asked about the duration of time for issuance of these backpacks. Reggie Dodd, director of Title I, shared with the Board that students and families experiencing homelessness do so at any point in time during the year; so as there is a need for backpacks for these students, they are ordered. Staff orders primarily at the start of the school year and again as needed throughout the school year. Mrs. Brown suggested looking at the see-through backpacks. Dr. Goree also added that additional information on exact cost for each and what supplies are included in each grade-appropriate backpack will be forwarded to the Board members.

Mrs. Bell reiterated the needs of the homeless in Caddo Parish; and with over 2,000 homeless students in Caddo, this number sometimes increases by 100 or more during the holidays for various reasons. She said it is very important that when these students go to school that they have the supplies needed to be successful.

Ms. Trammel asked if she understands that the cost is over a school year and there is no certain number that must be ordered, and staff responded that is correct. Mr. Riall also asked for clarification that the motion is approving up to \$30,000 over the course of the school year and the Superintendent confirmed that is correct.

Mrs. Poljak noted the \$95 cost for these backpacks and asked for a list of the type of supplies being included in these backpacks. Dr. Goree said it includes items such as notebooks, paper, pencils, pens, compasses, et.al., that are age/grade appropriate for the students to be successful. He further stated that staff approaches this from the angle that if someone's house burns down, we want to provide them with supplies they need to be successful in the classroom.

Consideration of Proposed Revisions to the CPSB Transfer Policy. Mrs. Bell thanked the Superintendent and the employee organizations for working on this item. She said she agrees with the proposed revisions which allow for the transfer period and for anyone interested to go online and use the District Portal to apply for a transfer. Mrs. Bell also asked Dr. Goree if input was received from principals, teacher organizations, etc., and he responded yes and all were in agreement with moving forward in this revision.

Mr. Rachal asked Dr. Goree to highlight how the process was handled, and Dr. Goree said foremost was providing employees with the opportunity to apply for opportunities in the district and make sure we create something that is user-friendly and helps manage time in a more efficient manner. He said it is no fault of anyone as some may feel uncomfortable putting their name on any list to transfer, and this is something staff continues to hear. For teachers in temporary positions who did not qualify, this provides them with the same opportunity. Mr. Rachal asked if he sees it correctly and this is more needs-based driven. Dr. Goree agreed, but it also provides the opportunity for everyone to apply for anything they might be interested in without any fear of retribution.

Ms. Trammel asked if she understands correctly that some may be mandated to stay at a particular school, and the Superintendent responded that no one will be mandated to stay at any school. However, he added when looking at the target schools and the Transformation Zone schools, there will be a commitment opportunity to fill those hard-to-fill areas, but again, no one is mandated to stay at any school.

Hiring Municipal Advisor re: proposed bond election. Ms. Trammel asked for clarification as to the apparent rush, is it the timeline? Dr. Goree explained that if the Board votes January 15th to call for an election, it will be important to have information on how much money we will be forecasting to meet the needs of the district. Mr. Lee added he understands the proposition would read the District would be able to seek a set amount of money with no anticipated increase in the current debt service millage and is the reason for a municipal advisor ... to verify the amount of debt being sought will be issued without increasing our current debt service millage. Ms. Trammel asked the Superintendent if this advisor provides us a guaranteed amount we should receive; and Mr. Lee referred to Grant Schleuter, bond counsel, who explained these are general obligation bonds, the type that Caddo has issued over the years and that are secured by unlimited ad valorem taxation. He further stated that Caddo currently has a number of these outstanding, and they are currently being serviced with a millage that has reduced periodically over the years and is now down to 5 mills. Mr. Schleuter stated if the Caddo Parish School Board chooses to go out for an election May 4th, the municipal advisor will determine the amounts by using conservative estimates on future increases, assessed evaluations, interest rate markets and expectation of future issues to calculate the number of issues anticipated and an estimated millage amount.

Mrs. Bell asked about the ones that responded, their quoted amounts and how will the advisor be selected? Mr. Lee responded that all the firms listed are qualified to do this type of work, so to break the tie, the one that was lowest in their quote than the others, the lowest one is the one that makes the most sense. Mrs. Bell asked if the municipal advisor is the person who determines the amount and reports this to the District. Mr. Lee said they will look at the numbers staff provides them to determine how much the District should be able to do without increasing the tax millage. Mrs. Bell asked if the municipal advisor and the attorney are two separate persons, and Mr. Lee said that is correct. Mrs. Bell asked if the District will go out for bids for the attorney, and Mr. Lee explained that the last time Caddo's in-house attorney did a legal services RFQ, Foley Judell and Jacqueline Scott, a local firm, were named co-bond counsel, and since then there has not been any discussion on doing another RFQ nor has there been the need for a bond counsel except for the refunding issues. Since they were named and no changes have been made, staff is recommending using them at this time. Mrs. Bell added she believes if there is opportunity for others to also bid for legal services it is something we should consider. Mr. Lee also added because of the quick turnaround, he is unsure if there will be ample time to bid out legal services.

Mr. Abrams responded that the Board made the decision on the bond counsel and not administration, and this has not changed. He further stated that doing an RFP to attract other attorneys to bid will take longer than a month. Mr. Abrams also added the Board would not have to do an RFP as services do not require an RFP. Mr. Abrams also stated that the last time legal services came before the Board, the Board made the decision to keep the services as they were since going out for an RFP might result in an increase in the rates already being paid for legal services. The Board can go out for bids again; however, he believes the Board would want to make certain it is using quality bond counsel in making such an important decision, which could mean doing a study to make certain a wise decision is being made in determining who would represent Caddo when selling bonds. He also added that not every attorney can be a bond counsel, and Mrs. Bell said she only wants to make certain everyone has the opportunity.

Mrs. Locke reminded everyone that since this new process began, there are 6 new Board members around the horseshoe and she doesn't completely understand the whole process but hopefully between now and the next meeting more detailed information will be shared. She asked how the four firms were chosen and Mr. Lee explained he searched municipal advisors in the State and located and contacted these to respond. Mrs. Locke asked if she understands the work expected of the municipal advisor can be done in the short time outlined, and Dr. Goree said it can.

Mr. Rachal asked Dr. Goree for an overview of what this is, why we are doing it, when it is going to happen, and how it will happen. Dr. Goree said the role of the municipal advisor is to tell the District how much money will be created with the

renewal of these millages; and then the Board will vote whether or not it wishes to call for an election. If the Board chooses to call for an election, a plan will be developed around the amount of money that will be generated and used to help meet the needs of the district. Talk to date has only been about needs, no brick and mortar or wants, and the needs include security, air conditioned buses to replace an aging fleet, as well as some of the aged HVAC systems. Mr. Rachal said he believes this is the information the public wants to know, and he asked if the goal is to have this on the ballot in May and Dr. Goree confirmed it is. In backing up from May, when does the Board need to approve it and move forward for a vote in May, and Dr. Goree responded by the January 15th Board meeting.

Dr. Goree also reminded the Board that staff will be available to provide any and all information available to help Board members understand more clearly. Mr. Rachal asked about the amount (cost) of determined needs figured to date? Dr. Goree responded that at this point anything the staff said would be a guess and it will be the work of the Municipal Advisor to bring the Board a dollar amount, and then staff would look at the needs and build the list of projects around it. Mr. Rachal asked about Cenergistics involvement in this process, and Dr. Goree reminded the Board that Cenergistics is a behavior management company and they have not been involved in the conversation at this time. Mr. Rachal asked about the debt millage over the years, and Mr. Lee said he does not have this information at this time, but it is something he could provide tomorrow morning. Mr. Rachal asked if there is a minimum to remain on the books relative to bond debt, and Mr. Lee stated there is a maximum up to one year of cost. Mr. Rachal asked Mr. Schleuter if the District's bond ratings will come into play as this progresses and asked how has the Board done over the years. Mr. Schleuter responded that Caddo continues to have one of the highest bond ratings of all school boards; and with the majority of school boards having a lower bond rating, this will serve Caddo well if it is determined to be on the ballot in May. Mr. Rachal asked if at some future point we will be required to reduce the debt again, and Mr. Lee said yes, and that is correct even if the Board takes no action or if the voters turn it down, the debt service millage will need to be reduced next summer.

Dr. Douzart asked if it takes 5 mills for the bonds and are we prepared if it goes over the 5 mills. Mr. Lee said we are because each year in May-June, a resolution is adopted by the Board to adopt the millages for the following year. The debt service tax is one the Caddo Parish School Board sets; and if something happens, the Board has the power to increase that millage to cover the debt.

Mr. Albritton requested a meeting of the Insurance and Finance Committee over the next two weeks to explain in detail the process and hopefully clarify any confusion. He also asked if more information can be forwarded to the Board members that will clarify how someone can bid 50% less than their nearest competitor.

Mrs. Bell announced the Insurance and Finance Committee will meet on December 11, 2018 at 4 p.m.

Following discussion, President Riall announced the following as the consent agenda: Items 7.01, 8.01, 8.03-8.04 and 13.01 (those in agreement with staff's recommendation).

Ms. Trammel moved, seconded by Mr. Rachal, to approve the proposed agenda and consent agenda for the December 18, 2018 CPSB meeting as presented. Vote on the motion carried.

Poll Audience

The following addressed the Board on matters of concern/interest: (1) Jackie Lansdale, Red River United; (2) Sharon Johnson, BTW Alumni; (3) Nambe Thompson, Government Consultants; (4) Lucius McGhee, Argent Advisors; and (5) Mike Busada, Butler-Snow.

Announcements

President Riall announced that the Superintendent's Evaluation packet is at each Board member's station, and these forms (evaluation and observation) should be completed and returned to him by Tuesday, December 11th.

Mrs. Bell announced the annual Party with a Purpose will be Thursday, December 6th at Big O's. Gift cards given will be used to purchase Christmas for homeless Caddo students.

Mrs. Brown announced that beginning in the new year she will be working with the Social Justice Civic League Inc. to help children in District 3, and this week she began by working with the homeless children at BTW, JS Clark, North Highlands, and the Andrew Curry Park.

Dr. Douzart announced that on Friday, December 7th, the third grade students in Caddo and Bossier Parishes were afforded the opportunity to see The Nutcracker and she complimented how well the traffic, etc. was organized. Dr. Goree also recognized and congratulated Dr. Douzart's granddaughter, Bryanna Lacey, for her outstanding performance as Clara in The Nutcracker.

Adjournment. *Ms. Trammel moved, seconded by Mr. Rachal, to adjourn. Vote on the motion carried and the meeting adjourned at approximately 6:10 p.m.*

December 4, 2018
Caddo Parish School Board

Members present: Steve Riall, Jasmine Green, Margaret A Brown, Susannah Poljak, Dr. Bonita Douzart, Mary Trammel, Raymond E Green, Denee' Locke, Barry F Rachal, Durwood Hendricks, Jr.; John L Albritton, and Dottie Bell. Also present were Superintendent Lamar Goree, and Board Counsel Reggie Abrams.

President Riall called the Caddo Parish School Board into special session at approximately 4:35 p.m. with a quorum being present. John Albritton, District 11, led the invocation and Pledge of Allegiance.

BIDS

Mary Trammel moved, seconded by Susannah Poljak, to approve the bid of Johnny's Roofing & Metal Works, Inc., with a Base Bid, Alternate 1, for the sum total of \$303,050.00 for Project 2019-207B "Caddo Magnet High Re-Roof Building D, Phase I" as recommended by staff and submitted in the electronic mailout on the bid tabulation sheet. Superintendent Goree explained that this bid is to replace the roof of the building which houses the cafeteria and approval today will allow this project to be done over the Christmas holidays while students and employees are not in the building and meals are not being prepared. Vote on the motion carried. A copy of the bid tabulation is filed in the official papers of the December 4, 2018 CPSB Special called meeting.

NOTICE OF PLANNED CALL FOR GENERAL OBLIGATION BOND ELECTION

Superintendent Goree announced the need to read the following statement into the minutes.

Announcement of Public Meeting Notice is hereby given that at its meeting to be held on Tuesday, January 15, 2019 at 4:30 p.m. at the Parish School Board Office, 1961 Midway Avenue, Shreveport, Louisiana, the Parish School Board of the Parish of Caddo, State of Louisiana, plans to consider adopting a resolution ordering and calling an election to be held within Parishwide School District of Caddo Parish, Louisiana to authorize the issuance of general obligation bonds.

President Riall announced the need to add an item to the agenda to secure the services of a municipal advisor.

Jon Glover inquired of the Board if this is a new procedure, securing an advisor, for such an item. President Riall stated that while policy does not allow the Board to respond to questions directly, someone will follow up in response.

Nambe Thompson, Government Consultants, stated that he submitted a qualification for serving as the municipal advisor and asked if the Board will be basing its decisions off of qualifications.

Superintendent Goree explained that as part of the process in moving toward a decision in January, the work completed by the municipal advisor will be to secure and determine how much this renewal will provide in additional revenue for the school district, and is why the municipal advisor is hired even before the Board makes a decision to move forward.

Mr. Rachal moved, seconded by Mrs. Bell, to add this item to approve a municipal advisor to the agenda. Mr. Riall noted the handout relative to this item is at board member stations. Vote on the motion to add to the agenda carried unanimously.

APPROVAL OF MUNICIPAL ADVISOR

Ms. Trammel moved to approve Argent Advisors, Inc., as recommended by staff as the municipal advisor. Motion failed for lack of a second. Mr. Rachal asked for clarification on this item being added to the special called session and not the meeting on the 18th. Mrs. Locke also stated her understanding that this item was to be added to the regular meeting in December, and asked if there is a reason why it cannot wait until December 18th. Staff clarified it can be added to the regular meeting. Attorney Abrams explained there is a motion on the table for the special called meeting which now must be withdrawn or a motion made to postpone.

Mr. Rachal moved, seconded by Ms. Trammel, to postpone this item until the December 18th regular session. Vote on the motion carried.

Mrs. Bell asked for clarification and that there will be opportunity to discuss this item on the 18th and Mr. Riall confirmed that when it is added to the proposed December 18th agenda at the work session, there will be opportunity to discuss it.

Adjournment. *Ms. Trammel moved, seconded by Mrs. Locke, to adjourn. Vote on the motion carried and the meeting adjourned at approximately 4:55 p.m.*

T. Lamar Goree, Ph.D., Secretary

Steve Riall, President

December 11, 2018
CPSB Insurance and Finance Committee

Members present - Chair Dottie Bell, Mary Trammel, and Durwood Hendricks. Also present were Superintendent Lamar Goree and Attorney Reggie Abrams; Board members Steve Riall, Jasmine Green, Denee' Locke and Barry Rachal. Committee members Susannah Poljak and Raymond Green were absent.

Mrs. Bell called the meeting to order at approximately 4:15 p.m., and Steve Riall led the invocation and Pledge of Allegiance.

Mrs. Bell also recognized Tony Nations, newly elected Board member for District 10.

Establish the Agenda as submitted. *On motion by Mr. Hendricks, second by Mrs. Bell, the agenda was established as submitted.*

Confirm the Agenda. *On motion by Mr. Hendricks, second by Mrs. Bell, the agenda was confirmed.*

Presentation: Municipal Advisor Process. Dr. Goree noted requested information sent to the Board last week detailing why we did not have to hire a municipal advisor in the past, sharing that changes in State law now require it. He also outlined a timeline to meet a May election date if the Board approves moving forward.

Jim Lee, chief financial officer, explained that when discussions began on the possibility of calling an election, he contacted firms about their municipal advisor capabilities to determine the amount of debt the District could incur without any increase in the property tax millage. Mr. Lee explained the municipal advisor will look at assessment trends, and increases and decreases, to determine collections. He further stated there is a separate fund for debt service and taxes related to this are deposited in that debt service fund to be used to pay the principle. The municipal advisor will also look at the district's Fund Balance, because a balance that is built up will help determine the taxes to be collected over the life of the bonds and if we can issue the debt without an increase in taxes. They will also look at interest rates as well as what is currently outstanding and what was paid this year. Mr. Lee reported there has not been a successful election since 2000 and he provided a ten-year history of the current millage and its uses. He added this election is proposed for May, 2019; and assuming the committee supports moving forward, the municipal advisor would advise the District on the amount that could be generated without raising taxes.

In preparing for this time, staff began looking at needed items and the cost for those items; and after noting the qualifications he looked for in a municipal advisor, he contacted the qualifying companies and three proposals were submitted. Mr. Lee reported that all three meet the qualifications for serving in this capacity. He further explained this is the first time the municipal advisor is a requirement in this process, having gone into effect in 2004.

Mr. Lee further reminded the Board that at its special called meeting on December 4th, the Board announced its intent to call for an election at its January 15th meeting. Immediately following the January 15th meeting, at which there will be two resolutions presented for Board approval, Mr. Lee said a municipal advisor must be in place to help determine the amount of debt we can put on the ballot without raising taxes. He also is in the process of contacting the local state senators/representatives, publishing the official notice in the Official Journal and filing official notice requirements with the State Bond Commission.

Supt. Goree noted the date of December 18th is in the timeline for the Board to vote on a municipal advisor; and even though this is a service and does not require Board approval, staff believes it important to remain transparent and bring this to the Board for a decision.

Mr. Hendricks asked for clarification of the relationship of the bond counsel to the Board? Mr. Lee stated the Board hires the bond counsel; however, the bond counsel mainly works with staff. Mr. Hendricks also asked about the quoted fee and how it will be paid? Mr. Lee explained it will be over an increment of time and will be paid by issuance of bonds.

Mr. Rachal said he believes the information today should have been presented long before now, and in looking at the step by step process, he is attempting to understand who does what, how everyone works together, as well as how much money we actually will need. Dr. Goree stated that in moving forward he agrees some of these processes need to begin much earlier so the Board is more informed; and at this time, staff has identified three critical areas (buses, security and HVAC) and will share with the Board next week a list of everything that would serve the District perfectly through the next 10-15 years, knowing this will carry a very high price tag, and will be more than this bond issue will generate. Mr. Rachal stated that such a list is what the Board members need to know and asked if this is

what the municipal advisor will provide. Mr. Lee explained the municipal advisor will not determine the needs, but will determine the amount of debt we will be able to seek without raising taxes. If the taxpayers approve it, they will assist in how it should be structured to get the best return. Dr. Goree added that one of the commitments at the direction of the Board and community is the importance of not adding tax burdens, so once it is determined how much can be generated without raising taxes, then it will be important to prioritize the list of needs. Mr. Rachal asked who, once the municipal advisor has provided us with information, does the District go to next or will the municipal advisor serve as the mediator between the Board and others, and Mr. Lee said the bond counsels (Foley, Judell in New Orleans and Jacqueline Scott in Shreveport) will work with the District to make certain the deadlines for resolutions, information to the Bond Commission, and Secretary of State are met.

Presentations: Municipal Advisor Respondents

Lucius McGehee with Argent Advisors, Inc. shared with the Board information on Argent Advisors including history of their company, their experience which includes municipal bonds, their market knowledge, their history of working with the School Board, and what their responsibilities as a municipal advisor would be in determining how much debt the District could incur without raising taxes. Mr. McGehee also explained their fee schedule and how the \$60,000 would be prorated over a period of time.

Mr. Riall asked for clarification that Argent would hold the funds until we request them, and Mr. McGehee explained that is a separate relationship; and if the District were to borrow \$9.8 million, it will be wired to the District's fiscal agent to decide what will be done with it.

Mr. Rachal asked about the \$7,500 for each issue and if this amount is included in the \$60,000 or is it an additional cost. Mr. McGehee explained this is their regular fee schedule and each time they are asked to issue bonds the fee is \$7,500, but the fee will not exceed the \$60,000 over the 10 years.

Mrs. Locke asked about the process and paying the municipal advisor when bonds are issued, and if there is a separate fee for being the municipal advisor. Mr. McGehee responded there is a small registration fee. Mrs. Locke also asked why approval is being requested at this time when we do not know if the bond issue will pass. Mr. McGehee explained he is only paid when bonds are issued. She asked if she understands correctly that the District does not pay him anything between now and the election, and he said that is correct; there is no fee to do the assessment which will be presented to the Board on January 15th, and his fee is based upon a transaction (issuance of bonds).

Nnamdi Thompson with Government Consultants shared their qualifications for serving as municipal advisor, as well as responsibilities of a municipal advisor versus the functions of the bond counsel. He shared his background experience including working with school boards across the state and the 27 issues handled in 2017.

Miss Green asked if the chart shared is the same for every firm, and Mr. Thompson said that is correct via NSRB who says that is how it should work. Mrs. Locke asked Mr. Thompson if he is paid upon issuance, and he confirmed no one is paid unless the bonds are issued, and their charge is \$2 per bond (i.e. if \$1 million in bonds are issued, their charge would be \$2,000). Mrs. Bell inquired about the various positions listed and Mr. Thompson explained that while these are all the possible positions needed in implementing a bond issue, not all positions may be used.

Miss Green asked about the difference in the bid amounts and if those bidding have worked with the District's bond counsel in the past. Mr. McGehee responded with how many bond issues they have been a part of in the State. She also asked staff what bond counsel charges the District, and Dr. Goree responded staff will provide Foley, Judell's fee schedule to the Board. He also reminded the Board, in 2012, made the decision to select a bond counsel and co-counsel and because no one on the Board has brought this back for change, Foley, Judell continues to hold this position. It was also noted that State law limits the maximum a bond counsel can charge.

Mrs. Locke asked about the resolution presented by Government Consultants for the Board President to sign, and Mr. Lee explained this is staff wanting to be transparent since it is a service and did not actually require a bid. Mr. Thompson explained they generally are hired by school boards via resolution and this is a stand-alone resolution stating they are the District's municipal advisor. Mr. Riall asked if the staff pursued these services without bringing it to the Board, would it still be necessary to bring the resolution to the Board for approval, and Mr. Thompson confirmed that is what he prefers. Mr. Lee added he would not move forward with something this important without being totally transparent with the Board. Knowing that it takes a "team", she asked if the bond counsel is hired separately to

handle certain things and other persons are retained for taking care of the different responsibilities. Mr. Thompson noted in the handout the different positions/jobs and that they all may not be used.

VISITORS

The following persons addressed the committee on this matter: Jackie Lansdale, Red River United; Mike Busada, attorney/father; S'hantaye Wells, attorney with Washington & Wells; Jacquelyn Scott, co-counsel for Caddo District; and Bill Rawls, Monroe Law firm.

Adjourn. On motion by Mr. Hendricks, and second by Ms. Trammel, the meeting adjourned at approximately 5:55 p.m.

December 18, 2018
CPSB Meeting

Members present: Steve Riall, Jasmine Green, Margaret A Brown, Susannah Poljak, Dr. Bonita Douzart, Mary Trammel, Raymond Green, Denee' Locke, Barry Rachal, Durwood Hendricks, John Albritton and Dottie Bell. Also present were Superintendent Goree and Attorney Abrams.

President Riall called the meeting to order at approximately 4:30 p.m. Dottie Bell led the Invocation and Pledge of Allegiance. Mr. Riall also recognized the following visitors: Willie Bradford, City Councilman; Burnadine Anderson, former CPSB communications director; Debra Seamster, former CPSB member; and Barbara Norton, Louisiana State Representative.

CONSIDERATION OF MINUTES OF THE NOVEMBER 13, 2018 AND DECEMBER 4, 2018 CPSB MEETINGS

Mrs. Locke moved, seconded by Ms. Trammel, to approve the minutes of the November 13, 2018 and December 4, 2018 CPSB meetings as submitted in the electronic mailout. Vote on the motion carried.

PRESENTATIONS AND RECOGNITIONS

Mary Nash-Wood, director of communications and strategic initiatives, recognized the following and the Board President and Superintendent presented a certificate to each for their achievement(s). Family members, friends and administrators present were also recognized.

Eden Gardens Fundamental Elementary Magnet School Choir. The Eden Gardens Concert Choir, led by Jerry Maiden, Jr., shared holiday musical arrangements, including Little Drummer Boy performed by the Eden Gardens' Bucket Drummers.

Annual Party with a Purpose for Homeless Education. Board member Dottie Bell, District 12, and Levada Palms, shared an overview of their 2018 "Annual Party with a Purpose", and presented to the Homeless Department \$4,276 in gift cards and donations to help the homeless students in Caddo Parish have a Merry Christmas.

2018 Christmas in Roseland Winners. The following Caddo Parish schools were recognized as winners in the 2018 Christmas in Roseland contest: Elementary – 3rd Place, Fairfield Elementary Magnet; 2nd Place, Southern Hills Elementary; and 1st Place, South Highlands Elementary Magnet. Middle School – 2nd Place, Youree Drive Middle; and High School – 3rd Place, Captain Shreve High; and 1st Place, North Caddo High. North Caddo High School was also recognized as the Best in Show winner.

31st Annual Greening of the Louisiana State Exhibit Museum. The following Caddo Parish Schools were recognized for placing in the 31st Annual Greening of the Louisiana State Exhibit Museum: 4th Place, Forest Hill Elementary; 3rd Place, Eden Gardens Magnet; 2nd Place, North Highlands Elementary; and 1st Place, Southern Hills Elementary.

Shreve Island Elementary National Lighthouse Commendation. Shreve Island Elementary faculty, staff, student body and parents were commended for receiving the 2018 National Lighthouse School of Commendation for achieving this status from the Franklin-Cove Education's Leader in Me Program.

Community Renewal Bridge Award Winner. University Elementary was recognized by Community Renewal for its "We Care" approach to all aspects of education, from the classroom to the lunchroom.

Board Members. The following CPSB members were recognized for their service on the Caddo Parish School Board which will end on December 31, 2018: Susannah Poljak, District 4, (2015-2018); Margaret Brown, District 3; (2015-2018) and Durwood Hendricks, District 10, (2018).

Newly Appointed Administrators. Sharon Burgess was recognized and welcomed as the new principal of Blanchard Elementary.

PUBLIC HEARING FOR RENAMING THE BOOKER T WASHINGTON HIGH SCHOOL AUDITORIUM THE DR. HARRY BLAKE SR. AUDITORIUM

President Riall announced the public hearing open for renaming the Booker T. Washington High School Auditorium the Dr. Harry Blake Sr. Auditorium. The following spoke in support or opposition to this action.

Daryl Walters (supports), Debra Bell (opposes), Debra Seamster (opposes), Jo Anne Carter (opposes), Edna Frierson (opposes), Tahira Abdul Rahman (opposes), Ora Hart (opposes), Shawn Woods (opposes), Frederick Henson (opposes), Njeri Camara (opposes), Sharon Johnson (opposes), Calvin Lester (supports), Willie Bradford (table), Joyce Maiden (supports), Francine Brown (supports), H. Calvin Austin III (opposes), Allesha Davis (opposes), and Travis Griffin, Jr. (opposes)

There being no additional speakers on this item, the public hearing was closed.

VISITORS

The following visitors addressed the Board on matters of concern: (1) Jackie Lansdale, Red River United, new transfer policy, teacher assessment under VAM; (2) Kenya Roberts, J. S. Clark, incentive pay for teachers; (3) William Fields and Alicia Olivier, Sunset Acres, incentive pay; (4) Marco French and Shoyla Williams, Queensborough, incentive pay; and Sheila Wimberly, CPSB Policy BCBI.

ESTABLISH THE AGENDA AND THE PROPOSED CONSENT AGENDA

The superintendent highlighted items for the Board's consideration at its December 18, 2018 meeting and the following discussion ensued.

President Riall announced the following items as the consent agenda: 6.02-6.03, 7.01, 8.01-8.04, 8.06 and 13.01. *Ms. Trammel moved, seconded by Mr. Rachal, to establish the agenda and consent agenda for the December 18, 2018 CPSB meeting as presented. Vote on the motion carried.*

CONFIRM THE CONSENT AGENDA

Ms. Trammel moved, seconded by Mr. Rachal, to confirm the consent agenda. Vote on the motion carried and the following is a summary of the Board's action on the consent agenda items.

6.02 Personnel Transaction Reports (Resignations). The Board approved the personnel transactions (resignations) for the period of November 1-November 30, 2018 as recommended by staff and submitted in the electronic mailout.

6.03 Requests for Leaves. The Board approved the requests for leaves as recommended by staff and submitted in the electronic mailout.

7.01 Purchasing Bids. The Board approved the following bids as recommended by staff and submitted in the electronic mailout on the bid tabulation sheet: (1) United Power & Battery for Uninterruptable Power Supply, and (2) EC&C for student backpacks. *Bid tabulation sheets are filed in the official papers of the December 18, 2018 CPSB meeting.*

8.01 Property/Bus Rental Requests. The Board approved the requests for use of property and/or buses as submitted by staff in the electronic mailout.

8.02 Out of State Travel (General Fund). The Board approved the requests for out of state travel (General Fund) as submitted by staff in the electronic mailout.

8.03 Authorization for Salvage Sale. The Board authorized staff to salvage items according to policy and submitted in the electronic mailout.

8.04 Consideration of Proposed Revisions to CPSB Transfer Policy. The Board approved the proposed revisions to the CPSB Transfer Policy as recommended by staff and submitted in the electronic mailout.

8.06 Consideration of 2019-2020 School Year Calendar. The Board approved the proposed 2019-2020 School Year Calendar as recommended by staff and submitted in the electronic mailout.

13.01 Student Readmission Appeal Hearings. The Board approved the readmission appeals for Students CL, IH, LM, IJ, SJ, RP, RS, ZD, XW, MY and KS as recommended by staff and submitted in the electronic mailout.

CONSIDERATION OF RECOMMENDATION FOR MUNICIPAL ADVISOR

Ms. Trammel moved, seconded by Mr. Rachal, to approve staff's recommendation of Argent Advisors Inc. for municipal advisor as recommended by the Insurance and Finance Committee and submitted in the electronic mailout.

Mrs. Locke stated that many meetings were held on this and she desires for everyone to understand the great respect for all the work done on this item; however, she still is concerned in the variation in the pricing. She also wants to make sure in the future that Board members are involved in each step of this process for a paying agent.

Vote on the motion carried with Board members Riall, J Green, Poljak, Douzart, Trammel, R Green, Rachal, Hendricks and Albritton supporting. Board members Locke and Bell were opposed and Mrs. Brown abstained.

ANNOUNCEMENTS AND REQUESTS

Mrs. Brown announced that the Social Justice Civic League Inc. has adopted some of Caddo schools in District 3 having bought school supplies, uniforms and other supplies the children need, and these will be delivered to the students before the Christmas Break. She also thanked her City Councilman who was in the audience for assisting her with a situation in her alleyway.

Dr. Douzart stated that at the last meeting she wanted to share about Mrs. Mothershed and did not but appreciates the opportunity to do so today. She said that Mrs. Lillian Mothershed was a kind, attractive lady who was dedicated to education and good values. Her son-in-law and she attended Grambling State University where he was an all-American football player and an all A student academically. Mrs. Mothershed and she attended the same church for many years and she was a faithful servant.

Ms. Trammel stated that she has been contacted by several graduates of the George Washington Carver High School who have requested that a marker designating the location of this facility be placed on the highway, and asked that staff look at what can be done. She also asked if there are any archives available from Eden Gardens Jr./Sr. High School that this information be stored in such a way to maintain the historical value of this information.

Mrs. Poljak shared that it has been an honor and privilege to serve the last four years. She said it has been such a satisfying experience and a privilege to call Board members not just colleagues but her friends, and she believes the Board has bettered the community and has turned its care and concern into something that makes Caddo an even better place to live. She added that she leaves the Board with renewed faith in what can be accomplished and believes the work being done in Caddo by the Superintendent and the staff is legacy work; and she is honored to say that "She is Caddo".

Miss Green thanked the Board members leaving for their service and that they will be missed. She said she believes the last four years have been great working together. Miss Green congratulated Dr. Goree for being named the 2019 Louisiana Superintendent of the Year, and she wished everyone a Merry Christmas and Happy New Year.

Mr. Hendricks reiterated previous comments and how grateful he is for having the opportunity to serve on the Board. He is also thankful for the opportunity to continue working in Caddo Parish helping in the Transformation Zone. Mr. Hendricks added his thankfulness for the friendships he has made this year and encouraged the Board in moving forward.

Mrs. Bell thanked the Board members leaving for their service to the children and that it has been a privilege to serve and work together, appreciating the differences of opinions while respecting one another and remaining friends.

Ms. Trammel shared her appreciation for the awesome Christmas luncheon today with fellow Board members and she looks forward to moving forward.

Mr. Riall reported that he met with a representative from Louisiana 811 on their program where they reach out to all 2nd graders. They desire to take this into our schools to teach them about this safety program. He thanked Mrs. Brown, Mrs. Poljak and Mr. Hendricks for their service, and thanked the Board for the opportunity to serve as President during 2018.

EXECUTIVE SESSION

Superintendent's Evaluation and Review of Contract/Goals. *Ms. Trammel moved, seconded by Mrs. Brown, to go into executive session for 15 minutes. Vote on the motion carried and the Board went into executive session at approximately 6:50 p.m.*

The board reconvened into open session at 7:20 p.m. *Mrs. Bell moved, seconded by Ms. Trammel, to approve (1) the Superintendent's evaluation, (2) an increase in the Superintendent's salary by 12.5% effective January 1, 2019, (3) the Superintendent's goals for 2018-19, and (4) authorize the Board President to evaluate whether the Superintendent is entitled to incentive pay based on his achievements relative to the Board-approved goals for 2017-2018. Vote on the motion carried unanimously.*

Adjournment. *Dr. Douzart moved, seconded by Mr. Hendricks, to adjourn. Vote on the motion carried and the meeting adjourned at approximately 7:30 p.m.*

T. Lamar Goree, Ph.D., Secretary

Steve Riall, President

December 18, 2018
CPSB Insurance and Finance Committee

Members present - Chair Dottie Bell, Mary Trammel, Susannah Poljak, Raymond Green and Durwood Hendricks. Also present were Superintendent Goree and Attorney Abrams; and Board members Jasmine Green, Denee' Locke, John Albritton and Barry Rachal.

Mrs. Bell called the meeting to order at approximately 3:05 p.m. The invocation and Pledge of Allegiance were led by Mr. Hendricks.

Establish the Agenda as submitted. *On motion by Ms. Trammel, second by Mr. Hendricks, the agenda was established as submitted.*

Confirm the Agenda. *On motion by Mr. Green, second by Mr. Hendricks, the agenda was confirmed.*

Consideration of Recommendation for Municipal Advisor. Dr. Goree shared the history to this point of bringing a recommendation for a municipal advisor to the Insurance and Finance Committee after hearing presentations by two agents on December 11th.

Mr. Lee recapped staff's work in requesting and receiving informal RFPs from firms to meet the new requirement when a possible bond election is announced that a municipal advisor must be named. He announced 3 proposals were received, (1) Government Consultants, (2) Trinity Capital Resources, and (3) Argent Advisors, all of whom meet the requirements and are qualified. Mr. Rachal shared his observations on the clarity of the process and the need to fully understand that companies submitting proposals are all qualified, and Mr. Lee confirmed that is correct. Mr. Rachal asked if he understands correctly that Argent is approximately \$6,000 per issue, and Government Consultants is approximately \$20,000 per issue, and Mr. Lee responded that is correct.

Mr. Hendricks noted the difference in the cost of the two companies and the fact that Government Consultants is higher and it appears so because they are rated higher and have handled more cases. Mr. Lee stated that they may have had a higher rating; but, all 3 companies are qualified, and have adequate experience, thus he recommended the lower cost.

Ms. Trammel stated she believes it important to be careful with accepting a bid that is three times the lowest bid, when all companies are qualified and have met the requirements. Mr. Green asked if we have had this type service before; and if so, how does it compare. Mr. Lee said this is the first time this has been a requirement.

Mrs. Poljak asked about our legal obligations; and Mr. Abrams explained that because this is a service, the Board is not required to accept the lowest bid even though it would be necessary to recognize the basis for paying more. He further added the District has used bond counsel for the calculation in the past and made the same recommendations; but now the rule states you must use a municipal advisor. His question is what are we getting for the additional money if we do not choose the lowest bid. He added it is also important that the Board has confidence in the company that is giving them advise that it is good, sound advice and information.

Mr. Rachal noted the fiduciary responsibility and that prior to now the District's bond attorney took care of this responsibility even though it was not legally required of him. Mr. Abrams stated he believes the confusion is what bond counsel's fiduciary responsibility is to the Board now that the law says a municipal advisor must be retained. Mr. Schleuter stated for the record that as bond counsel for the School Board, he does not represent any other party in any transaction other than the School Board. Bond Counsel does not represent purchasers, bond holders, nor any other party involved in any transaction.

Mrs. Locke inquired of outstanding issues and if the quoted number is associated with them, and Mr. Lee stated there remains one outstanding issue; and if they are chosen, it would be a separate issue. Mr. Albritton stated that in moving forward with the bond issue, everyone knows there will be opposition and we do need to look at the difference in the bid and the feedback the Board will receive if approving the higher bid. He further stated he believes due diligence has been done and this issue has been vetted very well, and he does not see how we can cross the line with this big of a difference.

Ms. Trammel noted the concern in this process with the difference in the cost and if the low bid answers yes to all the questions/requirements, she is certain it is the best recommendation and they will do their best. She also asked if the Committee needs to say anything other than the recommendation being sent to the Board, and Mr. Abrams confirmed that is all the Committee needs to do. Mr. Green stated that we do not have any

evidence that paying more will get better results; and based on the information brought to the Committee by staff, he doesn't see how the Committee can justify not submitting staff's recommendation to the Board.

Mrs. Bell also shared that after reviewing the proposal submitted, she believes even though the cost is higher, a company's experience should be taken into consideration.

Ms. Trammel moved, seconded by Mr. Green, to recommend to the Board staff's recommendation of Argent Advisors as the municipal advisor. Vote on the motion carried with Committee members Trammel, Poljak, R Green and Hendricks supporting the motion and Mrs. Bell opposed.

Adjourn. *On motion by Ms. Trammel, seconded by Mr. Green, the meeting adjourned at approximately 3:30 p.m.*

January 8, 2019
CPSB Executive Committee Work Session

Members present: Mary Trammel, Barry F Rachal and Jasmine Green. Also present were Superintendent Lamar Goree, Attorney Reggie Abrams and Board members Steve Riall, Lloyd Thompson, Don Little, Dr. Bonita Douzart, Raymond Green, Denee' Locke, Tony Nations, John Albritton and Dottie Bell.

President Mary Trammel called the meeting to order at approximately 5:10 p.m. The invocation and Pledge of Allegiance were suspended.

Mrs. Trammel extended appreciation to Mr. Riall and other members of the 2018 Executive Committee for their service and thanked the current Board for electing the 2019 Executive Committee to serve in this capacity.

STATE OF THE DISTRICT

Superintendent Goree shared an overview of the 2018 year beginning with a video highlighting the amazing things that happened in the District last year. Dr. Goree stated that this video will be used throughout the year, and noted the following highlights.

Dr. Goree reported that Caddo added its 16th Blue Ribbon School and he traveled to Washington D.C. with Caddo Magnet for them to receive their 2nd award. He also said that Caddo is not only leading the State in National Blue Ribbon Schools, but also in National Merit Scholars Semi-finalists, Finalists and Winners. He also added that Caddo is the home of the current Middle School Teacher of the Year, the Louisiana Middle School Student of the Year, as well the Louisiana High School Student of the Year and the Louisiana Superintendent of the Year. Dr. Goree stated that the District currently boasts three perfect ACT scores and nearly 6,000 students who have been trained through the Swim for Life Program.

Academics Highlights – The superintendent said the District saw major changes in the Accountability System; and while some of the projections of what they believed would happen with the Accountability scores did come true, they are very proud that the System maintained its school grade and saw increases in five schools' student performance scores and 16 schools garnering the Top Gains Honor. He stated nine schools were named Equity Honorees for making measurable differences in closing the achievement gaps with minority population/different subgroups of students. In the high schools, Dr. Goree announced this year there are no "F" rated high schools which he speaks directly to the equity work the Board has done to help prepare high school students for what they will face upon graduation.

High quality curriculum has been implemented districtwide with more than 2,000 teachers trained on curriculum directly aligned to providing all students access to Tier I top level curriculum. Dr. Goree also noted how proud we are of the increase in the percentage of seniors that continue to advance directly to four-year universities upon graduation. The superintendent also reported on the opportunities available through the District's Academics Division to support teachers in the implementation of the new curriculum and the challenges they will face, continued growth in student assessment, increased enrollment in the pre-K and virtual learning platforms, and continued evaluation of the District's special programs as outlined in the strategic plan to make sure they are meeting the needs of the School System.

Finance Highlights – In the area of finance, Dr. Goree expressed appreciation to the Board for approving the \$3.6 million in incentive pay allowing educators to be recognized and awarded for their efforts. He also stated that the District has received its 29th consecutive recognition for excellence in financial reporting as well as maintaining the District's AA- bond rating with Standard and Poor's. As a result of the burdens affecting the General Funds across the State and Nation, an increase in the MFP funding is one of the things we have not seen in many years; and with the rising cost of insurance, rising cost of maintaining buses, rising cost of HVAC systems as well as some of the safety concerns, all of these items stretch the General Fund account and are areas where we will continue to experience struggles until there is more money. He reminded the Board that operating small schools continues to have a sizeable impact on the District and those are some of the things staff will continue to look at and bring information back to the Board on what is best for the District. Retirement and health care costs continue to play a vital role in the District budget; and in looking at the changes in our growing population, Caddo has as many active retirees as it does employees and there is an obligation to provide retirees with

health care and retirement costs even though they are a huge financial burden on the General Fund budget. He added that he believes the District's Strategic Plan has allowed us to continue to set the School System up to not just be financially stable today but in looking at the future and making sure we are financially stable in the future.

Human Resources Highlights - Dr. Goree added that the District's biggest challenge is human capital (i.e., classrooms), and includes making sure there is a highly qualified teacher in front of every child through our continued recruitment efforts. He also shared that the District is looking to strengthen our relationships and strategies by working with some of the neighboring districts to make sure that the Best Practices that are successful are being implemented in Caddo as well. Continued challenges in this division include making sure we work close with Professional Development in providing what teachers need to be successful, and he noted that recruiting and being able to keep teachers is a national trend; and it will be important for Caddo to "think outside the box" in this effort to close this gap and how we are utilizing our people, i.e. using cafeteria workers to not only work in the cafeteria, but also drive a bus, i.e. cross training.

Operations Division – Superintendent Goree announced that Cenergistic recently finished its first year partnership with Caddo and Caddo is impressed to see everyone get on Board with this first year implementation and the decrease in utility costs. The Grab and Go breakfast program was launched and is going very well with hopes of expanding the program. This division also completed its first holistic inventory of classroom technology, a mammoth task undertaken by staff to assess everything in the District. Dr. Goree reminded everyone that when looking to move a District the size of Caddo to an all on-line state testing platform, there is a need to be aware of what you have and this plays a major role in replacing things and what the replacement cycle looks like, in addition to working closely with the HR Division to increase the pool of bus drivers.

Dr. Goree noted the declining enrollment of students in the district and the direct effect on programs and opportunities for students, so how we stay ahead of this population and make the necessary changes/judgements is very important. Also, the District remains in the position of operating a number of aging facilities with a limited number of resources for items such as capital projects and maintenance. He added there is an aging fleet of school buses, of which a limited number are air-conditioned. Continued effort to increase student participation in the breakfast and lunch programs continue to be very important as well as maintaining up-to-date technology in the classroom; and to do that in a system where 40,000 students are being tested on-line will continue to be a challenge.

In summary, Dr. Goree assured the Board that Academic Excellence for all children will continue to be Caddo's defining mission because that is what we are about. Also, enrollment declines will require the District to be competitive in attracting and retaining families, and staff will continue to bring to the Board the latest material as well as incentive-based pay to insure we are attracting and retaining the very best staff. Dr. Goree stated he believes the best is yet to come for Caddo.

Miss Green asked about the adjustments in the classroom temperature and if we are still working to get everything adjusted, and Dr. Goree stated the Cenergistic's focus is on behavior in order to affect savings. He added that while we currently have standardized temperatures in the classrooms, similar to what one would have in their home; however, when the schools are closed down for i.e. Christmas holidays, there is a check list where everything possible is unplugged and/or turned off in order to maximize our energy cost/savings. Miss Green referenced teachers constantly complaining about the temperature and she questions if things such as the sun hitting the windows at the hottest part of a day have been considered in the temperature adjustments. Dr. Goree said the Cenergistic managers do assess situations such as this; and based on the assessment, adjustments have been made.

Mr. Albritton asked about funding for pre-K, and Dr. Goree responded that the District does not receive MFP funding for pre-K, but it is funded through three grant resources, with the majority of the pre-K funding coming from the Title I program. In expanding the pre-K program, the superintendent said staff is looking at ways to be creative, i.e. private paid pre-K programs, Montessori, pre-K centers.

Dr. Douzart asked if she understood correctly that no Caddo Parish high school is an "F" school. And Dr. Goree confirmed that none of the high schools are "F" schools.

He also noted some great successes they have observed over the years with opportunities available.

Mrs. Bell echoed Mr. Albritton's comments regarding the pre-K program and she learned when attending the CUBE Conference last year that they found some Federal money for funding pre-K in all their schools. She asked if there is any way we can go to the State regarding some help. Dr. Goree explained the talk around the new pre-K program and it is his belief that universal pre-K programs have done this by going to the tax base or through windfalls. As a school system, he said Caddo is looking at how we can look at grant opportunities, public-private partnerships, grass root leadership efforts, etc.; and will also meet with the School Board Long-Range Planning and Development to look at opportunities to expand pre-K. Dr. Goree said this conversation will begin within this calendar year.

Raymond Green asked about the funding via the MFP and the amount of approximately \$8,000 and how this compares with the approximate cost of \$30,000 to incarcerate individuals. He believes if we can give \$30,000 to incarcerate someone and the fact that this could be a quick failure if that person was released from jail. He believes there is a need to look at what and how we fund. Dr. Goree said when beginning the Transformation Zone and in looking at the behavior of some of the students and being arrested, the first year showed a sharp decline in these numbers, and if we continue to produce people who are illiterate, and have numeracy skills, this is where we will be able to fight for these dollars. He also noted that the School System is committed and repeatedly looks at the numbers around soft skills and what we are doing to create people who do not need jail which will help get the monies where they need to be.

Mr. Rachal said he believes the proof is in the details and too many times there is such a broad shot across the School District that many of the details are missed. He expressed his desire that the media would pay attention to this. Mr. Rachal stated that in past years the District had a grantwriter, and he is willing to support looking at this again. understanding that grants are much more competitive today.

Ms. Trammel noted a letter Board members received from Foster Campbell and Dr. Goree explained that staff recently had the opportunity to apply for a lighting upgrade grant in some of the facilities. This will be used to totally upgrade the lighting in the high schools (gymnasium).

ESTABLISH THE AGENDA AND CONSENT AGENDA

Dr. Goree highlighted items on the agenda for the Board's consideration at the December 18, 2018 meeting and the following discussion ensued.

2019 Millage Proposal. In staff's efforts to make certain the renewal does not increase property taxes, staff has begun conversation with the municipal advisor selected by the Board in December. The municipal advisor has advised that Caddo can collect as much as \$88.3 million without changing the current tax bills of the citizens within Caddo. He also stated that in discussing this millage, staff talked about the importance of these three needs of the District: (1) safety and security, (2) HVAC systems, and (3) buses. He further stated that a list has been comprised of everything that needs to be done along with the cost (\$128 million) if the voters choose to move forward on May 4, 2019. Regarding safety and security, he reminded the Board that the average age of the schools is 74 years and upgrades must be made to address this, some of which create challenges in the times we live today. National Best Practices are being closely looked at where there is only one entry point at each school, i.e. Woodlawn.

Regarding HVAC Systems, Dr. Goree stated that since 2015, the District has done nearly 8500 work orders, and touched on what a burden this is not only for the system, but the students and teachers as well. He said that nearly 71% of the District's buses are 15 years or older, and this millage would allow the District to secure the future of the transportation fleet in Caddo as far out as 2043 which is a great gift to give to the next superintendent. By 2025, Caddo Parish will become the first school system in Louisiana to have a full fleet of air conditioned buses.

Dr. Goree also explained the difference in Item 8.04 which is a description of what the bond will fund if supported, and 8.05 authorizes the Board to call for the election.

Mrs. Locke stated her understanding of this needs-based request and asked, if approved by the Board, about the plan to educate the community. Dr. Goree said that once the Board votes to move forward, meetings will be held with community

stakeholders on what staff is proposing to do with the funds and to make sure they are informed of what the School Board is asking them to undertake for the School System. Mrs. Locke asked if the millages are not renewed, is there a matrix showing the savings/cost, and Dr. Goree said these are not developed but will be if the Board chooses to move forward.

Mr. Thompson asked if there is a way to give the employees a pay raise before we ask to buy buses and air conditioners?

Mr. Little asked, in looking at the plan's action steps for school consolidations, will HVACs be replaced in a school being targeted for consolidation? Dr. Goree responded that in looking at the strategic plan implementations, there will be a need to have a master plan around viable communities and schools in the future. At the horseshoe there are several perspectives of how this is defined and which schools we would prioritize for replacing HVAC systems. He also said that is the same thought relative to replacing buses because we do not want to purchase 300 buses at one time, but we would create a schedule to impact the future. One of the big challenges and works of the current Board will be to continue the conversation around right-sizing schools.

Mrs. Bell stated her concern about students getting to school safely and asked if she understands correctly that if this millage passes there will be no new taxes and the superintendent confirmed that is correct. She asked if it was 7.5 and now it is 5, and Dr. Goree confirmed that is correct. Mrs. Bell asked if this millage will keep it down to 5, and the superintendent stated that is correct and this millage will maintain our current millage rate being paid today. He further stated if this millage does not pass, the Board will vote in May to do a millage reduction, taking some of the millages off the books, which is where a family would identify a savings. Regarding the HVACs, Mrs. Bell asked how much was spent on the AC that failed this past summer at Turner, and Steve White responded that approximately \$2 million was spent and Phase I the year before, and Phase II, the entire front academic wing has been re-air-conditioned on a VAV System and we are looking at an additional \$2 million this year to begin moving toward the back (gym, auxiliary gym, auditorium, cafeteria, libraries, multi-purpose) with these possibly being done in two phases. Mrs. Bell stated her reason for asking this is will the next phases at Turner happen if the millage is not renewed? She also said the bathrooms and T Buildings at Walnut Hill need addressing as well. She noted that these things are needs; and while she understands teachers want a raise, she believes that would be next after these needs are addressed. She asked if this millage is pulled, what will happen to the students in the heat, who are on hot buses, and the lack of security, how will these needs be addressed. Dr. Goree stated that if this is not successful, we will be forced to tap into very heavily the General Fund budget to do what we can. There is limited opportunity to receive additional monies, so something would have to be taken away, and it could cause concern with how we are strategically planning for the future of the School District.

Mr. Lloyd clarified he is not against buses, because there is a need for buses; but, he is a big proponent that everyone in the school system receive a pay raise.

Mr. Rachal requested that the Board receive: (1) a chart of millages and renewal years, (2) a 15-year table of debt and millages, (3) in the past 10 years have we refinanced any bonds and what was the savings, (4) Federal guidelines for bus life, (5) extra cost to run an older HVAC system (10-20 years) vs. cost of new system, i.e. difference in efficiencies, (6) over past 10 years has the bond rating gone up, down or stayed the same, and (7) is this millage a dedicated millage for debt only. Dr. Goree confirmed this millage can be used for nothing other than funding debt.

Mr. Nations asked, when this comes for a public vote, will the Board be supplied with talking points, powerpoint presentation, etc. for use when they are asked to talk with public, groups, etc. to help sell this millage renewal. Dr. Goree said absolutely and he understands that communication will be a key factor in selling this to the public because the Board will be crucial in this being successful. Mr. Nations said he has learned that an informed group of people is a cooperative group of people, and he believes the public deserves this information. Dr. Goree again stated that staff will look to the Board members to carry the message to their individual districts and staff is available in support in any way possible.

Approval of Attorney/Client Fee Agreement for Spinelli, Donald and Nott. Ms. Green asked the Board Attorney to share an explanation of this item. Mr. Abrams explained as a result of a phishing scheme, funds were located in a bank in Sacramento, California. As a result of a lack of response from this credit union, we

have retained a law firm in Sacramento as a result of his communication with NSBA as well as the Council of School Attorneys and a recommendation to use a firm that will file a restraining order against the credit union. This law firm will charge \$250 an hour which he believes is very reasonable for California, and this firm was retained because of the urgency of addressing the matter during the Christmas break. The document presented for the Board's consideration is only a fee arrangement showing the cost for the partner versus the associate. Ms. Green also stated she wants to be able to adequately explain to her constituents and the public how Mr. Abrams explained it to the Board. Mr. Abrams said it is on the agenda so that the Board can discuss it; and the fact that the individual needed to be retained during the Christmas break. He said arrangements have also been made with someone in California so they could intervene and contact the credit union holding Caddo Parish funds, and this request is to ratify the agreement having consulted with the Board President and the Superintendent.

Mr. Thompson echoed Ms. Green's comments and stated that he had a conversation with the Board's attorney regarding his concern about a law firm in California. Understanding why the current Board attorney needed to address this, he said in the future he would hope we would look at hiring local attorneys to represent the Board on issues. Mr. Abrams also reported that he was just updated that Wells Fargo Bank is holding \$248,000 will be filing a lawsuit in New Jersey and he will also have to retain counsel in New Jersey. Mr. Thompson stated that he would like the Superintendent to visit with him on how we got in a position to where we must hire lawyers everywhere but in Louisiana.

Purchasing. Mr. Rachal inquired about the bid relative to tires and why we are not using the company in Boyce, Louisiana which we did not choose. Ms. Lloyd explained that staff evaluated the bids submitted and the bid requires information be included with the products that were bid elsewhere. She said this was not done and this was a requirement of the bid, so their bids were rejected (were unable to be accepted).

Regarding Southern Tire Mart, it has a parent company (out of state), but the local tire company is actually local.

Mr. Rachal asked about the length of the lease (agricultural), and Ms. Lloyd said it is a five-year lease. Regarding the total number of acres on this lease, Ms. Lloyd said she would get this information for Mr. Rachal.

President Trammel announced the following items as the consent agenda: 8.02 and 8.06-8.07. *Ms. Green moved, seconded by Mr. Rachal, to approve the proposed agenda and consent agenda for the January 15, 2019 CPSB meeting as presented. Vote on the motion carried.*

Poll Audience

The following visitors addressed the Board on matters of concern/interest: (1) Omari Ho-Sang, (DMG, bond proposal, audience input on agenda).

Announcements

Mr. Thompson asked that the Superintendent meet with him for an update on status of Fair Share Program that used to be in the Caddo Parish School Board.

Ms. Green asked for staff to provide her with what tools are in place for helping a new principal be successful. She also asked if there is not a building in Caddo named for Mr. Ramsey.

Mrs. Bell asked that staff contact the YWCA of NW Louisiana about sharing a presentation at the February Executive Committee meeting on How Human Trafficking is affecting our community. She also announced that Board members are invited to attend the Free Coalition and Caddo Parish Juvenile Service ceremony relative to the awareness of Human Trafficking Awareness and Prevention Month.

Superintendent Goree announced that the Board's retreat will be held on Friday, January 11th from 9:00 a.m. – 3:00 p.m. He also reminded the Board there will be a one-week turnaround before the Board meets next week on January 15th.

Adjournment. *Ms. Green moved, seconded by Mr. Rachal, to adjourn. Vote on the motion carried and the meeting adjourned at approximately 6:40 p.m.*

January 11, 2019

The **Caddo Parish School Board (CPSB)** held a retreat on Friday, January 11, 2019 at approximately 9:00 a.m. at the Wanda L. Gunn Professional Development Center Auditorium. Those in attendance were Board members Steve Riall, Jasmine Green, Lloyd Thompson, Don Little, Dr. Bonita Douzart, Mary Trammel, Raymond Green, Denee' Locke, Barry Rachal, Tony Nations, John Albritton and Dottie Bell. Dr. Lamar Goree, superintendent, Reggie Abrams, legal counsel, and staff member Mary Wood were also in attendance.

Superintendent Goree welcomed Board members to the retreat and thanked them for taking the time out of their schedules to attend. He began by highlighting the day's agenda and reviewing Caddo's Mission and Vision. The Superintendent covered topics of diversity, knowing your why for what you do, and One Board One Voice. Each topic discussed was followed by a dyad activity.

Departmental Overview. The following staff members presented an overview of CPSB departments they oversee: (1) Keith Burton, Chief Academic Officer, Academic Affairs; (2) Diane Atkins, Chief Human Resource Officer, Human Resources; (3) James Woolfolk, Chief Operations Officer, Operations; and (4) Jeff Howard, Interim Chief Financial Officer, Finance Division. Each departmental overview was followed by a question and answer time for Board members.

The Role of the Board and Navigating Ethical Concerns. Board Attorney Reggie Abrams shared with the Board its responsibilities as a Board as well as ethical issues/concerns as an elected official.

Adjournment. The retreat adjourned at approximately 2:45 p.m.

T. Lamar Goree, Ph.D., Secretary

Mary A. Trammel, President

**January 15, 2019
CPSB Meeting**

Members present: Steve Riall, Jasmine Green, Lloyd Thompson, Don Little, Dr. Bonita Douzart, Mary Trammel, Raymond Green, Denee' Locke, Barry Rachal, Tony Nations, John Albritton and Dottie Bell. Also present were Superintendent Goree and Attorney Abrams.

President Trammel called the meeting to order at approximately 4:30 p.m. Steve Riall led the Invocation and Pledge of Allegiance.

CONSIDERATION OF MINUTES OF THE DECEMBER 11, 2018, DECEMBER 18, 2018 AND JANUARY 8, 2019 (Special Session) CPSB MEETINGS

Mrs. Locke moved, seconded by Mrs. Bell, to approve the minutes of the December 11, 2018, December 18, 2018 and January 8, 2019 (Special Session) CPSB meetings as submitted in the electronic mailout. Vote on the motion carried.

PRESENTATIONS AND RECOGNITIONS

Mary Nash-Wood, director of communications and strategic initiatives, recognized the following and the Board President and Superintendent presented a certificate to each for their achievement(s). Family members, friends and administrators present were also recognized.

Caddo Parish Magnet High School National Blue Ribbon School of Excellence. Caddo Parish Magnet High School was recognized for receiving its second Blue Ribbon award in 10 years, the 16th Blue Ribbon award for Caddo Schools. Mrs. Wood reported that Caddo Magnet was recognized at the National Blue Ribbon Schools awards ceremony in Washington, D.C. and awarded a plaque as well as a flag to signify its exemplary status.

Caddo Parish Principals of the Year. The following were recognized as Caddo Parish Principals of the Year: (1) Michelle Franklin, E.B. Williams Stoner Hill Elementary, Elementary Principal of the Year; (2) Jenifer Guerrero, Youree Drive Middle, Middle School Principal of the Year; and (3) Michael Ilgenfritz, Caddo Parish Magnet High, High School Principal of the Year.

Caddo Parish 2017-2018 Outstanding Support Employees Award Winners. The following employees were recognized as outstanding support employee award winners: Elementary Division, Kimberly B. Page, General Fund aide, Queensborough Elementary; Middle Division, John R. Terrell, security coordinator, Ridgewood Middle; and High Division, Eddie J. Jackson, head custodian, Captain Shreve. The following Central Office support employees also were recognized as outstanding support employees: Academics Division - Kellie M. Taylor, secretary, Elementary Section B; Operations Division - Wayne B. Jackson, computer operator, Child Nutrition Services; Finance Division - Marchelle Cavanaugh, bookkeeper, Finance Department; and Human Resources Division - Lakesha Thomas, secretary, Certified Division of Human Resources.

Newly Appointed Administrator. Kylie L. Cotton was recognized as the newly appointed principal at Pine Grove Elementary School.

Outgoing Board President. Steve Riall was presented with a wall clock plaque in recognition of his service as 2018 president of the Caddo Parish School Board.

National School Board Member Recognition. Mrs. Wood announced that January 2019 is National School Board Recognition Month and a time to focus on the crucial role the elected board plays in the community and schools. Superintendent Goree added that having sworn in the members of the Caddo Parish School Board last week, he had the opportunity on Friday to spend the day with all 12 Board members in a retreat focusing on how we can function and do an awesome job to celebrate and create opportunities for children. As a gift to the Board, Dr. Goree shared a video highlighting some of the things shared during the retreat, showing why "We are Caddo". He thanked the Board members for their willingness to serve in this critical role and how their work helps accomplish all that is done for children.

VISITORS

The following visitors addressed the Board on matters/issues of concern and/or interest: Sharon Johnson, opposes renaming BTW auditorium; Jon Glover, \$988,000 plus/month to Magnolia Charter; Jackie Lansdale, Red River United, bond proposal to address critical needs of HVACs, buses, and security and future pay increase; Mattie D. McMullen, opposes renaming BTW auditorium; Michael Williams, supports renaming BTW auditorium for Harry Blake; Thomas Sweeney, opposes renaming BTW auditorium for Harry Blake; Frederick Henson, opposes renaming BTW auditorium; Willie Myers, supports renaming BTW auditorium; H Calvin Austin III, BTW auditorium vote; Neverlyn Townsel, opposes the continued division over renaming BTW auditorium for Harry Blake and supports talking about BTW needs; Jonathan Richardson, supports renaming BTW auditorium for Harry Blake; Travis Bogan, supports renaming BTW auditorium for Harry Blake; Tahira Abdul-Rahman, BTW Alumni opposes renaming BTW auditorium for Pastor Blake; Ora Hart, opposes renaming BTW auditorium and supports putting energy into turning BTW back to the great school it started out to be; Calvin Lester, supports renaming BTW auditorium for Harry Blake; and Lorne Gates Jr., opposes renaming BTW auditorium.

ESTABLISH THE AGENDA AND CONSENT AGENDA

Superintendent Goree highlighted items for the Board's consideration and the following discussion ensued. President Trammel announced that the following items are the consent agenda: 6.02-6.03, 7.01, 8.02, and 8.06-8.07. *Mrs. Bell moved, seconded by Mrs. Locke, to establish the agenda and the consent agenda for the January 15, 2019 CPSB meeting as presented. Vote on the motion carried.*

CONFIRM THE CONSENT AGENDA

Mr. Rachal moved, seconded by Dr. Douzart, to confirm the consent agenda. Vote on the motion carried and the following is a summary of the Board's action on the consent agenda items.

6.02 Personnel Transactions (Resignations). The Board approved the Personnel Transaction Reports (Resignations) for the period of December 1-31, 2018 as recommended by staff and submitted in the electronic mailout.

6.03 Administrative Contract Renewals. The Board approved the administrative contract renewals as recommended by staff and submitted in the electronic mailout.

7.01 Purchasing Bids. The Board approved the following bids as recommended by staff and submitted in the electronic mailout on the bid tabulation sheet: (1) Southern Tire Mart for tires, and (2) Chadwick Peninger for the Herndon Agricultural Lease. *Copies of the bid tabulations are filed in the official papers of the January 15, 2019 CPSB meeting.*

8.02 Out of State Travel (General Fund) – The Board approved requests for out of state travel (General Fund) as submitted by staff in the electronic mailout.

8.06 Approval of Attorney/Client Fee Agreement for Spinelli, Donald and Nott. The Board ratified the attorney/client fee agreement with Spinelli, Donald & Nott as recommended by Attorney Abrams.

8.07 Approval of the Law Office of Reginald W. Abrams, Sr., LLC in Lieu of Abrams & Lafargue, LLC. The Board approved the Law Office of Reginald W. Abrams, Sr. under the same terms and conditions as Abrams & Lafargue, LLC effective February 1, 2019.

CONSIDERATION OF RENAMING THE BOOKER T. WASHINGTON HIGH SCHOOL AUDITORIUM THE DR. HARRY BLAKE SR. AUDITORIUM

Ms. Green moved, seconded by Mr. Thompson, to postpone the renaming of the Booker T. Washington High School Auditorium the Dr. Harry Blake Sr. Auditorium.

Ms. Green said that a number of Board members have shared their concerns and the need to postpone this item, and she asked the Board to support the motion to do so. Mr. Thompson shared that he had conversations with Ms. Green and he appreciates her boldness to postpone this at this time. He said he is proud of her and of being able to call her a fellow Board member.

Mr. Green commended Ms. Green for bringing the motion to postpone so the entire community can be involved in making a decision relative to this situation. He added he hopes the intention coming from the alumni and special interest groups will be made known to the Board in a manner in which the Board can make a sound decision that will keep the community working together and do the most for the students attending BTW.

Mrs. Bell asked Mr. Abrams to clarify what it means to postpone an item. She said this situation has created chaos in the community and she believes it is necessary to look at the Board's policy addressing this. Mr. Abrams explained that the motion on the floor is not clear and for it to be clear, it needs to address when it will come back to the Board. He said Ms. Green has said she will restate her motion to say postponed indefinitely, because when you postpone indefinitely it means it will not come back unless the Board brings it back; and a motion postponed indefinitely cannot be amended. At this time the motion on the floor is not indefinitely; and the motion can be amended to add indefinite as well as other criteria. Mrs. Bell reiterated the need to come together and look at the policy governing the naming of facilities. Mr. Abrams announced he was asked by several Board members to rewrite the policy so that any time a request is made to name a facility, to change the name of a facility, or a portion of a Caddo Parish School facility, it will go to the Building and Grounds Committee.

President Trammel stated the maker of the motion is being asked if she will make the motion read that the item is postponed indefinitely, which will also require an agreement from Mr. Thompson as the motion's second. Ms. Green agreed and *moved to postpone indefinitely the renaming of the Booker T. Washington High School Auditorium the Dr. Harry Blake Sr. Auditorium at this time and that the policy and guidelines so set will be followed if it comes back in the future. Mr. Thompson seconded the motion, and vote on the motion carried.*

Recess. President Trammel called for a brief recess at approximately 6:00 p.m. and the Board reconvened in open session at approximately 6:13 p.m.

TO CONSIDER AND TAKE ACTION WITH RESPECT TO ADOPTING A RESOLUTION APPROVING THE "CAPITAL IMPROVEMENT PLAN", DESIGNATING PURPOSES FOR WHICH PROCEEDS OF PROPOSED GENERAL OBLIGATION BONDS WILL BE BUDGETED, AND OTHERWISE PROVIDING WITH RESPECT THERETO

In response to Board members' questions at the January 8th executive committee/board work session, Jeff Howard, Interim Chief Financial Officer, shared a summary of staff's responses to Board member questions on this item. Mr. Howard reiterated that this millage will not raise taxes, but it could possibly generate funding for approximately \$88.3 million in bonds. If the Board votes to move forward, the measure will be placed on the ballot for voters on May 4, 2019. He reported that the Board has reduced this millage four times over the past 14 years and it has reduced taxes by approximately \$4.5 mills since 2011. The overall tax rates also were rolled back five times during that same timeframe for the citizens which means after a property reassessment, State Law requires that governmental agencies roll back the millages to the point where agencies receive the same amount in tax revenue as they did before reassessments. The governmental agencies can vote to keep the millages the same and receive more tax revenue but the Caddo Board has not done this.

Mr. Howard also reported that since 2002, the School Board has refinanced nine times to save taxpayers over \$7 million. Additionally, he shared that the Caddo Parish School Board has a AA- Standard and Poor's rating which increased in 2012 from an A+. The millage is restricted to paying debt service on General Obligation Bonds and it cannot be legally used for any other purpose, i.e. salaries, etc. If the bond issue is approved by the voters, Mr. Howard reported that projects could

begin as soon as Fall 2019; however, if the bond issue is not approved by the voters, in May the Board will decrease mills, reassess at approximately .6 mills which means for the owner of residential property assessed at \$160,000 an annual reduction of \$5.10 on property taxes. If not approved, the Board will also need to explore other options for addressing the District's critical needs.

Mr. Little asked if in implementing the capital improvement plan will HVAC systems be replaced in any schools that may be considered for consolidation? Dr. Goree said while there is not a Master Plan at this time for determining the future uses of schools, he assured the Board that before any replacements are scheduled, staff will make certain those schools have a viable population and will be in existence for 10-15 years. Regarding school buses, Dr. Goree reminded the Board that this is a need and it will be billed out over 10 years to replace them. Safety and security would also work the same as the HVAC systems as far as the need to prioritize and make sure permanent fixtures are not being put into buildings that may not be used in the future. Dr. Goree also added that even in the consolidation of facilities to date, i.e. Hillsdale, the air conditioning units in these facilities have been removed and used in other sites.

Mr. Thompson asked if there is a Master Plan where new HVAC systems are needed? Dr. Goree said there is not a Master Plan developed as yet, but there is a total of approximately \$128 million in requests. Staff has also provided the Board in the past a document showing the number of facilities in need of air conditioning repair. When talking about air conditioning, Dr. Goree reported that over the last three days he met with every principal in small group settings, as well as the teacher organizations, and asked them who in the last 365 days has not filed one work order for air conditioning; and there was not one principal in the District that raised their hand. He also noted there has been 8,500+ work orders over the past three years related to air conditioning issues. He also reminded everyone that when implementing the bond issue in 2004, not everything was done in one year; however, if the Board approves moving forward and the voters support the bond issue, staff will build a schedule for moving forward. Dr. Goree also responded that the purchase of buses will be spread out over 10 years.

Mr. Nations asked for clarity on the cost to the taxpayer based on a medium-sized home valued at \$160,000, and what information will the Board need to take to the community if this does not pass. Dr. Goree again said if the Board approves moving forward, staff will develop a schedule that includes several examples.

Mr. Rachal moved, seconded by Mrs. Locke, to adopt the resolution approving the "Capital Improvement Plan" designating purposes for which proceeds of proposed General Obligation Bonds will be budgeted, and otherwise providing with respect thereto.

Mr. Rachal read a portion of the resolution under Item 8.05 which stated "for the purpose of acquiring land", noting his concern and asking if this can be removed because it is stated differently in the two resolutions submitted for Board approval.

Brennan Black with Foley Judell responded that it is correct and the 8.04 resolution approves the Capital Improvement Plan and 8.05 calls for the election and describes the proposition. He explained why it doesn't reference only the Capital Improvement Plan and it is because there could be issues down the road in issuing bonds; and, because the District would be entering into covenant for tax exempt purposes under the Internal Revenue Code, this is the typical broad language used in all tax call propositions giving authority to spend it for various purposes.

Dr. Goree shared an example of school bus prices decreasing by half the cost and how this broad language supports this. Mr. Black responded that in the event the prices decline and the District finds itself with more bond capacity than was needed, the excess voted on in this proposition could be used for any of the other capital purposes listed in the resolution. Mr. Rachal again shared his concern that the two documents do not agree.

Mr. Rachal stated this resolution is not the same as saying what we are going to do with the bond proceeds, and Mr. Brennan stated that he does not know if that is totally correct. The Capital Improvement Plan resolution states "to the extent

feasible, it will be used for the projects listed and attached thereto", and he does not believe it to be standard practice to reference the Capital Improvement Plan in the proposition, but he does believe the purpose is to express the Board's intent to spend the proceeds for those specific purposes. Again, he said if there are additional proceeds, you can't use them per State Law for anything other than what is in the proposition, i.e. if you only say the Capital Improvement Plan and there are bond proceeds, there will be a conflict with State Law and Federal Tax Law.

Mr. Abrams also said he contacted Grant Schleuter about this same matter and he explained why it is worded this way and there is nothing wrong with the resolution. Mr. Rachal said he is the one who will be talking to the voters and various groups and he believes he and other Board members will be asked to respond to this from the public. Mr. Black clarified that it is an authorized purchase, but not a required expenditure; and Mr. Rachal said he reads it that once the Board approves it, the Board can go and do something else. Mr. Abrams stated that Board members can explain that the lawyers have said it is to be worded this way to protect ourselves because of Federal Law, as well as State Law, and it is the rationale he just heard from the bond attorney. He said Mr. Schleuter and Foley Judell have done many of these resolutions that must meet the requirements of Federal and State Taxation laws, and we need to rely on them to make certain it is done correctly. Mr. Rachal asked the Superintendent if there are ample needs to where this verbiage could be struck from the resolution.

Dr. Goree said he cannot speak to whether or not we can strike a portion of the resolution, but would need to refer to counsel; however, he can speak to what staff identified as critical needs in the District, and the total came to approximately \$128 million; so there is certainly more than \$88 million in needs in Caddo. Mr. Rachal said he doesn't believe it is the Board's intent to go buy land; therefore, we do not need the reference to "purpose of acquiring land". Mr. Black stated that it can be revised however the Board sees fit; but, as counsel, he must advise the Board of the risks involved and why the resolution is worded the way it is. Mr. Rachal reminded everyone that we are not on 8.05 but 8.04 which will go into 8.05 and he only wants the Board to note the difference in the wording in these two resolutions.

Mrs. Locke asked counsel if the verbiage used is capital improvement verbiage, and Mr. Black said it references the Capital Improvement Plan in Item 8.04 and provides a broad "CYA" in the event you have excess proceeds that either cannot or have been used to meet the Capital Improvement plan, providing the District with options for which bond proceeds can be used.

Mr. Thompson asked if the security upgrades are done, how can we say to taxpayers we will be paying for two different securities on the school campuses (security officers and an upgraded security system). Dr. Goree said there will not be a savings from this in those respects, but it will look at national trends and recommendations on how to create safer environments for the students and employees by controlling access to our campuses.

Mr. Albritton clarified that the discussion is not new as he heard the same 30 years ago when serving on the Board. He said the language is so that it is in compliance with the IRS laws and regulations, and these terms must be included to show it is capital improvement and we are referring to the list of capital improvements as mentioned by the attorney and attached. The attachment is what the board is committing to do. He added he understands that today government does not carry a lot of credibility and he appreciates the concerns expressed by Board members. However, as he understands it, if this does not comply, the Board will have to go before the bonding group and the Legislature to put our particular language in the document so it complies with Federal Internal Revenue Service laws regarding capital improvement. He suggested the Board's conversation be to the attachment (the list of capital improvements) because there is broad flexibility under the term "capital improvements" and it does not say we will do every project on the list.

Mr. Nations asked if he understands correctly that we are safely and broadly covering all the scenarios and not unnecessarily "handcuffing" ourselves down the road if there is flexibility with the funds, and Mr. Black confirmed that is correct.

Mrs. Bell shared that capital improvements to her are security, buses and HVAC systems, and she believes she will be asked about the inclusion of purchase of land in the resolution. She said she knows enough to say that when down the road someone decides they want to build a school, they will reference this statement in the resolution that says it can happen. She said someone will need to provide her something in writing that this will not happen. Mr. Black explained that he doesn't want to say the Board is bound by the resolution and proposition because it can be changed as the Board sees fit; but for state law purposes, the District can only use the bond proceeds, and only levy the tax for the purposes listed. For Federal Tax Law purposes, the District must use the proceeds for capital projects, so the language is intended to allow the District, after the Board has spent the bond proceeds for the Capital Improvement Plan presented, the option to spend any excess bond proceeds for other purposes.

Board Attorney stated he does not recommend changing the language from what bond counsel has recommended, and added when you have a capital plan, that is what is followed. He also said the superintendent has stated there is way more in the capital plan than will ever be received; however, this is about covering and making certain that those buying the bonds will be able to get their tax exempt status and that they are all protected, and the plan is what the discussions are about. If the language is changed, it may not get done because of the timeframe to be able to make this happen.

Mrs. Bell said she did not ask for change but that someone explain to her what, when she moves forward and presents it to her constituents, to understand so she understands how to explain it to them.

Ms. Trammel stated that the needs in the District will use every dollar in this bond issue, so she doesn't see that there will be money to purchase any land; and, she understands that the language used is only to cover ourselves as a District.

Mr. Thompson asked if we have hired a bond attorney, and Dr. Goree explained that Mr. Black is our bond attorney. Mr. Thompson asked for clarification and if the bond attorney was hired before he was sworn in, and Dr. Goree explained that the bond attorney was approved by the Board in 2012 and no Board member has brought forth any change. Mr. Thompson said he believes in using local professionals to do our work and he knows there are some that can do bond work and he would like to see them considered. Ms. Trammel and Mr. Abrams reminded the Board that the District does have local representation.

Vote on the motion carried with Mr. Riall absent for the Board and Mr. Little opposed.

TO CONSIDER AND TAKE ACTION WITH RESPECT TO ADOPTING A RESOLUTION ORDERING AND CALLING A SPECIAL ELECTION TO BE HELD IN THE PARISHWIDE SCHOOL DISTRICT OF CADDO PARISH, LOUISIANA, TO AUTHORIZE THE INCURRING OF DEBT AND ISSUANCE OF BONDS THEREIN; MAKING APPLICATION TO THE STATE BOND COMMISSION IN CONNECTION THEREWITH; AND PROVIDING FOR OTHER MATTERS IN CONNECTION THEREWITH

Mr. Rachal moved, seconded by Mr. Albritton, to adopt a resolution ordering and calling a special election to be held in the Parishwide School District of Caddo Parish, Louisiana, to authorize the incurring of debt and issuance of bonds therein; making application to the State Bond Commission in connection therewith; and providing for other matters in connection therewith.

Mr. Rachal stated that since 2004, this particular millage was 9.7 mills and is now reduced by approximately 50%, down to 5 mills. He noted that at every opportunity since he has been on the Board to save the taxpayers money, the Board has done so. He added the Board not only saved the taxpayers money during this timeframe, but the District's bond rating improved from an A+ to AA-. Also, he reported that the overall millage has dropped over 15%, reducing what property taxpayers in the Parish pay by 15% and improving our bond credit rating. At this time, Mr. Rachal said we will be able to get 250 buses (for example) at a

time and it not cost us anymore. He stated he believes if this is not approved, it will be crippling to the District; and will put the District in a position, because of Federal law, to replace all the buses regardless. Mr. Rachal also shared a report on the age of the District's HVAC systems and the inefficiencies of the older units. Mr. Rachal asked who is responsible for presenting this to the bonding attorney, and Ms. Trammel responded that Caddo's bond counsel is present. Mr. Black explained they will present it to the Bond Commission on behalf of the Caddo Parish School Board with a deadline of January 23rd for their February meeting. Mr. Rachal asked if we will have our own attorney present it, and Dr. Goree stated that Caddo's Bond Counsel is present today and will be the one who makes the presentation. Mr. Rachal asked if he understands the municipal advisor is not who will make the presentation, and Mr. Black explained that the municipal advisor will be copied on all correspondence and any questions from the Bond Commission before the approval. Mr. Rachal asked if by law we have hired an attorney, our municipal advisor, because he understands that the bond attorney does not represent Caddo and has no fiduciary responsibility, but it is the municipal advisor that does. Mr. Black said that is false because he has the same duty as any attorney has to their clients under the professional rules and responsibilities. Mr. Rachal said the District's attorney is our municipal advisor, and President Trammel clarified that the municipal advisor is not an attorney but a financial advisor.

Ms. Green moved, seconded by Mr. Nations, to call for the question. Vote on the motion to end debate carried with Board members Little, Locke and Rachal opposed.

Vote on the original motion carried with Board members Little and Bell opposed, and Board members J Green, Thompson, Douzart, Trammel, R Green, Locke, Rachal, Nations, and Albritton supporting the motion. Mr. Riall was absent for the vote.

SUPERINTENDENT'S REPORT

Superintendent Goree announced that the "Taste of Blanchard" will be this weekend.

Dr. Goree also announced that Opportunity Caddo (CPSB program on how we support economically-disadvantaged businesses) will hold an information session on March 13, 2019 from 9 a.m. to 12 noon in the Professional Development Center. Board members were asked to encourage business owners interested in learning more about doing business with the School System to participate in this event.

ANNOUNCEMENTS

Mrs. Bell announced that the African-American parade, one of the largest in the nation, will be February 2nd, and Dr. Lamar Goree, Louisiana State Superintendent of the Year, will serve as Grand Marshal. She also announced she will give the application to Mr. Burton so Caddo is represented by its students in this parade.

Mrs. Bell asked if the presentation on Human Trafficking is scheduled for the February work session, and Dr. Goree confirmed it is on the agenda.

Mr. Rachal stated, in moving forward with the election, that with staff's help, he would like to schedule a community meeting with Mrs. Locke for Districts 8 and 9. He also said that in taking this issue to the voters, he believes it will be approved and will be the spring board in the future to address other bond issues, renewals, for addressing teacher and staff pay.

Mr. Thompson expressed his appreciation to Mrs. McDonald for the great tour of Creswell and complimented the principal for the great job he is doing.

Dr. Goree expressed appreciation to the new Board members for scheduling time to visit the schools in their District.

Mr. Nations shared the paradoxical events of last week for him, one being sworn in as a member of the Caddo Parish School Board on Tuesday, and then on Wednesday night responding as chaplain at University Health to the Shreveport

Officer who was shot. He announced a suspect has been arrested in this tragedy and while saddened by this loss in our City, he is proud that the Mayor and others were there to support the family; and he hopes the City will take this time of tragedy as an opportunity to come together and change the violence in our City.

Mr. Green announced that as a School System we should join with others in flying our flags at half-mast.

President Trammel announced that a draft copy of the 2019 Committees is at each station and Board members should contact her with any comments or changes.

Adjournment. *Mrs. Locke moved, seconded by Mr. Rachal, to adjourn. Vote on the motion carried and the meeting adjourned at approximately 7:10 p.m.*

T. Lamar Goree, Ph.D., Secretary

Mary A. Trammel, President

February 5, 2019
CPSB Executive Committee Work Session

Members present: Mary Trammel, Barry F Rachal and Jasmine Green. Also present were Superintendent Lamar Goree, Attorney Reggie Abrams and Board members Steve Riall, Lloyd Thompson, Dr. Bonita Douzart, Raymond Green, Denee' Locke, Tony Nations, John Albritton and Dottie Bell.

President Mary Trammel called the meeting to order at approximately 4:30 p.m. Board member Jasmine Green led the invocation and Pledge of Allegiance.

Mrs. Bell asked that everyone remember the Southwood student and the Northside student injured when hit on their way to school.

PRESENTATIONS

Midyear Strategic Plan Update. Mrs. Carolyn Spaht-Gonzalez announced this is the seventh mid-year report she has given to the Board in the District's 5-year strategic plan; and because there are new Board members, she highlighted the process followed in reviewing and creating targets, action steps, as well as objectives used to determine if the targets in the strategic plan are being met. She added she works with the goal leaders, who really are the ones who do the work, for months to talk about what has been done to date as well as receive documentation to show what has been done. All backup supporting documentation is provided in a binder and is available in the Superintendent's office for review. While some of the information she might only review, i.e. personnel, and not publish, she uses this information to create a scorecard to reflect if the target is being met (green), if improvement is reflected in meeting the target (yellow); if work on a target is going backwards or no progress has been made (red). Mrs. Gonzalez also noted that this is mid-year and only a status update, with the scorecard to be provided at the end of the year.

She shared the performance against the targets in the plan and if staff has hit the targets; and she reminded those who were on the Board last year of the two objectives at the end of the year for which there was no data, the vacancy rate and the contingency reserve (rainy day fund), both which were red. She also reported that when a goal is met, staff changes the target to make it more aggressive, or if they have reached the most aggressive possible target, they change the objective itself.

Mrs. Gonzalez noted this is a stretch plan so it is a positive thing that only one objective has been red each year, and added the vacancy rate is red because there are a few more vacancies than last year.

At mid-year, she reported that five objectives (three in Academics, vacancy rate and contingency reserve) have no data today but will by year end. With approximately 1/3 of the plan being green, she believes the District will hit the targets on about 1/3 of these because they are going strong and action steps are being hit. Also, about 40% have improved but may not be making adequate progress, so staff is paying particular attention to the yellows. Additionally, no progress has been made on the retention for classified and substitute bus drivers, and even though classified improved since last year, it is not as high as in the baseline (from where the plan judges). She also noted that Classified began at 82%, which is an extremely high percentage to start with for retention. Substitute bus driver percentages are typically lower at mid-year than at the end of the year because of retirement timing, so this should increase.

Mrs. Gonzalez also shared scorecard examples of three targets and how they are coded (red, yellow, green) based on achievement.

Superintendent Goree shared with the Board that Mrs. Carolyn Spaht-Gonzalez has done this for Caddo since the implementation of the strategic plan, and her background includes a Master's Degree in Strategic Planning from MIT and Chief of Staff for Miami-Dade Public Schools (4th largest district in the Nation), bringing a wealth of information to the process we are implementing. Mrs. Gonzalez added she is a product of Caddo Parish Public Schools, and reminded everyone that the binder is located in the Superintendent's Office for those wishing to view additional information. She also encouraged Board members with questions to feel free to call her.

Mrs. Bell asked for further clarification on the annual reduction of overstaffing, and Dr. Goree explained that the numbers of 91 and 27 are the baseline numbers by

which we were over-staffed when beginning this process. Mrs. Bell questioned being over-staffed but always looking for teachers, and Dr. Goree responded this is certified teachers plus subs and eight additional spots on top of that number. Every time there is a vacancy and we need a teacher, there is a sub in the spot. He reminded the Board that this number of over-staffed positions is not in the budget, and is a number above the staffing formula. Mrs. Bell asked that another look be made at the staffing formula as some schools need more. Dr. Goree added he and Mrs. Gonzalez have discussed the fact that more school districts throughout the country are doing more equity based staffing formulas and at the request of the board, this can be looked at during the budget process. Mrs. Bell said that every school is different and she believes it is important to look at it again. Mrs. Gonzalez noted the baseline numbers were in the 2014-15 school year.

Dr. Douzart noted the importance of safety at schools for administrators bringing students to the bus to have on a safety belt to identify them.

Mrs. Gonzalez also noted areas of distinction in the report, including innovation of students, community partnerships at schools, safety in schools, reduce surpluses and over-staffing and lower energy consumption.

The superintendent explained that regarding energy consumption, the budget reflects we spent more on energy; however, we actually consumed less energy but inflation in the cost caused the dollar amount to be about the same. He added if we had not made the modifications, the amount spent would have been far greater.

Focus areas noted by Mrs. Gonzalez included fund balance, vacancies, retention, and HR data for analysis. For all the areas, she said there is a plan to fix each of them.

After the end of the year, Mrs. Gonzalez will present a full scorecard including all 27 objectives, one more revision to the current plan will be presented to the Board in August for approval, and continue to measure the performance mid-year and at the end of the year. She closed her comments by commending staff for the amount of work being done and that the binder is only 1/3 of the information she has reviewed on the work being done, and it is work the Board should be very proud.

Dr. Goree stated that in August of next year the District will begin the 5th year of this strategic plan; and while we will be living this plan next year, we will also begin the revamping of the plan to develop a new five-year plan. He said a lot of what is in the plan will be looked at from the point of what the goals will be which the Board will have a huge voice in developing, but it will also be an opportunity to hear from the community, the business community, parents, teachers, staff, etc. in the redevelopment of the next five-year plan.

Human Trafficking Awareness. Laurie McGehee, executive director of the Free Coalition, and Dr. Belinda Roberson, executive director of the YWCA, shared with the Board and audience an update on the reality of human trafficking in our Nation, state and parish/city. Ms. McGehee said it thrives because there is a serious demand for commercial sex with minors, and every day boys and girls are being bought and sold for it. She shared with the Board that many may see it happening, but are unaware of the signs, the red flags, and what to do if one recognizes it. She also highlighted some of the data compiled every year by the Department of Children and Family Services on human trafficking, both adult and minors. The numbers reported in 2017 included 352 victims of human trafficking under the age of 17 and 72 of those were age 12 and under. Also 74 of the 352 were from Caddo Parish, with Caddo's date close to that of Orleans Parish. Ms. McGehee explained that in 2013 when they began to see an influx of girls and boys coming through the Juvenile Court System who were involved in human trafficking, they formed the Caddo-Bossier Community Response Team and began to collect data in 2014 on these cases. With five years of data, she reported they have staffed 146 cases and 70 cases were confirmed cases of human trafficking in an age range of four to 32 with the youngest victim being 4 years old. She reported while the 2018 data has not been completed, the Community Response Team staffed 51 cases, 26 of which were confirmed victims of human trafficking, and these are children that live in Shreveport/Caddo Parish and attend our schools. Statistics also revealed that the majority are children under the age of 17, 91% are female, and the majority are African-American female. Ms. McGehee also shared additional statistics including ethnicity by gender, victim status, process when staffing cases to determine the level of risk for human trafficking, risk factors (highest of which is lack of parental control and supervision), parish of origin, anti-trafficking team, and local services and entities involved.

She stated that in making the Board aware of the seriousness of this problem in Caddo Parish, they are asking the Caddo Parish School Board to make it policy requiring all employees to be trained by the Free Coalition on Human Trafficking Awareness and Prevention every two years. She said the training is one hour and is done at no cost to the parish, and is ready to begin training in Caddo. This training is meant to empower every employee to understand the red flags, recognize the signs and understand the risk factors for human trafficking. The training will also help them know what to do once they suspect a victim of human trafficking.

Belinda Roberson reported that the YWCA lead program is working with the teen and tween girls in Caddo Parish Schools to help them understand the signs, and they are looking to educate the staff, bus drivers, et.al., on what these female students already know.

Mr. Rachal thanked them for coming today and sharing this hurtful information with the Board, and that he is all in support of whatever Caddo can do.

Mr. Nations shared his conversation with Ms. McGehee and Dr. Roberson and the need to do this; and the importance of the training so all will be in a better position to help these students.

Mrs. Bell announced she will bring something and would like for the Board to be a team in bringing it forward, and Ms. Trammel asked that this training be set up for the Board.

Dr. Goree stated that he has taken the time over the last month to look at some situations in the District, and he believes that some of the red flags, i.e. stranger or someone other than the parent picking up the child from school, are things the staff will definitely be able to pick up on when made aware of them. He added the staff/schools will definitely support the Board in doing everything we can to inform as many as possible about this horrible crime.

School-Based Health Center Awareness Month. Willie White, CEO of David Raines Health Center, shared background information on the organization and implementation of school-based health centers and services offered since 1992. Sister Sharon Rambin, manager of the school-based health centers, shared that last year the school-based health centers provided health care services to approximately 4,000 children. She reported there are 62 health centers in the State, and Northwest Louisiana only has four, all of which are in Caddo Parish. She shared the type services offered to the almost 4,000 children in Caddo, and that 95% of the children seen in these clinics are treated and returned to the classroom. Also, the families never receive a bill for the services provided. Dr. Jacqueline Grey, who leads the medical team, shared that their team members are on site every day providing a full range of services even prescribing medication and/or injections. Sister Sharon also reported that the clinics work closely with the Caddo school nurses to make sure students receive immunizations and other requirements, hold health fairs, conduct activities with the children, provide needed clothing, participate in carnivals, etc. to provide them with information but said more is needed.

Dr. Goree expressed appreciation to David Raines, Christus Schumpert, and Healthy Blue for all they do and Caddo is excited that its 5th campus health care facility will open at Oak Park.

Mrs. Bell asked about requirements for qualifying for a health care facility at a school, and Dr. Goree explained they look at historic data around students with absenteeism as a result of illnesses, poverty rates at the school and one will see that the schools with the health care centers have a high poverty rate. He also said when looking at some of the earlier decisions, these were about having access to services. Regarding schools like Walnut Hill, he stated that there would be a number of schools qualifying before Walnut Hill because the poverty level is different, and Walnut Hill is no longer a Title I school.

Mr. Green shared his appreciation to the presenters for what they are doing, and Dr. Douzart echoed Mr. Green's comments. She shared her memories of being in the school as a gym teacher and the need to always be prepared to address situations that arose. Ms. Trammel stated she has seen for herself what happens in the school-based health care centers at campuses, and she appreciates the centers located in District 6.

Mr. White expressed appreciation for the partnership with the Caddo Parish Public Schools and others and would support an expansion of services that are needed in the schools.

Mr. Thompson asked about the 173 students sent home from JS Clark and Sister Sharon responded that JS Clark had a strep throat epidemic.

Dr. Goree encouraged all who have not to visit the school-based health center at JS Clark. He also stressed the fact that identifying the strep at JS Clark so quickly was crucial in addressing this illness. Board members were also invited to tour the school-based health care centers.

President Trammel also thanked Caddo Commissioner Steven Jackson.

Trauma Informed Care in Caddo Parish. Elyn McKinney, director of professional development, stated that the information tonight has been heavy for everyone's heart because we are talking about children's education and this is information regarding children that the School District can impact. She stated that Caddo has applied to become a Trauma Responsive District, and shared with the Board the second part of a three-tier plan to help make this happen. Mrs. McKinney shared that 30% of the children in Caddo between the ages of 5 and 8 live in poverty, approximately 27,000 students live in poverty, six schools in Caddo Parish have fewer than 40% living at poverty rate, and there is a 38% increase in families in need of care in Caddo Parish (foster cases). When a child is removed from their home, there has been a traumatic event occur in that child's life. This is also true for children who have been adopted. Homeless rates continue to rise and there is an increase in domestic and child abuse investigations.

Mrs. McKinney reported that the Caddo Parish Public Schools Trauma Responsive District Plan is a three-year plan and call to action by the District to train every person in the District who has any form of contact with the child and she highlighted the scope of this and what it means for the District. The District leaders, school teams, Board members (if the Board so chooses), and every other employee in the District will make up the plan and within this document for the plan in over three years, training has been detailed, named the types of training, materials to be used, the scope, sequence and timeline. She explained that the initial phase is to become a trauma informed district and the meeting tonight is part of this process. The next phase will be to become a trauma sensitive district that will be responsible to note and begin to change the culture for how children with behavioral needs, social and emotional needs are addressed, and finally, become a trauma responsive district where we will be fully trained to know how to interact with children with the needs expressed at tonight's meeting. Mrs. McKinney explained there is deep training for the classroom teacher which will provide them with strategies to be used by those who supervise those who interact with students.

Board members were given a copy of *The Connected Child* by Dr. Karyn Purvis and Dr. David Cross, both researchers and practitioners with children providing a strategy called trust-based relational intervention. This has been viewed as possibly the best interventional approach for anyone interacting with a child and strategies used are included in this book. She also provided details on what it means talking about children with trauma and the behaviors seen as a result. Mrs. McKinney stated that she looks forward to seeing this plan implemented in Caddo and being able to have a system in place that addresses the needs of our students.

Dr. Goree announced that some training has taken place in our District in some of the Transformation Zone schools and every teacher has shared how much more informed and prepared they are after this training to better be able to provide the academic and social support they need.

Mr. Rachal asked about the 10 school counselors a year receiving the training and how we came up with the number. Mrs. McKinney responded that the Karyn Purvis Institute only takes a certain number a year into the institute to become a practitioner; however, the strategies can be introduced today. Caddo has three people being trained in March to become practitioners, and the goal of having at least one school counselor trained on every school site may take six years, but the Institute has reached out to Caddo about the possibility of bringing an Institute to Shreveport with the help of Judge Matlock. If this happens, we will be able to advance the training within a matter of months. She said there is a funding source set aside for this training and PD is ready to move forward when the o.k. is received from TCU, which has not come yet. She said the Juvenile Justice System also supports us in this, and if possible, we may get 100 trained this summer. Mr. Rachal

stated that everything the Board has heard today reminds us that the school system is much more than a classroom.

Dr. Goree encouraged the Board to read the questionnaire included in the information provided.

Mr. Thompson stated that being a foster child himself, he would be interested in knowing how many foster children there are in Caddo. He knows how important a foster home is and how it works if you are in the right family, which he was.

Mrs. Locke stated her appreciation of the common thread of what has been presented today in educating the whole child, and she is very excited about this project coming to fruition. She also shared her daughter's exposure to this when working on her Master's at TCU and she knows that it works.

ESTABLISH AGENDA FOR THE FEBRUARY 12, 2019 CPSB MEETING

Superintendent Goree highlighted items for the Board's consideration at the February 12, 2019 meeting and the following discussion ensued.

Bids. Mr. Thompson asked about the construction bid, and staff responded that it has bid and the names of those who responded with a bid are attached to the backup. Mr. Thompson asked for clarification on how bid items are shared, and Steve White and Lisa Lloyd shared how projects are bid in compliance with Louisiana Public Bid Law, they are advertised in the District's Official Journal (Shreveport Times) for 25 days, bids are received, publicly opened and read aloud in front of the bidders. Mr. Thompson asked if the District is notifying small roofing companies, for example, to make sure they are aware of the opportunity. Ms. Lloyd stated that we advertise on the District's web site, on Bid Express (an electronic bid site), and send them out to our community partners (Southern Business Incubator, NAACP, Caddo Parish Commission, City of Shreveport) in an effort to notify as many in the community as possible.

Consideration of new CPSB Investment Policy. Jeff Howard, interim chief financial officer, explained that this is a proposed revision to the District's policy to make the policy more robust, providing a more thorough explanation of the information given to the Board, as well as additional protection for the school system while still conforming to State Law. He added that once approved, there will also be guidelines approved by the Superintendent to be followed.

Mr. Rachal thanked the staff for being pro-active on this and he believes these revisions will address the concerns.

Consideration of proposed revisions to CPSB Policy DJE. In response to Ms. Green's request, Attorney Abrams explained that this is an update to the old Policy DJE approved by the Board a couple of years ago and was forwarded to the District from Forethought. He said major changes include "in accordance with State and Federal law" and that is because we do not follow regulations for State and Federal Agencies and would not need this unless the Board makes the decision to change this. Regarding Federal requirements, there was change in purchases from "less than \$3500" to "less than \$10,000" which deals with Federal grants and not something the Board would do. Relative to State requirements, the main change that affects what Caddo does, it changes "public works exceeding \$152,400 to \$154,450" because the statute requires you add an amount each year for the consumer price index (CPI). Mr. Abrams explained that because the policy has numerous statutes throughout it, the Board will for sure be revising it every year because in January the CPI will change which will change what is in the policy.

Consideration of proposed revisions to CPSB Policy BCBI. Mr. Abrams explained that the requirements in the Board's policy relative to visitors addressing the Board are read prior to their comments; and as a result of recent derogatory comments made during the last Board meeting, Ms. Green asked him to look at this to determine how this can be addressed. Mr. Abrams said the policy states visitors may not make any derogatory statements about or toward any School Board member or employee, and the recommended revision is to include "or any other person". He noted the policy already addresses the fact that speakers who wish to make such comments shall submit their complaints by a signed written statement that will be referred to the School Board President, the Superintendent, or appropriate designee for further action. Dr. Goree stated that the statement is read before speakers address the Board. Ms. Green asked if they wish to talk about someone do they they have to submit what they want to say in writing, and Dr. Goree explained they should not

say it in public, but the policy says they should put it in writing. Ms. Green asked what happens if they do say it in public, and Mr. Abrams explained we cannot stop anyone from speaking until they make the derogatory statement. Dr. Goree also said that the person can take personal action against the person who made the derogatory statement, but the School Board, as a public body, cannot. Ms. Green clarified that her understanding is the only change is to add "or any other person", and Mr. Abrams said that is correct.

Mrs. Bell asked if the President gavel someone who makes such derogatory remarks and they do not stop their comments, when does security step in. Mr. Abrams explained the only time someone can be removed is if they disrupt the meeting so it cannot continue. If someone is defaming someone, we can gavel that person until they stop; and if the person they are defaming wishes they can bring a lawsuit against the person making the remarks. Mrs. Bell stated disrupting the meeting to her is when the President gavel someone that they are out of order and the person continues, ignoring the gavel.

Dr. Goree added there have been conversations on how this policy can be revised to make it meaningful to the productive work of the Board while protecting the District. In that respect, we cannot ignore people's rights, but is where the challenge comes in. Mr. Abrams stated that in his 20 years as board counsel, he believes this is the first time anyone has made such a derogatory comment toward someone not in the Board's meeting.

President Trammel said the gavel means nothing to some who sit in the audience, and she cannot put anyone out of the meeting. She also added that no one knew the visitor's statement would go this far and asked legal counsel if the mic at the podium can be muted in such instances, and Mr. Abrams said it can.

Mrs. Bell stated we have security presence in the Board meeting and in these instances, she believes it is time for them to do something.

Mr. Nations stated that a policy is only as good as the teeth behind it, and he thought the visitor was beyond proper decorum. He also added the visitor showed no respect to the audience and Board; but there must be a way to enforce what they are informed through the read statement as far as what they can and cannot do, but it is ignored. While we do not want to put the Board/District in a position to be sued because a person is exercising their First Amendment rights to free speech, we also do not want to sanction slander.

Mr. Riall reminded the Board that in such instances, the Board President can call a recess at any time situations may get out of hand.

Mr. Thompson stated he believes what happened was very inappropriate; however, it is also inappropriate to put police officers on citizens who come to the School Board. While what the visitor said was wrong, he said we need to look at another way to handle these type matters in policy, because he cannot support addressing matters by police officers dragging visitors out of the building.

Mr. Green noted the power of the chair to rule someone out of order; and if the chair makes this statement and the visitor continues, he believes Robert's Rules of Order will support the chair having the right to remove this person.

Consideration of resolution recognizing School-Based Health Center Awareness month. Dr. Douzart stated this is a beautiful resolution, but asked that two of the paragraphs be reviewed for minor corrections.

PRESENTATION OF PROPOSED AGENDA AND CONSENT AGENDA

President Trammel announced that Items 7.01-7.02, 8.01-8.04, 8.06, and 13.01-13.02 are the consent agenda.

Mr. Rachal moved, seconded by Ms. Green, to approve the proposed agenda and consent agenda for the February 12, 2019 CPSB meeting as presented. Vote on the motion carried.

POLL AUDIENCE

The following visitors addressed the Board: Kaneisha Taylor, magnet testing incident; and Jackie Lansdale, public comments policy and Black History moment recognizing Dottie Bell.

ANNOUNCEMENTS

Mr. Thompson thanked Brenda McDonald and Leisa Woolfolk for scheduling and meeting him at schools in his district to tour and learn more about them.

Mr. Rachal asked that the Board be provided additional information re: the letter at Board members' stations about the demolition of the Scout Hut on South Highlands campus. He also asked for a copy of the current budget compared to the 2017-18 budget. Mr. Rachal announced that on February 26th, at 6 p.m. University Elementary will celebrate Black History Month and will also recognize renaming the University Auditorium for Mrs. Mothershed. Dr. Goree announced that Mayor Adrian Perkins will be the guest speaker.

Adjournment. *Ms. Green moved, seconded by Mr. Rachal, to adjourn. Vote on the motion to adjourn carried and the meeting adjourned at approximately 6:29 p.m.*

CPSB MEETING
February 12, 2019

Members present: Steve Riall, Jasmine Green, Lloyd Thompson, Don Little, Dr. Bonita Douzart, Mary Trammel, Raymond E Green, Denee Locke, Barry F Rachal, John L Albritton, Dottie Bell. Tony Nations was absent. Also present were Superintendent Lamar Goree and Board Attorney Reggie Abrams.

President Trammel called the meeting to order at approximately 4:30 p.m. at which time a quorum was present. Board member Jasmine Green led the prayer and Pledge of Allegiance.

Consideration of Minutes of the January 8, 2019 (Executive Committee), January 11, 2019, January 15, 2019 and February 5, 2019 CPSB Meetings

Denee' Locke moved, seconded by Barry Rachal, to approve the minutes of the January 8, 2019 (Executive Committee), January 11, 2019, January 15, 2019 and February 5, 2019 CPSB meetings as submitted in the electronic mailout. Vote on the motion carried.

Presentations and Recognitions

Mary Nash-Wood, director of communications and strategic initiatives, recognized the following and the Board President and Superintendent presented a certificate to each for their achievement(s). Family members, friends and administrators present were also recognized.

2019 Coca-Cola Scholar Semifinalists. The following students were recognized as the 2019 Coca-Cola Scholar semifinalists: Hannah Berry, Hailey Bryant, Cade Crandall, Dylan Tynes, Nicholas Whitton and Zaige Wills, all from C. E. Byrd High School.

2018-2019 Tenured Teachers. The following teachers were recognized for receiving tenure in the State of Louisiana: Monica Lockard, A.C. Steere; Tara Burch, Donnie Bickham Middle; Margaret Cox, C.E. Byrd; Jana Panos, C.E. Byrd; Jennifer Waxham, C.E. Byrd; Jennet Hill, Caddo Heights Elementary; Michelle Carruth, Caddo Magnet High; Natalie Gentry, Captain Shreve High; Heather Hooper, Captain Shreve High; Sara Lerchie, Captain Shreve High; Sarah Rodgers, Cherokee Park Elementary; Brandy Brown, J.S. Clark Elementary; Jessica Bell, Creswell Elementary; Angela Thornton, Keithville Elem/Middle; Cheryl Simpson, Oak Park Elementary; Karen Hayslip, Riverside Elementary; Lysie Foster, Section 504/ADA; Stephanie Kyle, Shreve Island Elementary; Katherine Marshall, Shreve Island Elementary; Hillary McDade, Shreve Island Elementary; Kristina Vaska-Haas, Southern Hills Elementary; Rebecca hunt, South Highlands; Katherine Little, South Highlands; Candice Evans, Summerfield Elementary; Christy Nettles, Summerfield Elementary; Javonna Mack, Sunset Acres Elementary; Megan Dupree, Walnut Hill Elem/Middle; Angie Knight, Walnut Hill Elem/Middle; Christian Holsomback, Walnut Hill Elem/Middle and Vickie Young, Werner Park Elementary.

2018 NISL CoHort 3 Graduates. The following were recognized as the 2018 NISL CoHort 3 graduates: Gerald Badgley, principal, C.E. Byrd; Kenneth Berg, principal, Caddo Career & Technology; Michelle Berry, teacher, Caddo Virtual Academy; Bridget Bridges, principal, Mooretown Elementary; Danielle Bullock, administrative assistant, Southwood High; Ginger Gustavson, principal, Captain Shreve High; Allison Hammond Thompson, assistant principal, Southwood High; Pateece Davis-Hardy, professional development specialist; Shelita Cannon-Hoey, curriculum specialist; Michael Ilgenfritz, principal, Caddo Magnet High; Seretta Johnson Smith, assistant principal, Green Oaks Performing Arts; Shannon Lanclos, assistant principal, Caddo Magnet High; Nicholas Smith, assistant principal, Huntington High and Teneisha Mahoney, assistant principal, Huntington High.

Music by Northside Percussion. Students in the Northside Elementary School Percussion and Dance Line, under the direction of Geraldine Walker, shared musical selections for the Board and audience.

VISITORS

The following visitors addressed the Board on topics/issues of interest and/or concern: (1) Jackie Lansdale, president of Red River United, tenured teachers, April 2 meeting with legislators, teacher pay, shortage of bus drivers and retention, administrative support for teachers.; (2) Amber Webster, Project Celebration; (3) Barbara Smith Iverson, need for policies addressing administrative-teacher bullying behavior toward students; and (4) Ashley Busada and Concetta King, Cinderella Project of Shreveport.

ESTABLISH THE AGENDA AND THE PROPOSED CONSENT AGENDA

Superintendent Lamar Goree highlighted items for the Board's consideration and the following discussion ensued. President Trammel announced that the following items are the consent agenda: 7.01-7.02, 8.01-8.04, 8.06 and 13.01-13.02.

Denee' Locke moved, seconded by Dottie Bell, to establish the agenda and the proposed consent agenda for the February 12, 2019 meeting as presented. Vote on the motion carried.

CONFIRM THE CONSENT AGENDA

Barry Rachal moved, seconded by Denee' Locke, to confirm the consent agenda (7.01-7.02, 8.01-8.04, 8.06 and 13.01-13.02). Vote on the motion carried. The following is a summary of the Board's action on consent agenda items.

7.01 Purchasing Bids. The Board approved the following bids as recommended by staff and submitted in the electronic mailout on the bid tabulation sheet: (1) Tech Mart Computer Products dba Scantex Business Systems for calculators; and (2) York Risk Services for Claims Administration Services. *A copy of the bid tabs is attached to the official papers of the February 12, 2019 meeting.*

7.02 Capital Projects/Construction. The Board approved the bid of Johnny's Roofing, with a Base Bid and Alternate 1, for the sum total of \$324,200.00 for Project 2020-234, "Caddo Magnet High Roofing, Phase II". *A copy of the bid tab is attached to the official papers of the February 12, 2019 meeting.*

8.01 Property/Bus Rental Requests. The Board approved the requests for use of CPSB property/buses as recommended by staff and submitted in the electronic mailout.

8.02 Out of State Travel (General Fund). The Board approved out-of-state travel (General Fund) requests as recommended by staff and submitted in the electronic mailout.

8.03 Consideration of new CPSB Investment Policy. The Board approved the proposed revisions to CPSB Policy DFE Investment Policy as recommended by staff and submitted in the electronic mailout.

8.04 Consideration of proposed revisions to CPSB Policy DJE. The Board approved the proposed revisions to CPSB Policy DJE Purchasing as recommended by legal counsel and submitted in the electronic mailout.

8.06 Consideration of Resolution Recognizing School Based Health Center Awareness Month. The Board approved the resolution recognizing school based health center awareness month.

13.01 Student Readmission Appeal Hearings. The Board approved staff's recommendation for readmission appeals for students ZA, JD and TH as submitted in the electronic mailout and whose parents are in agreement.

13.02 Request for Settlement Authority in Ralph J. Hutson vs. CPSB, Office of Workers' Compensation, Claim #6372357. The Board authorized settlement as recommended and submitted in the electronic mailout.

CONSIDERATION OF PROPOSED REVISION TO CPSB POLICY BCBI

Mr. Rachal moved, seconded by Mr. Riall, to approve the proposed revision to CPSB Policy BCBI as submitted in the electronic mailout.

Ms. Green asked for clarification and if she understands from Mr. Abrams that the only change is adding "any other person" and Mr. Abrams confirmed that to be correct. She asked if School Board member and employees could be scratched and just use the word "anyone", and Mr. Abrams explained the original policy had Board members as well as staff and he added "or any other person" because of the deficiency in the policy. Ms. Green stated for the record that nothing can be done if someone makes derogatory statements, correct? Mr. Abrams said if a person makes derogatory statements and continues to do so after the chair has gavelled and asked the speaker to not make any additional derogatory statements, and the meeting continues to be disrupted, then security can have them removed (and this has always been the rule). Mr. Abrams further stated if someone is not making derogatory statements and the meeting is not disrupted, that person cannot be removed.

Mr. Thompson asked Mr. Abrams to clarify what "removal by security" means. Mr. Abrams stated this is not in the policy, but was his comment, and this would be left up to the Security Department. Mr. Thompson stated his belief that how it is handled needs to be in

the policy and not leave the decision up to those who might put someone out of a meeting. Mr. Abrams said the policy does not address removing anyone from a meeting. Mr. Thompson said it is his opinion that this needs to be revisited and outlined in the policy. Mr. Abrams reminded the Board that the School Board does not address the procedures followed by staff as they are trained professionals, thus the School Board only addresses what the policy states, and in his 17-18 years as Board Counsel this is not an issue the Board had to address.

Mr. Riall moved, seconded by Mrs. Bell, to call for the question. Vote on the motion to end debate carried with Mr. Thompson opposed.

Vote on the main motion carried with Mr. Thompson opposed.

ANNOUNCEMENTS AND REQUESTS

Dr. Douzart expressed her appreciation to the Transportation Department as she is no longer hearing the buses pass her house. Also, for more than two years she has been concerned for the quarterbacks in Caddo Parish football and she discussed this with Mr. Tisdale and Mr. Abrams. She noted that recently the NFL made several safety adjustments for quarterbacks and these rules will apply to Caddo Parish as well and she would like to thank the NFL for this move.

John Albritton announced that the band director at Southwood, Leonard Holden, has been recognized as the State Band Director of the Year.

Mrs. Bell asked the Superintendent and Administration on the process for testing students for the magnet schools

Ms. Green thanked Transportation for taking care of recent incidents and her appreciation for the major improvements being seen. She also thanked Attorney Abrams for clarifying some things for her and expressed her desire for him to speedily address the things she talked to him about. Also, she thanked Northside for the awesome job of performing for the Board members and audience today.

Mr. Riall congratulated the North Caddo Girls Basketball team as they enter the playoffs.

Mr. Thompson thanked Marvin Alexander and Anthony Tisdale for showing him campuses in District 3.

Mr. Rachal reminded the Board that on February 26th the renaming of the University Auditorium for Mrs. Lillian Mothershed will take place as part of University's African-American History celebration. He announced that Mayor Adrian Perkins will be the guest speaker.

Mrs. Locke recognized staff for the professional way in which a unfortunate situation at Youree Drive was handled.

Ms. Trammel asked for an update on the George Washington Carver situation.

EXECUTIVE SESSION

Mr. Rachal moved, seconded by Mrs. Bell, to go into executive session for up to 10 minutes to address a Litigation Update: Caddo Parish School Board v. Schools Financial Credit Union and Does 1-50, Case No. 34-2019-00248686 County of Sacramento. Vote on the motion carried and the Board went into executive session at approximately 5:43 p.m.

The Board reconvened in open session at approximately 6:00 p.m.

Adjournment. *Mrs. Locke moved, seconded by Mr. Rachal, to adjourn. Vote on the motion to adjourn carried and the meeting adjourned at approximately 6:02 p.m.*

T. Lamar Goree, Ph.D., Secretary

Mary A. Trammel, President

February 12, 2019

CPSB Long-Term Planning & Development Committee Meeting

Members present: Raymond Green, Lloyd Thompson, Dr. Bonita Douzart, Barry Rachal. Mr. Nations was absent. Also present were Superintendent Lamar Goree, Attorney Reggie Abrams and Board members John Albritton, Denee' Locke, Mary Trammel, Jasmine Green, and Dottie Bell. Staff members present were Keith Burton, Jeff Howard, Diane Atkins, James Woolfolk, Patrick Greer, and Mary Wood.

Chair Raymond Green called the meeting to order at approximately 2:30 p.m. with a quorum being present and Dr. Bonita Douzart led the prayer and Pledge of Allegiance.

Establish the Agenda as Submitted

Barry Rachal moved, seconded by Dr. Bonita Douzart, to establish the agenda as submitted. Vote on the motion carried.

Confirm the Agenda

Barry Rachal moved, seconded by Dr. Bonita Douzart, to confirm the agenda. Vote on the motion carried.

PreK Expansion, Academic Restructuring, Middle School Redesign, Alternative

Education. Superintendent Goree stated that in looking at long-range planning and the next stage of the District's strategic planning, it is important to hear from the Board relative to the future direction of the District. He distributed a "Your Thoughts" form and asked Board members to write down their thoughts as staff brings the presentations and he will put the information from the Board's retreat with it to look at during the summer retreat in beginning the direction for the new strategic plan; and he stressed the importance of the Board's support in moving forward.

Chief Academic Officer Keith Burton shared plans reviewed by staff and presented what they believe will be beneficial to the District. He began his presentation about the desire to expand the preK program in Caddo Parish and make it number one on Caddo's list. Mr. Burton shared staff is asking the Board to consider a proposal for preK centers across the District, with locations based on preK deserts and better utilization of available buildings. These would be set up based on areas of greatest need and not a hodgepodge of centers across the District. The District would begin to move away from the traditional preK programs in Caddo schools and change to a totally different design, enrolling students from their surrounding attendance zones up to approximately 275 students. Mr. Burton stated the goal would be to look at 3-day classes for four-year olds, and they have met with the Head Start program about the idea of Caddo taking all the four-year olds and Head Start taking all the three-year olds, allowing Caddo to better prepare the four-year olds for Kindergarten. He added Caddo would still have three-year olds in the early child special education programs, which we want to keep, and would run an inclusion model where special education students are in with the regular education students. Mr. Burton summarized this plan would provide a preK center located in a building; and within the feeders surrounding this building, and Caddo would draw preK age students to it. It is also being suggested that door-to-door transportation be provided because a bus stop could be approximately one mile away from their home. Mr. Burton explained that this will provide Caddo with kindergarten readiness through a strong language enrichment program, which is one of the things noted throughout all kindergarten classes. He said the plan would be to focus on a school with a rich language development program as well as provide an inclusion model for students with disabilities, incorporating our early childhood special education program into the preK centers. He shared that this could possibly be done by repurposing some of the old elementary campuses that would serve the needs in a community, as well as look at some of the low enrollment elementary schools to repurpose those buildings as preK centers and offer that option for these students. Mr. Burton highlighted the marketing of this idea so as to hopefully attract students in private day cares and pre-schools as well as students that are not attending any preK program. Another option would be to consider partnerships with private providers where space for day care and other early childhood services could be provided.

Mr. Burton highlighted some of the challenges preK centers might face in the neighborhood schools if preK programs are removed from the neighborhood school campuses, i.e. staffing, attracting preK teachers, realignment of administrations, costs, year round schedule, etc.

Dr. Douzart shared her concern relative to the principal's accountability, and Mr. Burton stated the principal would be held accountable as any other school principal. The principal would be a Caddo principal, would follow Caddo policies, and the only difference would be they would have

a preK center versus an elementary school. Principals would not be expected to oversee the private components if this becomes a part of the centers which could be an opportunity to gain additional revenue and offset a portion of the cost for operating a preK centers. She added she sees the advantage of preK students not being in the same building with older students.

Mr. Thompson asked staff to explain the difference between universal preK and preK centers. Mr. Burton responded that universal preK means that no matter where you live or your income, you are provided preK free of charge. Mr. Thompson asked if this would be hard to do versus setting up preK centers at various sites, and Dr. Goree responded that it is the expense to do so, approximately \$22 million and shared the example of DeSoto Parish setting this up and funding it from the oil and gas monies (Haynesville Shale).

Mr. Rachal asked about buildings on the short list to be used for the centers. Dr. Goree explained that some conversation has been around Mooretown and Arthur Circle, but this is an early stage in the conversation and the direction the board wishes will determine how staff begins researching where there are deserts/opportunities. Mr. Rachal asked how many students is staff expecting to attract, and Mr. Burton responded staff believes the numbers would support opening two centers in one year, approximately 275, with three-fourths of the students coming from preK programs in Caddo Parish and the remainder from private programs or from children not enrolled in any preK program. In researching how many preK seats would be needed, Mr. Burton said seats are available where it is believed there is a need. Dr. Goree said the items presented today all have children as the main focus; however, while several have a strong tie to fiscal responsibility, this is not one, but it is more about how we are going to better prepare students for academic success. How can we provide more seats in communities where there are too many elementary schools or not enough preK opportunities for students? Mr. Rachal shared he is all in favor of repurposing schools currently in use, but not reopening a school we have closed.

Mrs. Locke asked how many students does Caddo currently have enrolled in preK, and how is the program funded. Staff responded that they could provide the number, and these children are not funded by MFP. Mr. Burton also explained the funding for preK is \$7.4 million and is funded from the following: (1) \$4.8 million from Title I, (2) \$1.5 million from La4, (3) \$406,000 from 8(g), and (4) \$730,000 from EEF. He added that presently there are 1,140 students enrolled in preK in 59 classrooms. Mrs. Locke asked about the timeline in conjunction with strategic planning this summer, and Dr. Goree clarified that staff does not necessarily see this happening next school year, but possibly the following (20-21).

Dr. Douzart stated she believes this will be a good plan and asked what models staff would look to implement? Mr. Burton said it will be a flexible structure, and a decision made by the Board if it wishes the Montessori model, the door-to-door transportation, year-round, etc.? Staff will provide the Board various scenarios and the cost involved so the Board will have ample information for making a decision. Dr. Douzart asked about the flexibility of parents bringing the children and wanting to be with their child, and Mr. Burton said this has not been a problem in existing centers and staff welcomes parents to be a partner in their children's education experience; however, Dr. Goree confirmed that we want it to be set up for academic success so there would have to be a window of time where the child must be in attendance.

Mrs. Bell said this is a great idea, but she is looking out for her constituents and asked why there cannot be a preK center in each area of the parish (North, South, East and West). Mr. Burton stated he believes it needs to be based on population need, so staff will look at the population(s) that are in crisis and have very few options. Mrs. Bell noted the large area that she represents in west Shreveport, as does Steve Riall and asked where the 59 classrooms are located. Dr. Goree said in the elementary schools minus the elementary magnets. She asked about the need, and Dr. Goree responded that is something staff would assess and bring back to the Board.

Ms. Trammel asked how this will affect her district, and the superintendent stated it will remain the same. She also asked about liability if we place private entities on our campuses, and Dr. Goree stated that is an area that more research and thought needs to take place. Ms. Trammel stated she has a facility that is already equipped for the needs, and Mr. Burton confirmed he has checked this.

Virtual Learning. With the implementation of Caddo Virtual Academy and its overwhelming success in the increased number of bodies attending as well as their proficiency, Mr. Burton reminded the Board members that it is an A rated high school based on the State's formula and has outgrown its existing facility. Mr. Burton said this has offered students the opportunity to log in from home and interact with an instructor at the teacher technology center. He also stated staff didn't realize that approximately 90% come to our location. Mr. Burton stated it is working,

it is successful and it continues to grow. He also encouraged Board members who have not visited the Virtual Academy, to contact Tyron Lacey and set up a time to do so. Mr. Burton highlighted some of the advantages and opportunities they have by being a part of the Virtual Academy and students being ahead by as much as two years when they graduate from high school. As a result, Mr. Burton said staff would really like to look further at dual enrollment and partnering with higher education entities. He added staff would like to not only expand the upper side (college), but also through our strategic plan, add middle school virtual as there are many students who do not learn by traditional methods. He further stated staff would market it, protect it and not allow students to be placed at the Caddo Virtual Academy for disciplinary reasons, have it available at a minimal cost to the District and not ask that it be moved to expensive buildings or properties.

Regarding special education, Mr. Burton stated that one of the things staff does not believe we do as well as we could is exceptionally support them. He said paraprofessionals are key in a student's success, but Caddo only has one type paraprofessional and we are assigning paras to jobs they have no idea what to do and they may not have the demeanor, skill set or personality for the job we put them in. He explained that staff has begun to look at this and change paras to three different types: (1) inclusion resource who will follow a Sped student into an inclusion setting and provide them instructional assistance, (2) autism or behavior specific para where the para can recognize a certain behavior that would indicate special attention or the need to be removed from the environment with calming strategies, etc. and (3) moderate, medical specific need where they would have the ability to address these needs. Mr. Burton reported they have met with employee organizations and drafted job descriptions for review by Rahmburg and HR. He added that providing specialized support to students needing the greatest amount of care as well as providing the employees with detailed job descriptions (which they will sign) so they have an understanding of exactly what their job is and providing them with the correct training to do an exceptional job will help the District align employees' skills sets and their desires to do specific jobs.

Mr. Burton also shared that this will institute a proposal to reorganize the Academic Affairs area and combine the Curriculum and Professional Development Departments into one department – the Curriculum and Instruction Department. This will eliminate three separate departments coaching and leading, will combine the specialists in all three areas to be curriculum and instruction specialists and eliminate supervisors. He explained that this will afford the District the benefit of providing support for specific grade spans, i.e. 6-12 Math, it is a more efficient use of staff and resources with one person being held accountable for the work in that area, it closes the communication gap, and provides a savings in excess of \$1 million to the General Fund budget.

Middle School Redesign. Patrick Greer shared with the committee the need to redesign our middle schools and to come up with strategic plans that will enhance the quality of the overall middle school experience for all students through more opportunities. He added that the timing is an opportunity to impact students who are not receiving the desired benefits intended through the traditional middle school model by exploring Choice options for many students not qualifying for magnet. Dr. Goree stated that some of the major concerns in our School System are at the middle school level and is where most parents struggle. He added that choices are available at the high school level and pretty much meet everyone's need, and there are many options at the elementary level, but not at middle school. When beginning the discussions on middle school redesign, staff not only looked at Caddo, but at the Nation because this is a National issue. He further stated that there were two issues that had not been fiscally thought through, and this is one of those and it may cost something. However, it is something that should be research based and that will work for Caddo's children. Mr. Greer noted some of the districts across the Nation where success is being seen in these changes at middle school and this is an opportunity for all Caddo neighborhood middle schools to look over this process and participate in this middle school redesign initiative. He also added that the magnet schools will not be involved in this redesign process.

The four major items identified in this process include (1) academic excellence, (2) flexible scheduling opportunities, (3) PLC opportunities to provide teachers an understanding of the process, and (4) effective use of curriculum tools in place. Mr. Greer stated that one of the areas principals feel needs addressing is developmental responsiveness for 6th graders and the support they could receive in transitioning from elementary to middle school. Mr. Greer said that social equality is another area needing addressed in middle schools since rules have been established but there needs to be a better job of helping students in this process through an organizational structure and process of everything taking place on a campus, protocols, measures in place to make sure things are working, and keeping the students at the center of everything that is done. The Redesign Roadmap will include creating a redesign committee to guide the process and sharing with stakeholders (parents, teachers, and students) to gain their

perception and feedback, as well as identifying issues and solutions, researching effective models, talking to other districts to determine what they are doing and developing a timeline for implementation.

Alternative Education. Dr. Goree stated that with approximately 39,000 students today, Caddo has lost approximately 10,000 students over the past 10 years. He reported that since 2,000, Caddo has closed 17 facilities across the District to right size the District. He said while Caddo was operating in a system where the neighborhood was popular, he noted the importance of remembering that the Board has closed schools. In 2016, Dr. Goree stated the Board voted to place Alexander for sale, remove the programs from Alexander and place them in different sites across the district. The students who were medically fragile were placed in their neighborhood schools and 40 of the students placed for expulsion have continued to be served at the Alexander Learning Center at the Hillsdale site. He explained that the former site is currently listed with a realtor and staff is proposing to close the Alexander School site located at Hillsdale which will affect a principal, counselor, instructional coordinator and 13 teachers for 40 children. Closing of this facility will result in a savings of approximately \$1.7 million, and staff recommends moving AMI to the former Lakeshore Middle School site (noting the lack of a gymnasium at the Hillsdale Elementary). The superintendent said this move would allow for more opportunities for middle school students and would result in the reclosing of Hillsdale. In response to where will the 40 children be moved, Dr. Goree noted the opportunities to use the unused seats in the Ombudsman Program for which we are paying. He explained the difference in a student attending AMI versus Ombudsman is AMI is attached to approximately \$9,000 in MFP funding and Ombudsman is not since it is a contract with a flat rate for services. He announced that this particular item will possibly come to the committee/board sooner than later for a vote of the Board relative to how these students will be serviced in the future.

Questions. Legal Counsel Reggie Abrams was asked if this is an item that has to come to the full committee before taking it to the Board, and Mr. Abrams said it does not.

Mr. Albritton stated that the middle school matter has been around for a long time and there has not been a fix, and asked staff about specifics in knowing if what is put into place, re: middle school redesign, will work. Dr. Goree responded that in districts around the country, everything being said is on the table, but it is how do you get a collective group of stakeholders to look at the big topics and decide on the key indicators that will indicate success. He said part of the conversation came about when saying we are not successful and we are generally talking about one thing and that is the academic grade of the school; and it is really the early stages of the work around what the community, with a strong, vibrant magnet program, sees as being necessary to be able to meet the indicators the committee comes up with around the big things.

Mr. Abrams asked about the chances of expanding middle magnet again since it is apparent everyone in the elementary magnets believes it to be the magic bullet. He reminded everyone that middle magnet was expanded in 2005 as a result of the lawsuit and a pre-fab building was brought in to expand it by adding four classes; and it was done because of the concern that the District was losing students to the private schools because they were not getting in middle magnet. Dr. Goree stated that while he agrees, he believes the systematic problem is setting up the next generation for success, and the main reason people are so adamant in wanting an automatic admission is because they do not like any of their options. While middle magnet is already too large (approximately 1,200 students) to add more seats, there needs to be options where people are happy.

Ms. Green asked Mr. Burton about the difference in the master teachers and the instructional & curriculum supervisors. Mr. Burton explained that curriculum specialists (currently instructional supervisors) are currently paid on an administrative salary schedule, but master teachers at a school are paid on a teacher schedule with the difference being the number of days they work and the additional stipend they receive. Ms. Green asked the Superintendent about the AMI kids and the transition from Hillsdale, and Dr. Goree responded there is a proposed timeline (beginning the day after students get out of school) to make this transfer happen by July 4th. Ms. Green asked if this is a school closure and Dr. Goree stated this campus is being closed again, being taken off-line. Ms. Green asked Mr. Abrams to present proposed policies that state with any school closures or movement in students, a community meeting will be held to inform them and get their input. Dr. Goree stated this is different in that everyone is placed and there is no home school for these students. Ms. Green stated that she understands, but at this point, she doesn't care what it is, but if we are closing any school building where our children are being serviced, she wants a policy put into place that the public will be notified. Mr. Abrams clarified the Board currently does this by placing it on the agenda and proper notice in accordance with state law is provided, and it is on the work session agenda as well as the regular agenda where Board action is taken.

Ms. Trammel asked how many children are at AMI because she knows there is not ample room for the number of students. She also asked about the discussion of duplicating what is happening at other schools in our system. Dr. Goree responded that staff does work very closely with the schools to duplicate the successful things being done within their schools, and part of the redesign process will be looking at what is successful at some schools and if it would be something that would work in another of Caddo's middle schools. For example, what works at Youree Drive may not be successful at Ridgewood, and staff is learning that it is not a "one shoe fits all", and is something around the equity conversation relative to how we make sure we know and understand what our community, neighborhoods and schools need. He further added that while he does understand what Ms. Green is saying, AMI is a different situation in that it is not a neighborhood school, but students are assigned because of an expulsion or a behavior referral. Ms. Trammel asked for clarification and how a 15-year-old student is classified as 6th grade and Dr. Goree responded this child could be referred to AMI or Ombudsman, and Mr. Burton said Ombudsman would create a program for that student. Dr. Goree and Mr. Abrams shared with the group that Ombudsman is working for the students because they specialize in this.

Mrs. Bell stated she would like to see a 6th grade center and shared her experience in teaching 6th graders; and she feels the same way about 9 graders. She also asked what is going on at Walnut Hill if students do not get into magnet, their parents want them in Walnut Hill. Is it something that needs to be duplicated at other schools. She stated how glad she is to hear about the aide specific training and noted the good job that Huntington High School Special Ed is doing; however, she asked how does staff plan to address the 19-21 year olds that are jumping on the aides. Mrs. Bell also asked why is it so hard for 504 students to be tested. Also, she stated that the Caddo Virtual school is a benefit that needs to be better marketed.

Mrs. Locke asked about the difference between AMI and Ombudsman, and Dr. Goree explained that AMI is a Type I Charter (board voted to approve their charter) and they service the over-age middle school students. Ombudsman services the general population expulsions at the high school level. Pathways is a non-traditional Type I Charter that services anyone looking for a non-traditional way to get their high school diploma. Mrs. Locke asked about the capacity of Lakeshore and staff responded 600-700 and Ombudsman is approximately 200. She also asked why these two programs cannot share a facility, and Dr. Goree said they could but Ombudsman has been the Ingersoll facility (a repurposed facility), and he believes we would receive some push back at closing another facility. He also said AMI cannot go to Ingersoll because it is an elementary school. Mrs. Locke also asked how many students are at the AMI at Ingersoll and staff responded approximately 200. Dr. Goree asked Mr. Woolfolk if funding is received on either one of these facilities (charters), and he said one receives full MFP and if we provide the facility, they receive less than full MFP. For example, Magnolia receives more MFP because they are not using Caddo's facility.

Mr. Rachal asked if staff has any middle school design in mind because every one of Caddo's middle schools could design a magnet program that specifically fits the area in which they are located, similar to our high schools. Dr. Goree stated this has worked in the high schools but the difference in the middle schools is there is a magnet component at Broadmoor and there was a magnet component at Oak Park, both which were unsuccessful. He added there is a disconnect at the middle school level to where people were not putting these as their first choice, and staff is willing to put in the work to make sure that we do not repeat what was done at Oak Park, for example.

Mr. Abrams stated this is a public meeting and the committee is talking about what may happen in the future; and if a policy is wanted, he will write it, but reminded them the committee is discussing what is being proposed, but no decision is being made at this meeting relative to the relocation/moving of students.

Adjourn. There being no additional business, *Mr. Rachal moved, seconded by Mr. Thompson, to adjourn. Vote on the motion carried* and Chair Raymond Green declared the meeting adjourned at approximately 4:00 p.m.

March 5, 2019
CPSB Special Session

The **Caddo Parish School Board (CPSB)** met in special session on Tuesday, March 5, 2019 at 4:30 p.m. in its offices at 1961 Midway, Shreveport, Louisiana. Board members present constituting a quorum: Steve Riall, Jasmine Green, Lloyd Thompson, Don Little, Dr. Bonita Douzart, Mary Trammel, Raymond Green, Denee' Locke, Barry Rachal, Tony Nations, John Albritton and Dottie Bell. Also present were Superintendent Lamar Goree and Legal Counsel Reginald Abrams. Mr. Lloyd Thompson led the prayer and Pledge of Allegiance.

VISITORS

The following visitors addressed the Board on issues of concern: Jon Glover, impact of personnel recommendations on the budget.

PERSONNEL RECOMMENDATIONS

Mr. Rachal moved, seconded by Mrs. Locke, to approve the personnel recommendations as recommended by the Superintendent and submitted in the electronic mailout. Vote on the motion carried unanimously.

Adjournment. *Mr. Riall moved, seconded by Mr. Rachal, to adjourn. Vote on the motion to adjourn carried unanimously and the meeting adjourned at approximately 4:40 p.m.*

T. Lamar Goree, Ph.D., Secretary

Mary A. Trammel, President

March 5, 2019
CPSB Audit Committee Meeting

Members present: John Albritton, chair; Denee' Locke, Don Little, Raymond Green, Dr. Bonita Douzart; and Superintendent Lamar Goree and Board Attorney Reggie Abrams. Also present were Steve Riall, Lloyd Thompson, Mary Trammel, Barry Rachal, Tony Nations, and Dottie Bell, as well as staff members Jeff Howard, Diane Atkins, James Woolfolk.

Chair Albritton called the Audit Committee meeting to order at approximately 2:30 p.m. and led in the Invocation and Pledge of Allegiance.

Establish and confirm the Agenda. *On motion by Dr. Douzart, second by Mrs. Locke, the committee established and confirmed the agenda as presented.*

Report by External Auditors (Carr, Riggs & Ingram). Tom Simms, with Carr, Riggs and Ingram, shared information on the following documents prepared as part of the Caddo Parish School Board Comprehensive Annual Financial Report.

- (1) Single Audit Report
- (2) Independent Auditors Report on Agreed Upon Procedures on the CEEF and BESE program requirements.
- (3) Statewide Agreed Upon Procedures Report which the State Legislative Auditor and Legislature have promulgated to be used to test certain best practices at every institution's level.
- (4) Comprehensive Annual Financial Report including opinions on the financial statement, reports on testing Federal Awards, reports on testing internal control structures with each having a clean opinion with the exception of one. He reported there were no material weaknesses to report, one significant deficiency, no instances of non-compliance which is different than what was reported in prior years. The Child Nutrition Program, the Special Education Program and School Improvement grants also were tested along with the CEEF Program.

The findings reported in the audit include:

- (1) Issues related to the purchasing cards and procurement controls which have been reported in the past and again this year. The concerns include inadequate documentation on purchases which management continues to address this concern by limiting the number of cards as well as institute controls to make sure adequate documentation is provided on purchases.
- (2) Theft at University Elementary in February 2018, and
- (3) Submitting the CAFR to the Legislative Auditor after the December 31, 2018 deadline because there was a significant accounting change in the District, as well as changes in what is presented on the financial statement relative to other post-employment benefit liability obligations. The significant change noted in previously reported financial statements was an increase of liability of approximately \$184 million. Auditors thought this was a number significant enough to investigate further with the actuaries who prepared it; and it was determined that the numbers were correct and the report was filed in January.

Mr. Simms also reported there were no findings related to Federal programs nor findings or compliance issues on the Federal Awards programs.

Lisa Salter highlighted management letter comments which included recommendations for the following improvements.

- (1) One of the special revenue funds did not have an approved budget;
- (2) Neither the Audit Committee or the Board formally reviewed or discussed the budget to actual finances during the year;
- (3) The General Fund beginning balance adopted was over-stated by \$7 million as a result of the CFO including the non-spendable and committed amounts and should have only presented the unassigned fund balance;
- (4) The School Board's policy states that the minimum amount of unassigned fund balance should be at least 10% of the General Fund's total expenditures and this year it was 1%. It is recommended the Board revisit the policy on this; and,
- (5) While the School Board was in compliance with the budget law related to variances, there were variances within the revenue and expenditures; and while the adopted General Fund budget was balanced (revenue equaled expenditures), there was an

approximate \$9 million loss in the General Fund in the current year. It was not balanced and included the \$5 million transfer from the insurance fund.

Mr. Simms also reported on the following additional management letter comments.

- (1) Byrd High School received a donation of improved items by a Booster Club that were not recorded and placed on the books as fixed assets. It is recommended that procedures be adopted to require any expenditure of a Booster Club given to the school with a capital nature valued over \$5,000 should be appropriately presented to the Finance Department for inclusion in the books.
- (2) Errors resulted in overpayment to employees totaling approximately \$69,000 and as of December 2018, there is still approximately \$42,000 to be collected.
- (3) An amount of money was paid in 2018 relative to experience credit penalties attached to amounts owed to the Teachers Retirement System. This is an on-going investigation between the School Board and the TRSL to determine the amounts due and procedures needed to track experience credits and proper reporting to the retirement system.

Mr. Simms stated that because the state doesn't allow them to retest items where there have been no exceptions in the past, they were able to drop a number of items looked at and reported last year. They also identified, based on established best practices as established by the Legislative Auditor, the following items.

- (1) Written policies and procedures relative to a phrase or small requirement as determined by the Legislative Auditor to be a best practice that should be included in Board policy but are not.
- (2) Budget to actual commentary at the Board level needs to be done according to the Legislative Auditor's Best Practices.
- (3) One incident in bank reconciliation was not researched and existed for 12 months or more.
- (4) In collections there were incidents in which there were persons responsible not only for making the deposits but also preparing the deposits.
- (5) No exceptions were found in testing credit cards beyond what they earlier reported in procurement cards and there was one incident of a contract not being approved by the person responsible for approving it.

Also reported by Mr. Simms were significant liabilities on the government wide statements for the net pension liability and especially the OPEB liability. The numbers on the government wide statement are significant contributors to the large net position deficit recorded for 2018. The net position for this statement is a deficit of \$1.125 billion and the governmental statements in the CAFR, which is a reflection of the daily operations, there are negative positions even with the positive fund balance. He further stated that the amount of these liabilities includes an amount of net pension liabilities (\$480 million) and OPEB liability (\$828 million) and the two totaled contribute significantly to the deficit shown on the books. He reminded the Board that this is not an amount the Board will pay out over the year but over the next 30-40 plus years; and if Board members are questioned about this, they should refer back to the governmental statement on the current operations.

Mr. Little asked if auditors are aware of other school boards with self-directed pensions in the form of a 401K similar to commercial businesses. Mr. Simms responded they rarely do in governmental entities because by law they have to participate in the pension programs. Sometimes they see 457 plans and deferred comp plans that are generally for a select group.

Mr. Riall asked about the \$5 million transfer from insurance and if this was for the pay raise, and it was confirmed it was.

Mr. Rachal inquired about the variances and how the adopted budget was overstated by \$7 million. Ms. Salter said it was an error of including committed funds that were non-spendable. Mr. Simms explained that the approach is to begin with what is considered to be the ending fund balance from the previous budgeted period and all that is to be carried over and used is the ending, unassigned amount, but the committed amounts were included and should not have been, which overstated the carryover amount. Mr. Rachal said he has not noted this on previous audits, and Mr. Simms said this is something that became apparent this year and the amount significant.

Dr. Douzart asked about the approximate \$9 million loss in the General Fund and what this included. Ms. Salter explained that the CAFR (page 37) reflects the General Fund, the permanent fund (CEEF), and non-major governmental funds (details provided in the end of the

CAFR), and a net-change in the Fund Balance of almost \$9 million indicates approximately \$9 million was spent above the revenue. Dr. Goree added that he believes when staff presents the Financial Department audit, some of these questions will be answered.

Mrs. Bell asked if this will be voted on today, and Mr. Albritton explained there is no vote to be taken today and the Committee is receiving the report today along with some reports from the Internal Audit Department which he believes will provide additional details.

Mr. Simms encouraged Board members who have questions to not hesitate to contact them.

Finance Department Audit. Jeff Howard, chief internal auditor and interim chief financial officer, presented an executive summary of the Finance Department audit to avoid sharing any information that could possibly be deemed as a personnel matter. He highlighted this summary and the detailed recommendations to staff and management that are now being addressed. Mr. Howard said with this being an internal audit, his staff looked more at the details and reported that this audit reflected:

- (1) Sufficient procedures were not in place to monitor the financial condition of the district which resulted in an approximate \$8.5 million in deficit spending for the 2017-18 fiscal year. He added this deficit has left the District with an undesignated fund balance as of June 30, 2018 of \$3 million or .8% of the projected budget. He said the budget revision presented and approved by the Board in March 2018 overstated the undesignated fund balance by \$8.4 million which is slightly different than the figures presented by Tom and Lisa. He said he believes expenses could possibly be under budgeted by approximately \$14.3 million for the current 2018-19 budget which exceeds the current undesignated fund balance, as well as the MFP revenue possibly being overestimated. He added the budget presented and approved by the Board reduced the funding for vacant positions by \$8.1 million but the positions were not removed from the budget.
- (2) Controls recently were put into place since the District did not have sufficient controls in place to monitor receivables, accounting for cash receipts or to insure ACH payments are reasonable. At this time, Mr. Howard announced that Finance and Accounting operate as two separate departments and there is no one to contact about vital accounting issues when the CFO is out or unavailable which was an issue recently.
- (3) The Auditing Department provided 13 recommendations to management to address these issues.

Dr. Goree announced this audit took place over approximately five months looking in depth around finding ourselves in similar situations over the past few years resulting in these findings and working to bring amendments to the Board on how to address some of these issues within the current budget cycle as well as next year's budget.

Dr. Douzart asked how many CPAs are in the Auditing Department, and Mr. Howard responded there are two, himself and Kelli Duffield. Dr. Douzart asked about the changes in ACH payments, and Mr. Howard explained there are only a few large monthly ACH payments and a conversation with someone at the business is now required if there is a request to change information on the account as well as a completed form (which was not done in this particular incident). Dr. Douzart referenced the three articles in the past two months in the Shreveport Times concerning serious money issues with the CPSB. With this money being public money, someone needs to be held accountable.

Dr. Goree noted that in the University situation, an arrest was made via working with the Shreveport White Collar Crimes Division, and almost all of these funds have been returned and that person is no longer in Caddo. Dr. Douzart noted the report that CPSB has established procedures and asked if a follow up is being done on these procedures. Dr. Douzart asked about the procedures being used and Mr. Howard said procedures were not being used, and Dr. Douzart said she believes there is a need for a forensic audit of the entire Caddo Parish School Board, with every penny in the schools and in Central Office being accounted for.

Mrs. Bell said her only concern is the statement that "the District does not have significant procedures in place to monitor the financial condition of the School District" and what this means. Mr. Howard stated that when getting to the end of the fiscal year, there was a loss of \$8 million and no one knew it. Mrs. Bell asked what controls are needed, and Mr. Howard responded a financial statement analysis every month of what was spent compared to the budget, what was spent compared to last year and go deeper than what is shown on the printed financial statements. Mrs. Bell asked if this requires an employee to do this, and Mr. Howard responded this is now being done. Dr. Goree added that as a new CFO is put into place,

procedures and safeguards are being put into place so this does not happen again in the future. He said staff is also looking to increase communication with the Board as well as provide more opportunities to bring this information to the Board so it is more informed and aware. Dr. Goree stated he believes there were some efforts made in past administrations to look at where we were and do some analysis; however, staff is finding those were not the areas where there was a problem. Mrs. Bell asked what ACH stands for and Mr. Howard responded "Automated Clearing House", i.e. a wire where payment goes directly into an account. Dr. Goree explained this is referencing the Charter School payment where money is wired to the appropriate account. Mrs. Bell also asked for clarification of the positions and budget amounts, and Mr. Howard explained the Board is presented a budget that includes the dollar amounts and attached to those dollars is a listing of the positions. He further explained that the dollars for unstaffed positions were removed from the budget, but the positions were not removed.

Mrs. Locke asked about the report in March 2018 where the undesignated fund balance was overstated by \$8.4 million and what is the fund balance? Mr. Howard explained the undesignated fund balance is approximately \$3 million, and the designated number will include the health care reserve and the IT reserve totaling approximately \$60-\$70 million. Dr. Goree added that in looking at the designated fund, there are some accounts that have been dormant for a long period of time and they do have significant funds in them (outside the health care), and staff is currently running analyses on these and looking at options with all the District's revenue. Mrs. Locke also asked about the monthly analysis and the upcoming budget time, she believes an analysis presented to the Board might save some confusion. She encouraged including the Board in this, and Dr. Goree added that they will probably over-communicate in the effort to make sure the Board is informed. Mr. Howard and his staff were thanked for the work they have done to get the District to this point in addressing these issues.

Ms. Trammel asked the Chair about the procedure to retrieve overpaid funds to someone. Mr. Howard said if it is a former employee, it is not guaranteed we will get the money back. What about a current employee, do we set up an arrangement for the money to be repaid? Mr. Howard responded we do, and Ms. Trammel asked about those who make only a little money? Mr. Howard indicated we may give them a little more time to return the money. Dr. Goree added that respectfully, he believes most people who have been overpaid know they have received an overpayment. Ms. Trammel asked about things that have happened in the past and there were no red flags. Mr. Howard explained that is why receipts from procurement card purchases must be turned in because they show what was purchased; and while he cannot say we have collected all the receipts in the past, procedures are now in place to make sure these are collected. Ms. Trammel asked if it is handled the same at the schools and how the money is located if a parent pays for a jacket, doesn't get a receipt and never gets the jacket; and Mr. Howard explained that auditing would conduct an internal audit.

Mr. Thompson asked Mr. Howard if there is a need for more than two CPAs in the office, and Mr. Howard responded he is visiting with the Superintendent on the procedures and controls needed. Dr. Goree added that he is working toward, after the approval of the new CFO, to bring some modifications to the Board that will be within the budget and not create an additional expense.

Mr. Green stated that based on the audit, he believes we have crossed every T and dotted every I; and he has no qualms with the corrections being made. He said he would like to have a strong working relationship with CRI, and it appears we do, and this will be helpful in getting to a resolution with this issue.

Mr. Riall asked if a former employee continues to cash checks sent to them and they know they are not to receive them, is this not illegal, and Mr. Howard said he believes that to be a question for the Sheriff's Office. Dr. Goree stated his agreement, but believes the burden is on the District to fix the system so we do not continue to send a non-employee checks.

Mr. Rachal asked for clarification on the five months to determine where we are and what needs to be done, and Mr. Howard responded at least. Mr. Rachal asked if the information staff was given made the process more difficult, and Mr. Howard responded that information at times was difficult to get and he believes one area needing improvement is the reports available, and he noted the difficulty in understanding the financial statements that have been presented to the Board in the past. He has met with Accounting to develop a financial report that is more clear and concise. Mr. Rachal said he believes the Board will be inundated with questions on when and how this happened as well as the time it took for staff to research and determine what happened. Dr. Goree stated his agreement with Mr. Howard and the importance of making sure the systems being used to make projections are accurate and staff is prepared to make these necessary changes.

Mrs. Bell asked if it has taken five months to get to this point, does this mean the red flag was there five months ago. Mr. Howard stated that the commencement of this audit was a routine audit (as the Auditing Department is auditing every department/division of the School Board), and yes there were some red flags that staff believed warranted a deeper look. Mrs. Bell thanked Mr. Howard for moving on this matter when it was discovered and encouraged moving forward to have in place the necessary things to keep this from happening again.

Mr. Little asked Mr. Howard about the accountability in giving principals the authority to have a checking account for their schools? Mr. Howard explained the Auditing Department conducts full, medium and low scope audits; and at the beginning of each year, they analyze, based on risk factors, what they will do. At minimum, a low scope audit is conducted each year at every school, which means an auditor makes an unannounced visit to the school and does a cash count with limited procedures. Auditing also conducts a full scope audit in several schools every year.

Followup on the Payroll Audit. Mr. Howard announced that this report was mailed and emailed to Board members. He explained this audit was performed in 2013, and this follow up is late because the District instituted a new payroll system (SunGard) in July of 2017 and wanted to allow time before evaluating the controls with the release of this new system. Mr. Howard highlighted the following.

- No online approval process for absence reporting, which IT is working on,
- Cost of sabbaticals,
- Extra payments to employees are calculated manually and plans are in place to implement automation of these calculations,
- Need to automate the PR2 process, and
- Penalties for improper reporting to TRSL.

Mr. Howard announced that management is addressing these matters, and he also noted some additional issues needing addressed, i.e. employees on ESL still accruing vacation, as well as the policies addressing these matters.

Mr. Albritton said with the turnover in a school system, he believes there is need for additional remedial supervisory training in these areas.

Procurement Card Audit. Kellie Duffield shared with the Board highlights of the P Card audit conducted in the Fall of 2018, explaining the procurement card process implemented in 2003 and CPSB Policy DJEAA that addresses this. She reported there are 76 employees who have a P Card that allows them to make immediate purchases for items needed in their jobs. The majority of these work in the Maintenance Department. Currently, she reported CPSB receives .7% cashback from purchases made on the card and annual purchases total approximately \$1.3 million. The procurement card agreement is with J P Morgan Chase Bank and it was renewed in 2016 for five years with 2 optional five-year extensions. Ms. Duffield stated that in the scope of their audit, they selected samples of purchases within the current year to determine if they were appropriate, if the tax exempt status was utilized, and if they were properly approved and documented. Samples of pulled purchases from December 2017 through June 2018 totaled approximately \$730,000. Ms. Duffield stated it is their opinion that the expenditures with the P Card (with only a few exceptions) appeared to be reasonable and the exceptions noted were also noted in prior audits. She added it is their opinion that the P Card workflow process needs streamlining and training is needed for cardholders and supervisors. Specific findings and recommendations were also presented relative to the workflow process in Maintenance, and they have met with Purchasing and Maintenance to address this issue. It was also reported there were missing receipts totaling \$93,000 for the 2016-17 year, and \$56,000 in missing receipts for the 2017-18 year. Ms. Duffield stated that during the sample audit period there were also some policy exceptions relative to limits, i.e. individual transactions, daily transaction limits, maximum number of transactions in one day and maximum billing cycle limits. These exceptions were reviewed with Purchasing, and she noted the different limits on cards is not something reflected in Board policy and should be better documented. She also reported sales taxes paid on some purchases (82 purchases). The District is not supposed to pay sales taxes and the sales tax exempt status is now noted on the card. Employees sign agreements (two which could be combined) saying they understand. Ms. Duffield explained that in checking Purchasing files there were several missing applications and signed agreements along with missing receipts and it is believed more thorough training is needed and she highlighted other areas where change was needed in processing and using P Cards with improvement seen in the Maintenance Department providing necessary documentation for charges on the P Card.

Mr. Little thanked them for the report and noted an app that is linked to Concur which is a great application because receipts must be with the charge and if not, there is no approval. He added

his card is also coded so that nothing can be bought that should not be bought and asked if there has been any interest in exploring such a system that might minimize any opportunity for fraud. Mr. Howard responded that controls are in place that will not allow purchasers to buy inappropriate items but he also believes there is room for improvement. Dr. Goree added that staff is looking at implementing additional controls, i.e. taking a picture of receipts, etc.

Mrs. Locke asked if any additional avenues have been researched in this area, and Mr. Howard said we will be exploring other avenues to address full automation of the approval process. Mr. Riall asked about the 76 employees with procurement cards and what do bus drivers use to fill up their buses. Ms. Duffield responded they use Fuelman cards.

Mr. Nations referenced the items that were red flags and he believes a couple of these are somewhat sketchy; and having addressed and put into place controls and checks and balances, his concern is this information is public and intentionally transparent. Even though it appears certain areas are not being handled as quickly as it should be, and the bond millage is before the public in May, he believes the question will be asked "how can this be handled". Dr. Goree expressed his appreciation for the auditors in the District for the thorough investigation.

Ms. Trammel asked about the three limit amounts and she does not believe the amount was included in the policy and maybe it should be included. Mrs. Duffield clarified that the first four amounts are included in policy but the accepted amounts are not included in policy. Ms. Trammel asked if a person is traveling, can they use the P Card for food, and Ms. Duffield said they cannot but must turn in the expense on a voucher form. Ms. Trammel asked if receipts can be scanned, and Dr. Goree responded he sends pictures of receipts and prints them which are things we possibly can do.

Mr. Albritton stated that policies and procedures are fantastic; however, if someone wants to get around it, there are no policies and procedures we can put into place that keep someone from doing so; and it appears that supervisor responsibility is mentioned frequently in these reports and is something that needs to be addressed. Also if there are employees abusing the system, they do not need to be a part of the system.

Mr. Howard added that someone might look at the reports shared today and say everything is being done wrong; however, that is not the case as there are a lot of good things and there has never been a time when Dr. Goree has told him to hold back or to not say something because he desires to be fully transparent and do what needs to be done to get better.

Mr. Nations expressed appreciation for the work done by the Auditing Department and shared with the Board.

VISITORS

The following shared their thoughts and concerns relative to the matters discussed: Jackie Lansdale, Red River United, and Jon Glover.

There being no additional business, the Audit Committee meeting was adjourned at approximately 4:00 p.m.

March 5, 2019
CPSB Executive Committee Work Session

Members present: Mary Trammel, Barry F Rachal and Jasmine Green. Also present were Superintendent Lamar Goree, Attorney Reggie Abrams and Board members Steve Riall, Lloyd Thompson, Don Little, Dr. Bonita Douzart, Raymond Green, Denee' Locke, Tony Nations, John Albritton and Dottie Bell.

President Mary Trammel called the meeting to order at approximately 4:40 p.m. The prayer and pledge were omitted.

PRESENTATIONS

Football N America Spring 2019 Program. Following a brief video, Rick Holland and Charles Johnson addressed an opportunity for Shreveport to participate in a program Drew Brees is bringing to Shreveport for students in March. LSUS will be the base camp this spring and it is an awesome opportunity to build a foundation for giving all the kids in the community an opportunity to participate in a non-contact, competitive and safe sport. The kick-off training camp (for students Kindergarten through 10th grade) will be open to all children who register on March 31st and the league will kick-off on Saturday, April 6th. Those interested in attending the camp only need to register on their web site. They will also look to expand the program this fall and to provide scholarships for students who may not be able to afford to participate.

Mr. Rachal thanked Mr. Holland for contacting him about bringing this great opportunity to the students in Caddo. Dr. Goree also thanked Mr. Holland and Mr. Johnson for their work in bringing this to Caddo's students; and while he does not have specific numbers today, several schools have indicated an interest in organizing teams. He also said he looks forward to what will be created in this initiative.

Mr. Holland stated that in his visits with leaders in the community including the Police Department and the City Council, the conversation stresses the importance of creating an environment within the city where the students have an opportunity to participate in multiple sports and the benefits.

Career and Technical Education Program. Victor Mainiero expressed appreciation to Mr. Rachal for reaching out in this area and for the work of the Foundation and the scholarships awarded to Caddo students. Board members were invited to attend this year's Scholarship Ceremony on April 18th.

Kenneth Berg, principal at the Caddo Career & Technology Center, shared with the Board information and history on the Career Center, the relationship between local businesses/industries and the students, and the student successes seen since its inception. Mr. Berg said the CCTC is a shared time center which means students share their time between CCTC and their home school; and CCTC supports all high schools, with the exception of North Caddo, with last year 25 different classes being available for the 904 students attending CCTC to choose from. Mr. Berg explained that CCTC offers a vast array of courses that not only meet the interests of the students but are aligned with the State of Louisiana and the State's JumpStart Program, a new career track for students allowing them to gain the skills necessary for them to be successful once they leave high school.

Mr. Berg reported that last year CCTC had 649 students earn industry-based certifications which creates opportunities for these students and the testing the students have is the same as when adults take these courses. In some instances, these students need additional post-secondary training which led Gard Wayt, Ron Adams and Gayle Flowers to create The CCTC Foundation for the purpose of providing funds for students that need this additional training. Since the Foundation's inception in 1996, 768 students have received over \$1.2 million. He explained that the Foundation gives 30 scholarships each year and shared the requirements to apply for them; and each year they receive approximately 118 applicants.

Ms. Green shared personal testimony of a family member who has been successful because of the opportunities afforded him through the CCTC so she has seen the importance of this program in preparing students to compete in a global society.

Mr. Rachal expressed his appreciation for the presentation and for sharing with the Board details about what is happening at the Career Center. As a part of the Foundation Board, he has seen the impact on students' lives through this program.

He noted that Caddo's Caddo Career and Technical Center is actually the standard for the State of Louisiana and is used for other programs in the state. Mr. Rachal asked Board members to consider participating in funding a scholarship from the Board, and also asked that donating to the CCTC Scholarship Program be listed as an option in the annual United Way contributions. Mr. Rachal also encouraged Board members to attend the Scholarship Ceremony on April 18th.

Mr. Little asked if the CCTC has the capacity for more students and if so how many? Mr. Berg responded that some classes are at capacity and other classes are bound by numbers controlled by a governing agency, i.e. skills trades (carpentry, HVAC, welding, machine shop, electrical) can only have 15 students in these classes as well as 20 students max in the CNA and EMT classes. Mr. Berg added that one of their classes is the teaching profession; and because there is a need for more teachers, they encourage students to take classes in that area.

Mr. Thompson asked if CCTC recruits students from the low-income areas to take advantage of this program. Mr. Berg explained that many of the classes are not available for students until they are 16 years of age; and in November of each year they conduct 9th grade tours for all the high schools, and CCTC pays for the buses to bring them from their home school to CCTC and observe every class offered. In the spring, the CCTC Counselor and Coordinator go to the individual high schools, make presentations when students are signing up for classes and help with the application/registration process for students interested. Mr. Thompson asked about the possibility of career classes in the home schools who may want to add it to their school's program. Would this hurt the CCTC program? Mr. Mainiero responded staff is looking at classes such as automotive, welding, and culinary where the CCTC classes are at max and students at Green Oaks, Booker T. Washington, Northwood interested in these programs could take them at North Caddo. Mr. Thompson asked if putting a class in one of the inner city high schools will affect the program at CCTC? Mr. Mainiero responded it depends on the program and the students' needs. Dr. Goree added there is conversation about adding programs to a campus and the cost to do so, but CCTC is successful because the cost of offering the programs is centralized. He also agreed with Mr. Thompson's question relative to making sure that every student interested is afforded the opportunity to take these classes; and if the classes are full, look at the waiting list and see how the District can address it.

Mrs. Locke asked if there were more money, would more than 30 scholarships be awarded? Mr. Berg explained they have increased over the years as the cost of college has increased and to meet the students' needs. The scholarships were increased to \$2,000 approximately five years ago and capped at \$30,000 a year; so he believes Mr. Wayt would be the one to address this question.

Mr. Riall asked if North Caddo comes under the umbrella of the Caddo Career Center, and staff responded it is a separate entity.

Mrs. Bell commented on the programs that have been offered at Huntington because of the need. Mr. Thompson said he asked the question because his schools have reached out to him about the need to have them at their schools, and he wanted to know how it would affect the CCTC. Dr. Goree added that conversation is taking place relative to what will work and what programs would best serve the schools' populations. Mr. Thompson asked about the possibility of staff conducting a survey to determine the interest.

Ms. Trammel asked if space is a problem, and Mr. Berg said the building is at capacity relative to programs and size.

Millage Update. Superintendent Goree presented a millage video created to support the Board's effort to move forward with the millage on the ballot in May and is the video that will be used when meeting with and informing the community about this effort. He added a link also will be uploaded to the website beginning on Wednesday for public access.

Following the video, Dr. Goree stated that we do want to make sure the message is consistent and that the video is utilized as efforts are made to inform the public about what we are asking for on May 4th.

Mr. Nations commended staff members for the excellent video, and Dr. Goree recognized Mary Nash-Wood and her staff for the outstanding work. Mr. Nations asked about the \$88 million and if that is important to be shown in this particular presentation and how will the video be disseminated for use by the Board members

for community meetings. Dr. Goree said it will be on the web site and available for Board members via flash drive; and he encouraged Board members to use the video.

Mrs. Bell commended staff and said she wants everyone to understand there is no more money and this is needed to provide what the children in Caddo need. Mrs. Bell also asked if it is legal for Board members to show this at community meetings, and Mr. Abrams said it is. Dr. Goree explained the video is the means for presenting the same factual information to every group/meeting.

Individual Board members indicated their interest in getting the video for presentation to several community organizations as well as some bullet points that Board members should emphasize in the presentation.

Mr. Abrams stated in sharing this with the public, staff members cannot urge a vote; however, Board members can.

Ms. Trammel noted the needs in the District seen in the most recent fluctuations in the weather and the importance of getting this information to the public.

ESTABLISH THE AGENDA FOR THE MARCH 19, 2019 CPSB MEETING

Superintendent Goree highlighted items for the Board's consideration at its meeting on March 19, 2019 and discussion followed.

Capital Projects Bids. Steve Riall asked about the money for the HVAC systems. Steve White, director of Capital Projects/Construction, explained that those listed for Board approval are being funded through the annual capital projects budget. Mrs. Bell asked about the HVAC at Turner and what will be done to address this matter if it should go out in April/May. Are there funds to repair/replace the remaining part of the system? Mr. White said the funds are not necessarily the problem, but the issue is the spaces used daily, i.e. cafeterias, gymnasiums and they will be done this year.

Proposed Revisions to CPSB Policies. Mrs. Bell stated her concerns about these proposed revisions and asked about an additional meeting to discuss these further. Ms. Trammel stated she discussed this with Mr. Abrams and he will schedule a separate meeting to go over these revisions. Mr. Abrams clarified that these policies were created by Forethought based on Legislative actions during the 2018 Legislative Session, and he summarized the proposed revisions as follows:

Policy GAEEA addresses the necessary annual training requirement for all employees and Board members on preventing sexual harassment and is strictly from legislation. It also includes inappropriate boundary invasions since Caddo's policy is more broad. The policy also requires that the Superintendent compile an annual report on February 1 of each year on the compliance of the statute including the number of employees completing the training, the number of sexual harassment complaints received, and the number of times sexual harassment occurred.

Policy GBC (Recruitment) changes include the requirement that anyone being hired must disclose certain information and must sign a release of information statement for us to request said information. Changes also state that no teacher, substitute teacher, or administrator can be hired that has been convicted of any felony. However, if BESE approves them and the District goes through a process, they can be hired. It also covers hiring of someone who fraudulently submits information.

Policy GBD addresses personnel with the main change being a bus operator shall be notified of route vacancies by mail at his/her address.

Policy GBDB addresses hiring retired personnel and those who have retired and are in the retirement system are now able to be hired for one of the following positions: school psychologists, interpreters, education of translators, educators of deaf and hard of hearing, but they must be in a critical shortage area (position has been advertised and fewer than three certified applicants were received). Policy also lists the following positions that can be added and do not have to be a critical shortage: school nurse, professional development trainee, tutor for students in preK-12th grade, and classroom teacher employed in a temporary capacity as a test proctor.

Policy GBRIC adds adoptive leave for those adopting children. It provides for reasonable time when adopting a child not to exceed one year and also if an employee has no sick leave remaining, they can qualify for extended sick leave.

Policy GBRIB is the sick leave policy and the revisions include changing the term to *illness, injury or medical emergency*. *Bus drivers* is also changed to *bus operators* and extended sick leave (adoptive leave) is the same as what was presented in GBRIC. He explained that sick leave for assault or battery allows the employee to be away from school as long as they are disabled (unable to perform the simple functions of the job); and under sick leave/workers comp, a combination pay allows an employee receiving workers' comp (which is only a percentage of an employee's normal salary) to also use their sick leave pay to get their full pay. While the statute states this is for teachers, it has always been Caddo's policy that all employees can use their sick leave and workers' comp and receive their full pay.

Dr. Goree stated that we do plan to meet with the teacher organizations so they are aware of the statute changes and can help share it with their members.

Mrs. Bell asked for clarification and these changes came from Forethought that must be added as a result of Legislative changes in the law requiring changes in policy. Mr. Abrams explained that Forethought did not write the sexual harassment policy but submitted information, so he wrote it based on the Legislative changes which are basically that all employees must go through the training.

Mr. Riall asked when will the training be held and who will teach it, and Mr. Abrams said it will be determined by staff. He also asked about Policy GBD and the statement that the School Board shall approve all non-school based administrators based on the recommendation of the Superintendent, which he believes infers that whatever recommendation makes, the Board is required to approve it. Mr. Abrams stated that he actually did this and reminded the Board that there is an opinion as to whether school boards have authority to approve all personnel; and Hammonds and Sills has taken the position that school boards do not have the authority to hire anyone and it is the Superintendent's job. Mr. Abrams said he believes it is only school-based personnel that has this authority and the school board has the authority to approve others; and if the board wishes he can add the language to say the school board approves all non-school based administrators based upon the Superintendent's recommendation. Mr. Riall stated that he believes removing the word "shall" will correct, and Mr. Abrams stated that he will look at it further.

Mr. Little asked about the statement in the sexual harassment and inappropriate boundary invasion policy of "touching children when there is no educational or medical reason to do so", because in the lower grades especially, teachers are continually in contact with students. If we are deeming this to be an illegal action, he believes we are setting ourselves up for potential lawsuits. Mr. Abrams explained this is not the intent and he provided the training on what is "inappropriate boundary invasion". He said the goal is to have people placed on notice to watch and report what they observe might be inappropriate.

Academic Organizational Changes. Ms. Green asked staff to explain this, and Keith Burton stated that staff is attempting to combine two departments (Professional Development Department and the Curriculum and Instruction Department) and allow the alignment of all curriculum support, professional development support and coaching for principals and teachers to be under one person, an executive director of curriculum and instruction. Ms. Green asked if this means saving money, and Mr. Burton said it does. Dr. Goree added that there will be a retirement in one of the departments and staff is looking at this as not just a way to save money but to better align the supports provided for teachers in implementing the Tier One Curriculum across the District by the same person who is over curriculum to also provide the coaching support in implementing the curriculum. He said discussion has also taken place on the relationship of professional development and human resources and this will provide the opportunity to bring these two departments together through the Teach Caddo Program. Ms. Green said she also knows that in combining these departments you may hear what is lacking, and she only wants to make sure all the bases are covered with every aspect of this change. Mr. Burton said he believes teachers will see greater support as we are not just removing the specialists in professional development, but taking them from a general role and moving them into a very specific content role that will be aligned to the grade bands and resources the State and the curriculum demand.

Mr. Rachal asked about the reduction of the position addressing grants and who will be in charge of writing grants. Mr. Burton stated that the Director of Accountability and Data will be taking on this responsibility, because many of the grants written today through Mrs. McKinney are tightly aligned to data and accountability and staff believes the person who organizes the data would also be able to help principals and teachers at the school level to understand accountability and also look at the

resources for aligning these to the needs suggested by the data. Mr. Rachal asked if staff can assure him that someone will be seeking and searching out grant opportunities, and Mr. Burton said yes and there will not be a drop in grant dollars coming into the District because of this combination.

Mrs. Bell agrees we need a grant writer, and we need someone to oversee the grants.

Paraprofessional Designation. Mrs. Bell stated she is excited to see this much needed change because paras with students with special needs should be trained to provide for the special needs specific to that student. Dr. Goree explained this is part of the work staff is doing with DMG and is how we are working better to provide aligned services. Mr. Nations stated that during the campaign several topics were brought by concerned citizens/parents, and this was one of them. He asked if this proposal is approved, what will be the main difference for an autistic child and/or the parents. Mr. Burton stated that there is no longer a general job description for paraprofessionals, the duties and responsibilities for an applicant coming into Caddo Parish will have a specific job description so they understand what is specifically required of them in a job. For the parent with a student who has very special needs, it takes a very special person to work and be effective with a student with specific needs, and staff can provide the specific training needed which will result in parents seeing their child receive better services. Mr. Nations said if this question is asked of him again, he would like to be able to answer them by telling them how this change will benefit their individual child.

Mr. Rachal asked if these changes will result in changes in Board policies? Dr. Goree said he doesn't believe so, because this will change the job description. Mr. Abrams stated he believes it is a good idea and referenced a current situation that could have been avoided by having specific job descriptions; however, he does not see the need for change in policy. Dr. Goree commended Mr. Burton and Dr. Lockett for their work on this. Dr. Lockett stated how encouraged they are with these changes and how these changes will be really good for children in addressing specific needs, i.e. academic achievement, social behavior skills and also medical needs of students.

Mr. Riall asked Mr. Burton about a specific situation and if this is an example of what this change would address, and Mr. Burton responded that it is a very specific example of staff attempting to provide the very best services possible, and this change will allow us to improve the services to that specific student.

Consideration of Recommendations to Off-Line Hillsdale and Move AMI Kids to Lakeshore Campus. Ms. Green asked how many community meetings have been held regarding this, and Dr. Goree said there have not been any community meetings because this is one of the Type I Charters. AMI Kids came to Caddo about needs for the middle school children they serve, i.e. gymnasium. Also, because the infrastructure is so modern, this option (Lakeshore) will allow some other luxuries for the students served through this program. Ms. Green asked how many community meetings has the Charter held. Dr. Goree said he doesn't know and he doesn't believe it will be required for them to do so.

Mr. Thompson asked how many students are on the AMI Kids campus at Hillsdale. Dr. Goree said they may begin at approximately 120 and increase to approximately 180 students. Mr. Thompson asked how many students will Hillsdale accommodate and how many will Lakeshore accommodate. Dr. Goree replied that staff can provide that information, but it is all about the need for a gymnasium; and added that these are still Caddo's children and we want to make sure they are receiving the same as the other students in Caddo. The Superintendent further explained how this meets a need and as a Charter, they have full control over their program; and if they ask for a building that is vacant, we are required to make that happen. Mr. Thompson stated his concern that we are moving into a school and leaving a school vacant and leaving a community without anything. Dr. Goree reminded the Board that Lakeshore also is vacant and Hillsdale was taken off-line in 2012; but when AMI Kids charter was approved, they wanted to use that facility. Now, he stated they are executing their right under the law to state they need a facility with a gymnasium; and because we do have an available facility with a gym, we are required to help meet that need. Mr. Thompson asked if Alexander is off-line and Dr. Goree said it is and the campus is for sale, and he believes that in time, the Hillsdale facility will be placed for sale. Mr. Thompson asked if one of Caddo's alternative programs could be placed at Lakeshore also, and Dr. Goree said yes and the JROTC Program is also utilizing part of Lakeshore for training purposes and will continue to do so.

Dr. Douzart noted three different activities taking place at Lakeshore and asked if it is closed what those might be. Dr. Goree said that he knows the JROTC program utilizes the facility and may conduct special programs and/or classes, i.e. marching drills, etc. However, he will research the other activities seen at Lakeshore. Dr. Douzart asked if the decision for JROTC to utilize a portion of Lakeshore was approved by the Board and Dr. Goree explained it does not require Board approval.

PRESENTATION OF PROPOSED AGENDA AND CONSENT AGENDA

President Trammel announced that the following items are the consent agenda: 8.02-8.06 and 13.01 (three in agreement). *Mr. Rachal moved, seconded by Ms. Green, to approve the proposed agenda and consent agenda for the March 19, 2019 CPSB meeting as presented. Vote on the motion carried unanimously.*

ANNOUNCEMENTS

Lisa Lloyd, director of Purchasing, announced that the Caddo Parish Procurement Team will conduct its second annual Opportunity Caddo Training and Workshop on Wednesday, March 13th from 8:30-12 noon. She explained there will be three major components covering how to do business with a political subdivision, how to operate within the rules and regulations of the procurement system, and a mini trade show. Anyone who has businesses or interested parties that might be interested are encouraged to attend.

Mr. Riall congratulated Captain Shreve on their 5-A championship and the North Caddo girls for making the finals and runner up.

Ms. Green asked that staff provide her with a rubric on how the Captain Shreve National Honor Society is set up and implemented. She also asked that Board members remember the family of Dominique Jones, Green Oaks student who passed away last week.

Mrs. Bell presented Board member Tony Nations with a gift and card following his recent surgery.

Mr. Thompson reported on successful Black History Month programs he attended at Creswell and Booker T. Washington as well as an awards program at BTW.

Dr. Douzart asked everyone to remember Carl Pierson's family during this time. She shared she met Mr. Pierson when teaching physical education and the time they won the championship when the coach was put out of the game and she had to take over. She said Mr. Pierson became her supervisor, and is a great person who she will miss.

Tony Nations expressed his gratitude to the Board and apologized for missing the meeting on the 5th. He also announced that Southwood did a great job against Natchitoches despite a loss and also hosted a great open house for 8th graders. He was very complimentary of the programs in place at Southwood and the great team.

Mr. Rachal asked that a letter be sent to each Board member relative to the CCTC Scholarship. He also asked that staff look at the United Way form and add the option of making a contribution to the Scholarship Fund.

Mr. Green reported that he attended Black History programs at Oak Park, Caddo Middle Magnet, Mooretown and Hillsdale.

Ms. Trammel announced that the family hour for Carl Pierson will be held Friday, 6:00 p.m. at Mt. Canaan, and services at 11:00 Saturday at Mt. Canaan. Ms. Trammel also shared remembrances she had of Mr. Pierson working together at the CPSB. She reported on the productive LSBA Annual Conference in Lake Charles.

Adjournment. *Mr. Rachal moved, seconded by Ms. Green, to adjourn. Vote on the motion carried and the meeting adjourned at approximately 6:40 p.m.*

March 19, 2019
CPSB Regular Meeting

Members present: Steve Riall, Jasmine Green, Lloyd Thompson, Don Little, Dr. Bonita Douzart, Mary Trammel, Raymond E Green, Denee' Locke, Barry F Rachal, Tony Nations, John L Albritton and Dottie Bell. Also present were Superintendent Lamar Goree and Board Attorney Reginald Abrams.

President Trammel called the meeting to order at approximately 4:30 p.m. and Board member Lloyd Thompson led the invocation and Pledge of Allegiance.

CONSIDERATION OF MINUTES

Mr. Rachal moved, seconded by Mrs. Bell, to approve the minutes of the February 12, 2019 and March 5, 2019 CPSB minutes as submitted. Vote on the motion carried.

PRESENTATIONS AND RECOGNITIONS

Mary Nash-Wood, director of communications and strategic initiatives, recognized the following and the Board President and Superintendent presented a certificate to each for their achievement(s). Family members, friends and administrators present were also recognized.

Caddo Parish Magnet High Jazz Band. The Caddo Parish Magnet High Jazz Band performed two musical numbers for the Board and audience.

2018-2019 United States Presidential Scholar Candidates. The following students were recognized as U.S. Presidential Scholar candidates: Caddo Parish Magnet High School – Ruth Bodily, Srikahar Chilukuri, Natalie Lim, Chynna McClinton, Catherine Rutledge, Sarah Salvatore, Saad Tanveer, Kaili Taylor; CE Byrd High School – Dylan Tynes; and Northwood High School – Jacob Partin.

Wendy's High School Heisman Winners. The following students were recognized as winners in Louisiana's Wendy's High School Heisman Award Program: State Finalist Georgia Hilburn (Captain Shreve High School) and State Winner David Zabaneh (Caddo Magnet High School).

Region I Winner of the "No Kid Hungry" 2018-2019 Louisiana Breakfast Challenge. Fair Park Middle School was recognized as the winner of the Region I 2018 No Kid Hungry Louisiana School Breakfast Challenge. Fair Park received \$1,000 and an autographed New Orleans Saints football for achieving this increased participation in the program.

Veteran's Celebration Committee JROTC Scholarship. Kenneth Epperson, Sr., chairman of the Veteran's Celebration Committee, along with other members of the committee awarded a \$1,500.00 scholarship to Corp Commander Za'Christanae Eason of CE Byrd High School in recognition of the services rendered by Caddo students at all Veteran Day celebrations including participation in parades, award programs and other activities honoring veterans. Members of the 40-member committee present were introduced and recognized for their work in this effort.

2018-2019 District 8 Middle and High School Band Directors of the Year. The following band directors were recognized as Middle School and High School Band Directors of the Year by the Louisiana Music Educators Association: Krista Fanning (Caddo Middle Magnet School), District VIII Middle School Band Director of the Year and Lennard Holden (Southwood High School), District VIII High School Band Director of the Year.

National Board Certified Teachers. The following Caddo teachers recently were recognized by the Louisiana Board of Elementary and Secondary Education for attaining National Board Certification: Renate Michael, University Elementary and Elizabeth Dzvonic, Caddo Parish Magnet High.

VISITORS

The following visitors addressed the Board on matters of concern/interest: Rhalanda Jackson, National Honor Society; Kristin Gardner, Fairfield multi-use building; Jacqueline Miller, extended school year 2019; Jackie Lansdale, Red River United, town hall meeting, Most Improved Student, District history; Lora Bradford, job re-instatement; Omari Ho-Sang, MFP/Policy BCBI; and Jon Glover, State of Education.

ESTABLISH THE AGENDA AND CONSENT AGENDA

Superintendent Lamar Goree highlighted items for the Board's consideration, including pulling Item 8.07 *Consideration of Recommendation to off-line Hillsdale and move AMI Kids, Inc. to Lakeshore Campus*. President Trammel announced the following as the consent agenda: Items 6.02-6.03, 8.01, 8.03-8.06, and 13.01.

Mr. Rachal moved, seconded by Mr. Thompson, to approve the agenda and proposed consent agenda as presented. Vote on the motion carried.

CONFIRM THE CONSENT AGENDA

Ms. Locke moved, seconded by Mrs. Bell, to confirm the consent agenda. Vote on the motion carried and the following is a summary of the Board's action on the consent agenda items.

6.02 Requests for Leaves. The Board approved the requests for leaves as recommended by staff and submitted in the electronic mailout.

6.03 Personnel Transactions (Resignations). The Board approved the personnel transactions report of resignations as recommended by staff and submitted in the electronic mailout.

8.01 Property/Bus Rental Requests. The Board approved the requests for long-term use of University Elementary and transportation for the Zombie Program as recommended by staff and submitted in the electronic mailout.

8.03 Consideration of Proposed Revisions to CPSB Policies GAEAA, GBC, GBD, GBDB, GBN, GBRIB, GBRIC, JBCC. The Board approved the proposed revisions to CPSB Policies GAEAA, GBC, GBD, GBDB, GBN, GBRIB, GBRIC, and JBCC as submitted in the electronic mailout.

8.04 2017-18 Comprehensive Annual Financial Audit Reports. The Board accepted the 2017-18 Comprehensive Annual Financial Audit Report as submitted by the external auditors Carr, Riggs and Ingram in the electronic mailout.

8.05 Academics Organizational Changes. The Board approved the organizational changes to the Academics Division as presented by staff and submitted in the electronic mailout.

8.06 Paraprofessional Designation. The Board approved the proposed paraprofessional designation job description as presented by staff and submitted in the electronic mailout.

13.01 Student Readmission Appeal Hearings. The Board approved staff's recommendation for re-admittance for students JJ, LM and RW as submitted in the electronic mailout and whose parents are in agreement.

BIDS – CONSTRUCTION/CAPITAL PROJECTS

Mr. Rachal moved, seconded by Mr. Thompson, to approve the following bids as recommended by staff and submitted in the electronic mailout on the bid tabulation sheets: (1) The Payne Co., with a Base Bid and Alternate 1, for the sum total of \$669,000.00 for Project 2020-302, "Keithville HVAC, Phase III"; (2) Hamm Mechanical, with a Base Bid, for the sum total of \$80,600.00 for Project 2020-317, "Judson Replace HVC Multi-Purpose Building"; (3) The Payne Co., with a Base Bid, for the sum total of \$125,000.00 for Project 2020-309, "Caddo Career & Technology Center HVAC Replace A/C Café & Dining"; (4) Daren Bailey, Inc., with a Base Bid, Alternate 1 and Alternate 2, for the sum total of \$298,228.00 for Project 2020-216, "Donnie Bickham Exterior Tile on Building Phase II"; (5) Reliance Plumbing Group, Inc., with a Base Bid, Alternate 1 and Alternate 2, for the sum total of \$208,800.00 for Project 2020-310, "Eighty-First Street HVAC Replace A/C Cafe', Dining, Library & Surrounding Classrooms"; (6) Mechanical Solutions, LLC, with a Base Bid, Alternate 1 and Alternate 2, for the sum total of \$470,700.00 for

Project 2020-313, "Huntington Replace A/C in 100 Wing"; (7) Hamm Mechanical, with a Base Bid, Alternate 1, Alternate 2, and Alternate 3, for the sum total of \$1,690,000.00 for Project 2020-303, "Turner HVAC, Phase III"; (8) The Payne Company, with a Base Bid, for the sum total of \$173,000.00 for Project 2020-312, "Southwood Rebuild Chiller"; (9) Douglas Construction & Remodeling Co., Inc., with a Base Bid and Alternate 1, for the sum total of \$216,097.00 for Project 2020-221, "Huntington Bleachers (1 Gym)"; and (10) Hamm Mechanical, with a Base Bid, for the sum total of \$1,676,000.00 for Project 2020-301, "Byrd HVAC, Phase IV.

Mr. Thompson asked for clarification on where the funds for these projects will come from if the District is calling for a millage election? Dr. Goree explained there is a current millage for capital improvements on the campuses which generates about \$20 million annually that is currently being used to fund HVAC needs. He further explained that the millage is relevant because staff is seeing that more than 70% of these funds are being used toward HVAC and is preventing the District from addressing other needed projects, i.e. canopies, restroom renovations, etc. Mr. Thompson also asked about the bid process, about bids awarded to the same company multiple times, and how other local companies can know about the opportunities to bid on these projects. Dr. Goree explained that each year every principal has the opportunity to turn in a wish list of capital project items for their campus; and with campuses averaging 74 years in age, every campus has multiple needs, so staff attempts to equitably spread the \$20 million for capital projects across the District each year. Steve White, director of capital projects, explained there is a procedure set up to comply with Louisiana Public Bid Law meaning everything must be advertised 28 days in advance for three times in the Official Journal. Projects are also advertised on the CPSB web site, there is a mandatory pre-bid for anyone interested in bidding on a project where they gain complete understanding of the bidding documents, a bid date is set, public bids are received and bids are publicly read aloud. The low bidder is determined and is brought to the Board for approval. Mr. Thompson said he only wants to understand the process since it appears the same companies bid all the time, and he would like to see us reach out to more companies in the community to let them know projects are coming up for bid and encourage them to bid, going beyond just publishing it in the paper. Mr. White also clarified in the set of bids presented, it is HVAC heavy (8 of the 10) and the mechanical contractors are the same for practically all of them. Mr. Abrams explained that in Caddo's Opportunity Caddo Program, part of the bid process requires contractors to submit information to local small contractors who may wish to sub-contract these jobs; and if they do not, they can be deemed non-responsive and can lose their bid. Dr. Goree added this is also managed through Lisa Lloyd, director of purchasing.; and she and Mr. White work closely together in bids to make certain the District is following all the purchasing laws.

Mrs. Bell stated the Board receives a list of the projects and approves the projects going out for bid. The papers locally are *The Shreveport Times*, *Shreveport Sun* and the *Caddo Citizen*, but the Board still votes on these projects before they are bid. She also referenced the Board must follow the State Bid Law in all these projects.

Mr. Rachal stated the difference in the needs versus wants and that it is the principals at the schools who know best what their needs are (and some are large needs) and this is how the capital projects list is developed. The millages now are debt millages; and we currently have a millage that generates approximately \$20 million annually for capital projects and state law requires that it is used for capital projects only. With the capital projects being overwhelmed to the point the District cannot keep up with the capital project needs, he said taking advantage of Caddo's incredibly high credit score is the only way staff can attempt to keep up with the needs.

Mr. Riall moved, seconded by Ms. Green, to call for the question. Vote on the motion to end debate carried.

Vote on the main motion carried unanimously.

OUT OF STATE TRAVEL (GENERAL FUND)

Mrs. Locke moved, seconded by Mr. Rachal, to approve requests for out of state travel (General Fund) as recommended by staff and submitted in the electronic mailout. Vote on the motion carried with Mr. Little abstaining due to a conflict.

CONSOLIDATION OF ALEXANDER LEARNING CENTER PROGRAMS INTO OTHER DISTRICT PROGRAMS AND CAMPUSES

Mr. Rachal moved, seconded by Denee' Locke, to authorize staff to move forward with consolidating the Alexander Learning Center programs into other District programs and campuses as recommended by staff and submitted in the electronic mailout. Mr. Thompson shared some concerns voiced to him relative to the success of the students at Alexander when placed in schools across the district; and asked if any research was done on this. Dr. Goree stated the programs offered at Alexander Learning Center are being offered at other places throughout the District. He further said that staff did not rush but worked to make sure everything was in place before bringing this decision to move forward, and he believes these children will be successful. Mr. Thompson asked about the employees assigned there, and Dr. Goree said the HR staff has met with them and the one thing we start and end with is "Caddo is a large district and everybody will have a job", so staff is working with everyone on their placement as quickly as possible. Ms. Green asked staff to clarify the consistent language between Alexander and the AMI Kids programs. Dr. Goree responded while the programs are similar, one services elementary schools and AMI Kids serves middle school students. He further added the Board has had discussions around involving the community; however, AMI and Alexander are not community or neighborhood schools but programs with a fluid population of children who oftentimes come and go. He explained that he is pulling the item to Off-Line Hillsdale because on April 1st he will meet with the Queensborough community to explain staff's recommendation for the future use of Lakeshore. The superintendent further explained that the AMI Kids program presented their need for a gymnasium for the middle school students; and because Caddo has one available, we are required in the charter agreement to fulfill that request. Dr. Goree also reminded Board members that many of the students there are over age and we need to provide the students with accelerated instruction, and they deserve a gymnasium as the other middle school students have in Caddo.

Ms. Green thanked the Superintendent and staff on the decision to hold a community meeting, and asked if she understands correctly that we will house the students at the Alexander Learning Center at other schools. Dr. Goree explained many of the students will return to neighborhood schools because some of the behavior units are there for the SPED students. Also, expulsions will be housed at Ombudsman (elementary and over age students) and AMI Kids (overage middle school students). Dr. Goree also clarified that staff looked at each child individually who will be affected and determined what will be the best for each individual child.

Dr. Douzart noted when she came in on the conversation, she heard what she was expecting and she thanked the Superintendent for the opportunity for the community to provide their input.

Vote on the motion carried.

CADDO/LOUISIANA TECH PARTNERSHIP

Keith Burton, chief academic officer, shared with the Board a time sensitive opportunity to enter into a partnership with Louisiana Tech University. He explained that the proposal focuses on:

1. School Leadership Development
2. Career and Technical Education
3. Curriculum Development
4. Expansion of dual and virtual enrollment (including career and technical education).

Mr. Burton explained that the cooperative endeavor agreement is in the beginning stages, and staff is requesting the Board to allow the Superintendent to begin the process to create an urban education centered graduate program so students will be able to receive graduate credit toward earning a Master's and possibly a Doctorate in education with the focus on urban education. This will better prepare

future principals and leaders to handle the challenges of schools with increased poverty. It also will increase industry-based certifications in credentialing for schools by better preparing Caddo's teachers to offer classes through the Jump Start Program. The third component of the agreement will move the Caddo Virtual Academy to the Louisiana Tech Shreveport campus, a turn-key option for the District to take advantage of. Because the CVA is growing not only by numbers, but also by performance, and is an A-rated high school, the current site no longer has the space needed for the growing number of students. This move will also allow the District to grow its dual enrollment through the CVA, as well as through the middle school, which is part of the District's Strategic Plan. Mr. Burton explained that in looking to expand the CVA one of the first things staff looked at was the marketability of the location so students would feel safe every day when they come to the school. Second, staff looked for a facility that would meet all the needs for the students at a minimum cost; and third, the timeframe for being able to meet the needs of the CVA, i.e. 3 years, 5 years, 10 years; and this facility will meet those needs. He stated that the endeavor agreement will also increase dual enrollment opportunities for not only CVA but for all other schools. Mr. Burton also highlighted the Caddo Teaching Professions Program at the Caddo Career and Technology Center where students attending for 2 years and participating to become future teachers are earning one (1) college credit (3-hours) for one college class and this agreement will add an additional education course so students can leave the CCTC with six hours toward an education degree. This will also allow the District the opportunity to evaluate an enriched or k-12 course offerings, including additional STEM courses, to better meet the needs and demands in the future.

Mr. Burton added that Operations, Information Technology, Academics, as well as Board members have visited this facility. Also, he stated a strong curricular relationship will be established to strengthen the District's course work and better prepare students to be ready for future jobs.

Mr. Riall asked about the current enrollment at CVA and the growth, and Mr. Burton responded there are 68 students enrolled and this is the third year of CVA's operation. Dr. Goree also said staff had halted conversation on expanding to middle schools due to lack of space at CCTC; however, this facility would provide space to once again begin these conversations. He further stated that while the program started at CCTC only needed a small space because it was believed students would do most of the work at home, the students have shown they want to come and to collaborate with their teachers and friends on a daily basis; and this extra space will allow that for them. Mr. Burton announced that CVA will graduate 22 seniors this year. Mr. Riall asked about the cost to Caddo, and Mr. Burton explained Caddo would have the utilities, the maintenance, and there will be a lease agreement to be worked out with the final cooperative agreement to be approved by the superintendent.

Mr. Nations congratulated Mr. Burton on the work done and asked if there is a downside what would it be. Mr. Burton explained the only adjustment will be to unhook the network at the building from Louisiana Tech and hook up our network system. He further stated in talking with Technology, this can happen in a day. He said we will definitely need to provide signage for the building because we do want Caddo Parish Public Schools and Caddo CVA on the building which he believes will add to the marketability of the facility. Mr. Burton added we also want to draw students who might currently be home-schooled or are attending private schools. Mr. Nations stated he believes this is a win-win opportunity, and he asked if this has been discussed with the CVA staff and students. Mr. Burton said Mr. Lacy has walked through the facility; and while he has not spoken to anyone about the possibility, he is very excited about the opportunity. Dr. Goree added this also had to be cleared with the La Tech officials before moving forward. Mr. Nations noted the negative feedback from the community relative to the issues with the agreement fostered by the Mayor with UNO and this will help to allay some of the concerns that we are only reaching out to schools 300 miles away.

Mr. Little echoed fellow Board members' accolades and asked if we have delineated the cost of utilities, maintenance, contracts, technology equipment, etc. Mr. Burton confirmed staff will make certain this is all addressed in the agreement. Mr. Little also asked if this facility will allow us to have a remote enriched teacher that schools can access? Mr. Burton said yes as well as a professor from Louisiana Tech

teaching/broadcasting from the facility, which will provide live dual enrollment possibilities.

Ms. Green asked for confirmation that this center is for grades 9-12 and possibly 6-8 and is the Virtual Academy. Mr. Burton confirmed that is correct and moving the CVA from CCTC to this facility is only one component for which this facility will be utilized. Ms. Green asked Mr. Burton to explain what Louisiana Tech will gain from this partnership, and Mr. Burton said they are gaining a partnership with a large urban school district, increasing their dual enrollment as well as their brand through the partnership. They also see this as an opportunity to make use of this facility and make a difference with the students in Caddo. She asked when will this be implemented, and Mr. Burton responded it will be for the 2019-2020 school year (beginning in August). She asked about the timeframe for moving these programs, and Mr. Burton responded maybe a week. Dr. Goree also added that Sharon Golett (IT) and Jim Woolfolk (Operations) have been involved in the effort to make this happen by the beginning of the 2019-20 school year, and that the District really needs the space at CCTC. Ms. Green asked if La Tech reached out to Caddo or Caddo to them, and Mr. Burton explained that a part of the District's conversation with Louisiana Tech began with ways to partner with them to help certify all the applicants coming to Caddo Parish with degrees outside of education and look at creative ways to help because CTA is very successful but only meets the needs of approximately 30 applicants. When the conversation became about the needs of the candidates/applicants, the discussion became about specialized training and a meeting was set up where Dr. Bridget Brown, Marvin Rainey, Dr. Karen Peace and he went to Ruston to meet with the Dean and four Professors as well as the chairman of their Ph.D. Program; and a draft of a curriculum was available within the week. Ms. Green said she knows that Grambling and Louisiana Tech partner together for certain classes, and she believes Grambling has outstanding teachers. Mr. Burton said while staff has not had that conversation, they are open to that conversation taking place. Ms. Green said if possible, she would encourage staff to reach out to Grambling. Dr. Goree added that work with LSUS and Grambling State is taking place on better understanding our memorandum of understanding so counselors better understand when communicating with the students, i.e. similar to our work with UNO.

Dr. Douzart said she concurs with her fellow Board members and her question would be "how soon can we get started"?

Ms. Trammel shared a visit to CVA and her observation of how crowded the program is at CCTC because of the number of students in the classroom. She believes a move into this building will be a great opportunity and concurs with Ms. Green regarding opportunities to be inclusive and partnership with other universities. Mr. Burton added that another advantage is to be able to enroll students across the state and look at creative ways to further expand these opportunities.

Mr. Rachal asked for clarification of the statement that once the agreement is finished, it will come back to the Board at that point and not just agreed to and signed since this is a budget item. Dr. Goree stated that any dollar amount included will be in the budget for Board approval. Mr. Abrams said it would be a Board decision if it desires to put that restraint on it; however, that is not the request in this item. If the motion states it will come back, it will limit the ability to negotiate. Mr. Rachal added he believes Dr. Goree answered his questions when stating it will be included in the budget yet to be presented to the Board for approval.

Mrs. Locke moved, seconded by Mr. Rachal, to authorize staff to move forward with the partnership between Caddo Parish Schools and Louisiana Tech as submitted in the electronic mailout. Mr. Green stated he believes in something this big for the District, he encouraged all Board members to be a part of the second. Vote on the motion carried unanimously.

BOARD ANNOUNCEMENTS

Mrs. Bell reported on her participation in activities relative to Women's Month at Turner where members of the fraternities/sororities helped to greet and welcome

the students to school on this day. She also announced that local female judges will hold a round table discussion on Wednesday at Huntington's Law School Program and Southern on Thursday.

Mr. Thompson thanked Mr. Alexander and Dr. Roberts at J S Clark for the opportunity afforded he and BESE Representative Tony Davis to tour the facility. He also asked the Superintendent if staff will respond to Mrs. Davis' letter, and the Superintendent responded yes.

Mr. Nations congratulated the District 8 middle and high school band directors for their outstanding well-deserved recognition. He also stated that March 18th was bus driver appreciation day and he encouraged others to encourage our bus drivers when having the opportunity to do so.

Ms. Green expressed appreciation to Ms. Virgin Rachal for responding to a parent request relative to transportation. She also thanked the Superintendent for his presence with the Green Oaks students and community at funeral services for one of the students at Green Oaks. Ms. Green also expressed appreciation for one of Caddo's teachers for hosting the first career day at Green Oaks High School.

Mr. Rachal invited Board members to attend an event in which Juvenile Court Paul Young will speak on April 2nd at noon at the Wyndham Garden Hotel on E. 70th Street. He also requested that staff send out a reminder to the Board regarding the CCTC Foundation and the scholarship program to be held on April 18th.

Ms. Trammel shared with everyone the opportunity for the Board to have conversation with the State Superintendent of Education; however, when responding, he gave two opinions on each question asked and he never gave a sound answer on where the State Department stands on several issues. She shared with Board members the importance of staying abreast of what is going on in the District and to relate it to what is happening at the State Department. Ms. Trammel also announced that a thank-you note was received from the family of Mr. Mothershed.

EXECUTIVE SESSION

Mr. Rachal moved, seconded by Denee' Locke, to go into executive session for up to 15 minutes per student for the purpose of hearing student readmission appeals. Vote on the motion carried with Mr. Riall being absent for the vote. Following a five-minute break, the Board went into executive session at approximately 6:45 p.m.

The Board reconvened into open session at approximately 7:25 p.m.

Mr. Rachal moved, seconded by Mr. Little, to uphold the expulsion of AL and AY since they did not appear for their hearing. Vote on the motion carried with Mr. Thompson opposed and Mr. Riall absent for the vote.

Mr. Rachal moved, seconded by Mrs. Bell, to uphold the expulsion for student SH as recommended by staff. Vote on the motion carried with Mr. Thompson and Mr. Nations opposed and Mr. Riall absent for the vote.

ADJOURNMENT

Ms. Green moved, seconded by Mrs. Bell, to adjourn. Vote on the motion carried and the meeting adjourned at approximately 7:30 p.m.

T. Lamar Goree, Ph.D., Secretary

Mary A. Trammel, President

April 2, 2019
CPSB Audit Committee Meeting

Members present: John Albritton, chair; Denee' Locke, Raymond Green, and Superintendent Lamar Goree and Board Attorney Reggie Abrams. Committee members Don Little and Dr. Bonita Douzart were absent. Also present were Steve Riall, Lloyd Thompson, Mary Trammel, and Dottie Bell, as well as staff members Jeff Howard, James Woolfolk, Mary Wood, Krystle Grindley and Al Graham.

Chair Albritton called the meeting to order at approximately 2:30 p.m. and led in the Invocation and Pledge of Allegiance.

Establish and confirm the Agenda. *On motion by Mr. Green, second by Mrs. Locke, the committee established and confirmed the agenda as presented.*

Review of CPSB Policies DID and DIDA. Chair Albritton announced that the purpose of today's meeting is to review Policies DID and DIDA approved by the Board last September, and he highlighted some areas in recent audits that indicate non-compliance and the need for follow up with a report back to the Audit Committee in an effort to bring closure to audits. He announced his suggestion that the Audit Committee meet quarterly for the purpose of following up on audits to make sure issues/recommendations are being addressed. Mr. Albritton noted how the Superintendent is running the system now versus how it was run in the past; and as the policy-making body, the importance of the Board not getting involved in the Superintendent's decision-making process. He further clarified the purpose of the meeting today is not to change the process, but to get a better understanding and maybe look at possible policy changes to address adequacies.

Mr. Albritton shared his observation of when changes have been made, particularly in supervisory positions, that there is no follow up and people do not seem to have a good understanding of their total responsibilities. He shared his experiences in supervising/managing people, and the practice of making sure people have the technical background to be successful in their positions, but then we make them supervisors without providing supervisor-management training. He said one of the main issues is not holding people accountable for what they do; and when finding issues in audits, there has been a response, but no follow-up to make sure there is closure; and he hopes by holding quarterly meetings, this will allow the Committee to bring closure; as well as make certain the Superintendent has the tools within the policy as it is stated to have something to enforce. He reiterated the need for a supervisor management training program so when people are promoted into these positions of responsibility over people, they understand how to hold them accountable. Mr. Albritton clarified he is not talking about warning, suspension and termination, but only the need to be able to talk to people if they are not performing the full scope of their job.

Referencing the P Card, Food Service and Payroll Department audits, Mr. Albritton pointed out where policy (DID) states the actions; however, the reports received by the Committee and Board do not have a timetable for addressing the issues noted. He said audits will reflect what is lacking/missing and what is needed; and management will respond; however, the audit should also include a timetable, specific people, actions, and specific assignments for addressing the audit findings. He also noted the length of time taken for follow up and various reasons why; however, he believes if we are going to hold people accountable, it is important to make certain the timetable is followed and action taken. He also highlighted P Card procedures which appear to be burdensome and the need to fine tune this process and policy for better control, and so the supervisors over employees who have access to the P Cards are being held accountable. He further stated he believes it is necessary for the Audit Committee to look at action to either give the Superintendent new goals or change/amend the policies where the Superintendent has the needed tools to hold people accountable.

Superintendent Goree stated he believes this is a great time for this conversation as the District prepares to post the Chief Internal Auditor position and shared proposed revisions to the job description that he believes will address many of the concerns presented. He added that in beginning this process, staff will work with Mr. Albritton as Chair of the Audit Committee as well as the Board President to select the auditor since policy dictates this person not only reports to the Superintendent for evaluation, but also has a dotted line to the Board.

Jeff Howard addressed past follow ups to audits and why some were so long in coming to the Committee, i.e. Payroll Audit because the district was implementing a new payroll system. He explained auditors sit down with the director of each area to review the findings and recommendations and how these were addressed. Mr. Howard stated his agreement with Mr.

Albritton on the amount of time, and explained this was included in Policy DIDA when amended in 2018 as well as the inclusion of a chart of the audits, findings, recommendations, and status.

Mr. Abrams stated that when the policy manual was updated, it no longer includes procedures; but the procedures are left up to the Superintendent. At some point, there will be a procedure manual of everything done throughout the district, and it will be posted online. Regarding comments made, Mr. Abrams stated he believes there could be some tightening up on some things, i.e. timeline, disciplinary action, etc., and he suggested revisions to the current policy under reporting and monitoring to address these. He will also look at including the Audit Committee's review of management at the next audit committee meeting upon completion of the action to be taken recommending also to add a section addressing the risk for corrective action when employees fail to respond to agreed-upon corrective actions.

Mrs. Locke shared her past observations; but she does not feel the Superintendent should be micro-managed. However, in talking about giving the Superintendent the leeway to address these issues, she knows this addresses policy versus procedures, and policy states no internal auditors will have any direct operational responsibility or authority over any of the activities audited. She also agrees with a timetable, but she questions the difficulty of the specific actions of people if they do not understand everything that happens in a particular department, and she only wants to make sure we do not cross the line of micro-managing the Superintendent.

Mr. Green stated if there is a need for punitive action, he strongly encourages consistency in addressing these situations. Dr. Goree responded that Human Resources works very closely in these situations to look at similar situations and how they were handled so it is addressed consistently and he agrees that consistency is very important.

Mr. Riall asked if these issues were handled the same before the Board committee structure was established. Mr. Howard explained they were not sent to the Board; and when they conducted operational audits, they were sent to management. Mr. Howard added they were sent to the Board at one time; but the Board decided they no longer wanted to receive them; and they were placed in a file in the Superintendent's office for anyone who might want to review them. Mr. Riall said this is a work in progress, but he believes today is a major step in moving forward.

The Superintendent stated that staff is approaching, other than Academics, the end of the cycle set up to audit the Central Office divisions, and discussion has been held on the need to tie up these audits before beginning a new cycle.

Ms. Trammel asked if we do follow up to make sure employees are carrying through with implementing recommended actions and that the process is more polished. Staff responded they do and the job description/responsibilities are now being written to meet the needs of the job and not the person's personality.

Mr. Albritton also stated that with the internal audit activity being responsible for appropriate follow-up, findings and recommendations, the policy references the departments must respond within 30 days; however, he does not believe this timeframe has been stressed or completely followed. It also states that findings will remain open issues until they are cleared; but he said it needs to be indicated who will declare an issue clear. Mr. Abrams also explained the 30-day language included was not for after the response of the audit; but the intent was for those times when an audit is prepared and there is no response in the audit, management has 30 days to provide something not included in the audit.

Mrs. Bell inquired about the number of auditors and bookkeepers in the schools? Mr. Howard responded there are three auditors in addition to himself and every school is audited annually with at least a low cash audit. Also, staff annually trains all the bookkeepers in the schools. Mrs. Bell asked about additional audits conducted, and Mr. Howard confirmed they also do operational audits as well as any special projects assigned by the Board.

Mr. Graham shared with everyone a copy of the chief internal auditor job description with proposed revisions that will match what is expected of the person holding this position. He said he researched job descriptions of persons holding this position in area businesses as well as school districts across the nation that are the size of Caddo and focused on areas of overseeing and anticipating possible problems. Mr. Howard added it covers what the Auditing Department is currently doing, i.e. bookkeepers having problems will call auditors for clarification of what to do; and the revisions correlate with what the auditors are doing as trainers for the bookkeepers as well as working with the departments/schools to bring them together.

Mr. Albritton inquired about the point value of the position and if these revisions change that, because when adding terminology like development and prepare for future, he believes this adds to the scope of the job and could mean a higher position/value. Dr. Goree explained that all questions have been weighted the same; however, he believes it may be important to look at whether or not some of the questions are more valued than others. Mr. Albritton asked about the scoring of jobs and will these revisions change that "grade". Mr. Graham clarified that a change in educational experience or degrees might change the grade.

In response to whether or not the job has been posted, Superintendent Goree responded that it has not, as he wanted to share it with the Audit Committee first. Staff also clarified that Mr. Howard worked with staff on the proposed revisions to this job description. Mr. Abrams said that Mr. Howard's office has taken on different areas not included in his job description, i.e. assuring that Human Resources, SPED, etc. are working within the guidelines of best practices; but he does not see anything about having knowledge of these different areas they are asked to audit. Mr. Albritton said Mr. Abrams is addressing the educational aspect of the job description as opposed to being focused on the financial side of the business, and Mr. Abrams said that is what the job description is all about and whether or not it should be added.

Mrs. Bell inquired about the required experience and education, and what she feels should be sought when seeking someone to fill this position. Dr. Goree responded that while the job description states a maximum number of years of job-related experience *or* education, it would be ideal to find someone with the max number years of job-related experience *and* education.

Mr. Albritton announced that he will call another meeting of the Audit Committee when he hears back from Attorney Abrams regarding a draft of the proposed revisions to the policy.

Adjournment. There being no additional business, the Audit Committee meeting was adjourned at approximately 3:10 p.m.

April 2, 2019
CPSB Insurance and Finance Committee

Members present - Chair Dottie Bell, Steve Riall, Raymond Green and Denee' Locke. Also present were Superintendent Lamar Goree and Attorney Reggie Abrams; Board members Mary Trammel, Lloyd Thompson, Jasmine Green, and John Albritton; and staff members Jeff Howard, James Woolfolk, Mary Wood and Randy Watson. Don Little was absent.

Mrs. Bell called the meeting to order at approximately 3:15 p.m. The Invocation and Pledge were omitted.

Establish the Agenda as Submitted. *On motion by Steve Riall, second by Denee' Locke, the agenda was established as submitted.*

Confirm the Agenda. *On motion by Steve Riall, second by Raymond Green, the agenda was confirmed as presented.*

Dental Insurance Extension. Mrs. Bell announced the purpose of the meeting is to look at extending the dental insurance to two years at the same premium.

Randy Watson, director of insurance, introduced Brad Bockhaus, Blue Cross regional director. Mr. Watson stated that every year insurance renewals are brought to the committee and Board and last year the intent was to bring all insurance renewals for a two-year locked-in rate guarantee on employee premiums and benefits. He said we were successful in doing that except for the dental; and because at the time Blue Cross did not believe they had enough data to go two years, they would only commit to a one-year renewal at the current rates. After reevaluation by Blue Cross, they have agreed to offer a two-year rate guarantee which will extend the current agreement and rates through March of 2021. Mr. Watson also shared the unique funding agreement Caddo has on all its insurance plans where if there are any premiums remaining at the end of the year, those funds are refunded to the employees. Mr. Watson stated that staff is recommending that the Board consider extending the current insurance agreement for an additional year at the same amount which will put all the District's insurance plans on the same cycle.

Mr. Thompson asked how this is shopped around when it is time to renew, and Mr. Watson explained that while the law says services do not require a bid process, Caddo's staff continues to evaluate its plans to make sure employees and retirees are receiving the best deal for the money. He said if this was a fully insured plan, the insurance company sets the rates, and if there are funds left over at the end of the year when claims are paid, they get to keep those funds. However, because Caddo has the benefit of a premium stabilization fund, the premiums are set and at the end of the year after claims are paid if there is money left over, it comes back to the plan. He stated because the money comes back to the employee, he is not sure how another insurance company could give a better rate.

Mr. Watson further explained that staff also looks at whether or not they can purchase dental services that are more affordable than other plans; but in looking at Delta (the next largest provider in the State) and comparing them against Blue Cross, it was Blue Cross that had the most competitive rate. Also, staff looks at the administrative fees and Blue Cross's administrative fees currently are 50% less than their competition. In evaluating this information, it is Blue Cross that offers Caddo employees the best deal. Mr. Watson explained that if the District put out an RFP for this, someone could come in and set a rate which would mean nothing to us as the money comes back to the employees. Mr. Thompson stated that he is attempting to understand why it is not feasible to bid and see if there is anyone who can offer a better deal; and Mr. Watson responded if it was a fully insured product with a premium they would keep the extra money; however, because of the premium stabilization fund, if the claims throughout the year are less than the premiums paid by the employees, the overage is returned back to the members and is placed in the reserve. Based on this there is no way anyone can give a better rate than Blue Cross, and the only thing Blue Cross gets is the administrative fee for processing the claims for all Caddo members which is lower than anyone else.

Miss Green asked if she understands this is an extension until 2021 and Mr. Watson confirmed that is correct; and she asked if we knew what the cost would be beyond that. Mr. Watson explained it would depend on the claims since our premiums are set based on the claims. He said while we have approximately \$1 million in the fund, every year that Blue Cross has asked for a rate increase, we have brought it down with these funds and as a result, our premiums are still at the 1999 rate. Miss Green asked for clarity on why they do this, and Mr. Watson responded Caddo is a valued customer, they handle our self-funded health plan and we pay them an administrative fee (one of the lowest in the state), as well as the critical mass and the long-term partnership we have with them. Miss Green asked about the administrative fee we pay versus what the cost of others would be; and Mr.

Watson explained others are higher because they use brokers or agents as well as their commissions. Caddo direct-contracts with Blue Cross and does not use brokers, and Blue Cross receives approximately 9.5% in administrative fees which is for Blue Cross to process claims and for use of their network. Mr. Watson shared that when he came to Caddo there was an agent receiving a 10% commission on top of the administrative fees (approximately \$250,000) and this came from the employees' premiums.

Mr. Riall asked if he is correct that the dental plan is not self-funded, and Mr. Watson said it is a fully insured plan.

Mrs. Bell stated for those new on the Board that everyone keeps up with the insurance and everyone appreciates Mr. Watson and the work he does watching out for the retirees and employees' benefits.

Ms. Green publicly thanked Mr. Watson and expressed how much she values him as a staff member for how much he puts into his job. Ms. Trammel echoed Ms. Green's comments and stressed how much help Mr. Watson offers employees in their retirement.

Mrs. Locke moved, seconded by Mr. Riall, to send this recommendation to extend the dental to two years to the Board for action. Vote on the motion carried. Mrs. Bell announced she will add this item to the agenda at the work session today for Board action on April 16th.

Adjourn. On motion by Mrs. Locke, second by Mr. Green, the meeting adjourned at approximately 3:25 p.m.

April 2, 2019
CPSB Special Session

The **Caddo Parish School Board (CPSB)** met in special session on Tuesday, April 2, 2019 at 4:30 p.m. in its offices at 1961 Midway, Shreveport, Louisiana. Board members present constituting a quorum: Steve Riall, Jasmine Green, Lloyd Thompson, Don Little, Dr. Bonita Douzart, Mary Trammel, Raymond Green, Denee' Locke, Barry Rachal, Tony Nations, John Albritton and Dottie Bell. Also present were Superintendent Lamar Goree and Legal Counsel Reginald Abrams. Board member Don Little led the prayer and Pledge of Allegiance.

VISITORS

The following visitors addressed the Board on issues of concern: Jon Glover, asked for clarification and if item 1.06 has anything to do with the transaction that resulted in the funding for Magnolia Charter School.

REQUEST FOR SETTLEMENT AUTHORITY IN SHAEROD QUINN VAN DYKE V. ANGELA B. SPEARS AND CPSB, 579,242-A, 1ST JDC, CADDO PARISH, CLAIM #4829081

Mr. Riall moved, seconded by Mr. Rachal, to authorize settlement as recommended by counsel and staff as submitted in the electronic mailout. Vote on the motion carried.

EXECUTIVE SESSION: LITIGATION UPDATE: CADDO PARISH SCHOOL BOARD V. SCHOOLS FINANCIAL CREDIT UNION AND DOES 1-50, CASE NO. 34-2019-00248686 COUNTY OF SACRAMENTO

Mr. Riall moved, seconded by Mrs. Bell, to go into executive session for 15 minutes for the purpose of a Litigation Update. Vote on the motion carried and the Board went into executive session in the Superintendent's Conference Room at approximately 4:40 p.m. The Board reconvened in open session at approximately 4:50 p.m.

Mr. Riall moved, seconded by Mr. Little, to authorize dismissal of Schools Financial Credit Union as recommended by counsel. Vote on the motion carried.

Adjournment. *Mrs. Locke moved, seconded by Mr. Riall, to adjourn. Vote on the motion to adjourn carried unanimously and the meeting adjourned at approximately 4:55 p.m.*

T. Lamar Goree, Ph.D., Secretary

Mary A. Trammel, President

April 2, 2019
CPSB Executive Committee Work Session

Members present: Mary Trammel, Barry Rachal and Jasmine Green. Also present were Superintendent Lamar Goree, Attorney Reggie Abrams and Board members Steve Riall, Lloyd Thompson, Don Little, Dr. Bonita Douzart, Raymond Green, Denee' Locke, Tony Nations, John Albritton and Dottie Bell.

President Mary Trammel called the meeting to order at approximately 4:55 p.m. The prayer and pledge were omitted.

PRESENTATIONS

Roosevelt Collins NFL Camp. Roosevelt Collins and Liffort Hobley, both products of Caddo Parish Public Schools and former Miami Dolphins' players, shared with the Board and audience that for the past 2 years they have conducted camps for students; and this year, they will conduct a life-skills camp to help single parent Moms and students. Topic they will address will include adversity, leadership, anger management, and other things he knows many in the community are dealing with daily. He said because this community invested in him, he desires to do the same. Mr. Hobley also shared with the Board and audience how this community invested in him and how he, too, desires to give back by investing in the youth in this community. A video of the camp, for ages 7 to 17, was shown, and Mr. Collins stated that along with himself, there will be professors from TCU participating by sharing with the young men and women. This camp will be offered June 26-29th at no cost to the participants. Board members thanked them for what they are doing for the community.

Announcement of Adoption of 2019 Millages. Chief Financial Officer Jeff Howard announced the CPSB will adopt the 2019 property tax millages at the May meeting.

AMI Kids. Gwendolyn Hamilton, principal of AMI Kids, discussed the program at the AMI Kids Charter School. Mrs. Hamilton stated she is very proud of the partnership with the Caddo School District, having served and helped 1,000 plus at-risk youth over the past three years. They have provided individualized programs for much needed mental and behavior health counseling, as well as continuing their educational requirements. Mrs. Hamilton said the partnership began in 2016, and serves as an alternative setting for grades 6-8, expulsion students and Choice students (those who have served their tenure as an expulsion student). She said the program is founded on the belief that all children have the potential to change and succeed in life, especially when they are given proper direction and support. She shared her story and how she could have been an at-risk student if it were not for her grandmother, her community and her school investing in her and her future; and she is grateful to be an advocate for AMI Kids and a role model for the population she serves each day. With AMI Kids addressing many needs of its students and working with at-risk kids, she said they are now seeking to obtain Lakeshore Middle School as a facility that will support some of their students, including a gymnasium to support extra-curricular activities and a library.

Dr. Douzart stated in hearing her say she was trying to move into Lakeshore, she asked what was happening at Lakeshore this afternoon, because she believes if it was a tour of the facility, she should have been included. Mrs. Trammel announced that she will refer this matter to staff.

Dr. Goree explained the parent company and the CPSB entered into an agreement, and representatives toured the facility as a possible option for meeting the needs of their program. He further explained that AMI Kids has for two years requested a facility that would provide them with more amenities consistent to what is offered to all Caddo middle school students. Dr. Douzart thanked Dr. Goree for this information; and added it only looks like since she lives in this district, she should have been included in this tour. She also said that on Monday the process of receiving community input was taking place, and the community was against it, so she questions how this happened so quickly when we were in the midst of preparing to vote on it. Dr. Goree explained that tours of the District's vacant facilities are conducted on a daily basis, and we have never involved Board members in that process which is day-to-day business. He said several visits have taken place at Lakeshore, M. J. Moore, etc., and, again, this happens on a regular basis. Dr. Douzart again thanked Dr. Goree as well as Ms. Hamilton for sharing about AMI Kids.

Mr. Thompson stated he has been a big proponent of making sure we do not have vacant schools in the community; and he applauds and celebrates with Dr. Goree

that we will have someone in Lakeshore even though he hates to hear that Hillsdale is going off-line, as he does not believe we can afford to have vacant schools in the District. Mr. Thompson also shared his story about being brought up in a foster home and wished Ms. Hamilton success in this program to help students.

Mrs. Bell shared she has spoken with AMI Kids' students; and while she is not a proponent of charter schools, she supported this two years ago to support students who may need a second or third chance to be successful. She said she desires to keep as many students as possible off the street.

Mr. Rachal asked about the AMI Kids success rate in re-entering students back into the regular classroom. Ms. Hamilton explained that the current population is 204, and 73% of these students are at AMI Kids by choice. Twenty-seven percent of those students are under expulsion. In the 73% at AMI by choice, Ms. Hamilton said that this is because the parents decided they like what is being done at AMI and would like for their students to stay at AMI. Mr. Rachal also asked if AMI is not just working hand-in-hand with the school system but also the Juvenile Justice Program; and Dr. Goree said that is correct. He further stated when entering into the 2016 agreement, it created the possibility of the judges, when appropriate, to assign this as a placement for students. Also, Caddo uses it for state mandate expulsion as well as over-age middle school students in a quality setting and the opportunity to catch up with students of their own age. Dr. Goree reiterated this is a partnership the School Board entered into in 2016 and the District has worked closely with Mrs. Hamilton, as well as Dr. Swagger, and this charter has been a successful in providing an alternative for Caddo's students who may not make it without the opportunity.

Mr. Rachal asked about the possibility of a statement from Ted Cox, and Mr. Cox shared how successful the AMI program here has been, and he encouraged those who have not visited AMI to do so and see first-hand what is being done to help students and to keep students out of the juvenile justice system. Mr. Rachal added that he would like to see an update on the numbers supporting this success. Mr. Walker responded that he will provide the numbers, and he reiterated that Ms. Hamilton's report that 73% of the 204 students are there by choice is a phenomenal statistic when they have finished their time but choose to stay at AMI.

Ms. Green asked for clarification on the previously reported 40 kids, and Dr. Goree responded that was Alexander Learning Center.

Dr. Douzart stated that MFP pays anywhere from \$5,000 to \$13,000 per student attending school, depending on the number of students and the special needs; but it costs \$33,000 in Federal funds to keep a person in prison. Dr. Goree confirmed she was correct and MFP amounts depend on special services the students receive, i.e. students in MR status may receive as much as \$13,000.

President Trammel recognized Judge Ree Casey-Jones in the audience, AMI board members; and, Ms. McGehee with Human Trafficking Awareness.

ESTABLISH THE AGENDA FOR THE APRIL 16, 2019 CPSB MEETING

Superintendent Goree highlighted items for the Board's consideration at its meeting on April 16, 2019 and discussion followed.

Mrs. Bell requested that "Extension of Current Dental Contract" be added.

Purchasing and Capital Projects/Construction Bids. Mr. Rachal asked for clarification of "mirroring devices". Lisa Lloyd and Brandi Blanchard explained that these devices attach to a display (TV, computer screen, smartboard, etc.) and using any tablet, iPad, computer, one can instantly mirror what is on it and interact with it, students, teachers, etc. Board members asked for clarification as to the number, and it was explained that the plan is to start with approximately 40 devices and add to that number over the next three years. Mr. Rachal also requested that the budgeted amount for the larger capital projects be included in the initial correspondence at the beginning of the bid process.

Consideration of Moving CPSB Approved Type 1 Charter AMI Kids to Lakeshore Campus. Ms. Green stated she understands this campus is in Dr. Douzart's district and that each district has a captain who represents someone; and because the Board has said it listens to the community, she is interested in hearing from Dr. Douzart about what the Lakeshore community has to say about this.

Consideration of Resolution in Support of the Proposed MFP by BESE for the Upcoming Legislative Session. Ms. Green asked if this is what was discussed at the LSBA Conference in Lake Charles, and President Trammel confirmed it is.

Consideration of Policy Regarding Human Trafficking Awareness and Training. Mrs. Bell stated that human trafficking is very bad and she only wants to make sure every employee that comes in contact with students will be trained, and the proposed policy addresses this. Ms. Trammel reminded Mrs. Bell that Board members are also to be included in this training, and Mr. Abrams said he will add that any Board member choosing to participate in the training will be allowed to do so. Ms. McGehee stated her appreciation to the CPSB for considering this required training for all employees, as it is important for teachers, bus drivers, cafeteria workers, et.al., to be trained in awareness to be able to recognize human trafficking. She said this only adds to the amazing work the school system is doing already in trauma, because catching trauma early in childhood may help prevent a child from becoming involved in human trafficking. She announced the FREE Coalition has a training team ready to go and will provide the training to the school system without any cost to the District. Mr. Rachal asked about the name FREE Coalition, and clarification that there is no cost to the System. Mr. Abrams said this is only saying the Board requires every employee with direct access to children to be trained in human trafficking and awareness. Ms. McGehee also shared that the community partners are volunteers who train with them and then in turn give their time. Ms. Green complimented Mrs. Bell for her involvement in bringing this forward and she stated teachers have contacted her about the training being mandatory. Dr. Goree responded it is a mandatory training; and while he understands the many mandatory things of teachers, staff will look at what can be removed when adding additional training.

Consideration of Placing preK Programs at Lakeshore Campus. Dr. Douzart announced she will provide the information; and upon agreement for someone to look into this possibility, President Trammel announced she is referring this to the Long-Term Planning & Development Committee to provide Dr. Douzart with information as to cost, etc. Mr. Thompson stated while he wants a preK program, and for AMI Kids to have what is needed to be successful, he will follow up with Dr. Douzart. Dr. Goree stated additional preK centers were discussed at the last Long-Term Planning & Development Committee meeting; and the only issue with Lakeshore is the need to reconstruct restrooms per classroom.

PRESENTATION OF PROPOSED AGENDA AND CONSENT AGENDA

President Trammel announced the following items as the consent agenda: 8.02-8.03, 8.05-8.10, and 13.01 (parents in agreement). *Mr. Rachal moved, seconded by Ms. Green, to approve the proposed agenda and consent agenda for the April 16, 2019 CPSB meeting as presented. Vote on the motion carried.*

POLL AUDIENCE

The following guests addressed the Board on items for the April 16th CPSB meeting: Curtis Hooks, opposed to AMI Kids being at Lakeshore; and Brenda O’Brock, opposed to AMI Kids being at Lakeshore and other non-performing programs.

ANNOUNCEMENTS

Ms. Green thanked Superintendent Goree for holding the community meeting on the AMI Kids program moving to Lakeshore.

Dr. Douzart announced that Grandparents Day is April 20th and CPSB preciously adopted a proclamation. She asked staff to see that all schools receive a copy of the proclamation and celebrate however they choose to do so.

Mr. Nations expressed his appreciation for the opportunity to attend the National School Boards Annual Conference in Philadelphia. He noted the many work sessions offered, and he looks forward to using what he learned to hopefully become a better Board member. Mr. Thompson echoed Mr. Nations comments about this opportunity as he too attended this conference.

Mrs. Bell announced today is Autism Awareness Day and encouraged others to remember these children.

Adjournment. *Ms. Green moved, seconded by Mr. Rachal, to adjourn. Vote on the motion carried and the meeting adjourned at approximately 6:10 p.m.*

**April 16, 2019
CPSB Meeting**

Members present: Steve Riall, Jasmine Green, Dr. Bonita Douzart, Mary Trammel, Raymond Green, Denee' Locke, Barry Rachal, John Albritton, Dottie Bell, Don Little, Lloyd Thompson and Tony Nations. Also present were Superintendent Lamar Goree and Board Counsel Reggie Abrams.

President Trammel called the meeting to order at 4:30 p.m. and a quorum was present. Board Member Don Little led the invocation and Pledge of Allegiance.

CONSIDERATION OF MINUTES OF THE MARCH 19, 2019 AND APRIL 2, 2019 CPSB MEETINGS

On motion by Mrs. Locke, second by Mr. Rachal, the minutes of the March 19, 2019 and April 2, 2019 were approved as submitted in the electronic mailout.

PRESENTATIONS AND RECOGNITIONS

Mary Nash-Wood, director of communications and strategic initiatives, recognized the following and the Board President and Superintendent presented a certificate to each for their achievement(s). Family members, friends and administrators present were also recognized.

2019 Cora M Allen Essay Winners. The following 8th grade Caddo students were recognized as winners in the 2019 Cora M Allen Essay Contest: Nhi Dao, Evan Johnson, Olivia Lawhead, and Jazmyn Mason, all from Caddo Middle Magnet. Members of the Shreveport Mayor's Women's Commission present were Ms. Lueburda Myers, essay contest chairman; and Ms. Teresa Jacobs, president.

LHSAA District 5A Girls Basketball Champions. The Captain Shreve Lady Gators were recognized as the 2019 LHSAA District 5A Girls Basketball Champions.

2019 Amazing Shake Winners. The following students were recognized as winners in the 2019 Amazing Shake Program: Tiana Barnes, Atkins Elementary; D'John Thomas, Booker T. Washington High School; Ashley Dubon, Caddo Heights Elementary; Jonnisha Williams, Caddo Middle Career & Technology; Ezra Scott, Fair Park Middle; Kambria Clark, J.S. Clark Elementary; Jessica Henderson, Midway Elementary; Mikayla Jackson, Mooretown Elementary; Payton Calvin, Oak Park Elementary; Kabria White, Queensborough Elementary; Haley Miles, Sunset Acres Elementary; Noah Hearod, Werner Park Elementary; Jaedon Stewart, Westwood Elementary; and Jasmine Small, Woodlawn Leadership Academy. Each student won a trip to Washington, D.C. with the superintendent, provided through the generous donations of Caddo's community partners.

Mrs. Wood also recognized the Simple Church who is present to take the students to Academy to purchase each a new pair of shoes and host a pizza party for the winners and their families.

2019 Ivan Smith Family Fun Grant Winners. The following teachers/schools were recognized as winners of 2019 Ivan Smith Grants: Lynn Gardner, Westwood Elementary, \$2500 school grant and \$500; Amy Davis-Turner, Werner Park Elementary, \$500; Penne Brown, Midway Elementary, \$500; and Sandra Jarrell, \$500. Mrs. Wood asked Ms. Jarrell to share how she would use her \$500, and she said to give a \$25 gift card to any student scoring mastery on the LEAP.

Newly Appointed Administrators. Al Graham, director of classified personnel, introduced the newly appointed administrators: Krystle Grindley, public information specialist in the Communications Department; and Jeff Howard, chief financial officer.

VISITORS

The following visitors addressed the Board on matters of concern/interest: Jackie Lansdale, president, Red River United, May 4 bond renewal, 16th Most Improved Student Celebration on April 29th; Shelia Crosby Wimberly, questions re: AMIKids relocation to Lakeshore campus; Jerry Malveaux, opposed to relocation of AMIKids to Lakeshore campus; Bobby T. Henderson, supports relocation of AMIKids to Lakeshore campus; and Jacqueline Miller, special education extended school year.

ESTABLISH THE AGENDA AND THE PROPOSED CONSENT AGENDA FOR THE APRIL 16, 2019 CPSB MEETING

Superintendent Goree highlighted items for the Board's consideration, and President Trammel announced the following as the consent agenda: Items 6.01-7.02, 8.02-8.03,

8.05, 8.07-8.09 and 13.01. *Mr. Rachal moved, seconded by Mrs. Bell, to establish the agenda and the proposed consent agenda for the April 16, 2019 CPSB meeting as presented. Vote on the motion carried.*

CONFIRM THE CONSENT AGENDA

Mrs. Locke moved, seconded by Mr. Rachal, to confirm the consent agenda. Vote on the motion carried and the following is a summary of the Board's action on the consent agenda items.

- 6.01 Personnel Recommendations. The Board approved the personnel recommendation submitted by the superintendent in the electronic mailout.
- 6.02 Consideration of Personnel Transactions (Resignations). The Board approved personnel transactions reports (resignations) as recommended by staff and submitted in the electronic mailout.
- 6.03 Consideration of Administrative Contract Renewals. The Board approved administrative contract renewal(s) as recommended by staff and submitted in the electronic mailout.
- 6.04 Consideration of Requests for Leaves. The Board approved requests for leaves as recommended by staff and submitted in the electronic mailout.

- 7.01 Consideration of Purchasing Bids. The Board approved the following bids as recommended by staff and submitted in the electronic mailout on the bid tabulation sheets. (1) Vivi, LLC for the purchase of Mirroring Devices; (2) Foodway for purchases of Canned and Frozen Foods; Foodway for purchase of Fish, Poultry, Eggs, Meat and Specialty; and (4) Carefree and VCC for purchase of Food Service Paper and Supplies. *Bid tabulation sheets are filed in the official papers of the April 16, 2019 meeting.*
- 7.02 Capital Projects/Construction Bids. The Board approved the following bids as recommended by staff and submitted in the electronic mailout on the bid tabulation sheets: (1) FitzGerald Contractors, LLC, with a Base Bid, for the sum total of \$120,000.00 for Project 2020-316, "Caddo Middle Magnet Replace A/C Office, Café & Dining"; (2) The Payne Company, with a Base Bid, for the sum total of \$266,000.00 for Project 2020-311, "Captain Shreve Install Redundant Chiller"; (3) Terry's Roofing & Metal, with a Base Bid for the sum total of \$414,940.00 for Project 2020-233, "E.B. Williams Stoner Hill Roof"; and (4) Eagle A/C & Home Improvements, with a Base Bid, Alternate 1, Alternate 2 and Alternate 3, for the sum total of \$432,460.00 for Project 2020-315, "Caddo Magnet High Replace A/C C-Wing, D-Wing & Miscellaneous Areas". *Bid tabulation sheets are filed in the official papers of the April 16, 2019 CPSB meeting.*

- 8.02 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 electronic mailout.
- 8.03 Battle on the Border High School Football Showcase.- Cooperative Endeavor Agreement (Byrd HS, Captain Shreve HS, Woodlawn HS). The Board approved the cooperative endeavor agreement for Byrd High School, Captain Shreve High School, and Woodlawn High School for the Battle on the Border High School Football Showcase as recommended by staff and submitted in the mailout.
- 8.05 Consideration of Resolution in Support of the Proposed MFP by BESE for the Upcoming Legislative Session. The Board approved the resolution supporting the proposed MFP by BESE for the upcoming Legislative Session as submitted in the electronic mailout.
- 8.07 Consideration of Department of Exceptional Children Interagency Agreements and Contracts. The Board approved interagency agreements and contracts for remainder of 2018-19 school year and 2019-2020 school year between the CPSB Department of Exceptional Children and Bossier Parish Community College and Louisiana Association for the Blind for transition services to prepare students with disability for workforce employment.
- 8.08 Consideration of Resolution of Continued Employment. The Board approved the resolution of continued employment as recommended by staff and submitted in the electronic mailout.
- 8.09 Extension of Current Approved Dental Contract. The Board approved extension of the current one-year approved dental contract to two years as recommended by the Insurance and Finance Committee and submitted in the electronic mailout.

- 13.01 Student Readmission Appeal Hearings. The Board approved staff's recommendation for readmission appeals for students JD, DJ and KY as submitted in the electronic mailout and whose parents are in agreement.

PROPERTY/BUS RENTAL REQUESTS

Mr. Rachal moved, seconded by Mrs. Locke, to approve requests for use of Caddo Parish School Board property or buses as recommended by staff and submitted in the electronic mailout. Vote on the motion carried with Board Member Trammel abstaining.

CONSIDERATION OF MOVING CPSB-APPROVED TYPE I CHARTER AMIKIDS TO LAKESHORE CAMPUS

The following visitors addressed the Board on this item: Curtis Hooks, opposed to the relocation of AMIKids to the Lakeshore campus; Brenda O'Brock, opposed to AMIKids being at Lakeshore campus; and Gwendolyn Hamilton, principal at AMIKids in support of the program being at Lakeshore. Two parents/guardians of an AMIKids student shared their positive experience at AMIKids Caddo.

Mrs. Bell moved, seconded by Mr. Riall, to approve the move of the CPSB-approved Type I Charter AMIKids to the Lakeshore campus as recommended by staff and submitted in the electronic mailout. Mrs. Bell stated she was elected to the Board to take care of the children and encouraged the Board to support giving these children a second chance. She noted that of the 200 students at the AMIKids campus, grades 6-8, many of them overage, 74 live in the Lakeshore area, and the remainder of the 200 are from other schools throughout the parish. She stressed the importance of providing needed space for offering courses (i.e. welding) for the students, as well as space adequate for middle school and older students as opposed to a facility built for elementary children. As the Board is elected to take care of all the children in Caddo Parish, she supports moving AMIKids to the Lakeshore campus and begin changing students' lives. Mr. Riall said he seconded the motion because he believes it is the job of the School Board to educate children.

Mr. Thompson moved, seconded by Ms. Green, to postpone until the next meeting. Mr. Thompson stated that as a Board member he would like to postpone this item to allow him time to review the 32-page document received today, as well as to hear from the parents and community about their concerns. He referenced addressing the Board two years ago regarding Magnolia School of Excellence, a failing school; and AMIKids has been a failing school for two years in a row. He stressed that he wants to do the right thing for all children so all children get a great education.

Ms. Green said she seconded the motion because she received calls from the community, and she remembers being told a few months ago that she needed to get with the community. Ms. Green said she believes now we need to make sure that AMIKids is wanted and that the children are accepted in that community. She also said staff makes recommendations to the Board, but staff does not live in that community; and postponing until the next meeting will allow time to get on the same page before next school year and for Dr. Douzart to meet with her community.

Mr. Rachal moved, seconded by Mr. Riall, to call for the question on the substitute motion. Vote on the motion to end debate on the substitute motion carried with Board Members J Green, Thompson and Nations opposed.

Vote on the substitute motion to postpone to the next meeting failed with Board Members J Green, Thompson, Little, Douzart, R Green, and Nations supporting the motion and Board Members Riall, Trammel, Locke, Rachal, Albritton and Bell opposed.

Don Little shared why he was opposed to the relocation of AMIKids - security, performance, fiscal responsibility and the lack of community support. He had the opportunity to review the report received today, as well as visit the Lakeshore and the AMIKids program. He said his visit was a surprise visit, and he takes exception to the words used today to describe these kids as criminals because they are created in the image of God and they all are entitled to a second, third and fourth chance. Many of the children at AMIKids are there by choice and he could not hear a pin drop when he visited what he observed to be a clean, safe, respectful, orderly program. He said he doesn't know what alternative will be available if we do not have this alternative. While he believed Lakeshore was too big for the AMIKids program, he believes revisions can be made to address those concerns. He said AMIKids is very well run and the same would be retrofitted into the new location.

Dr. Douzart said that anytime she speaks representing her district, she is speaking for her constituents. She said one day of a visit cannot tell the story; and from her experience at AMIKids last year and two years before, and one visit this year, where she saw the military regiment, doesn't mean they didn't have a show for her. Dr. Douzart said she has been a teacher in a charter school and she doesn't discuss how she is going to vote with anyone. She said she remembers the young lady asking her about a vote and she told her she could not speak for herself, and she loves and is pleased with the children, but she is speaking for her community and was not satisfied with the April 1st community meeting held; and following the Board meeting on April 2nd, she was at AMIKids on April 3rd. She reiterated that one can go into a classroom or situation two or three times and it will not be the real story of what is really going on. Dr. Douzart said she taught gym more than anything else; and she knows that a gymnasium is not going to be the answer for what AMIKids is about. The main quest is they need a gymnasium; and based on the scores she saw April 2nd, they have made an F for three consecutive years; and in those three consecutive years, they had 30 offense records, most people call them criminal records, downtown at the Shreveport Police Department. Mrs. Locke called for a point of order and President Trammel noted that we do not label the children. Dr. Douzart said she is glad we have a hard-working juvenile court system, but the AMI system is missing a piece of the puzzle. She believes they will find a solution and the missing piece to the puzzle. She believes in giving first, second and third chances, and forgiveness, but she does not believe in rewards for punishment. She asked why should Caddo provide luxury for problematic students when there are regular students in Caddo that do not get into trouble and they do not receive the luxuries. Also, it appears AMIKids' numbers should be decreasing rather than increasing their number of eligible students and she questions why we should make it easy for them by providing them with a better facility, because this will not resolve the problem of making all Fs. Dr. Douzart said she does not know anyone who wants AMIKids in their community and asks if we are defeating our purpose. In speaking of the need for a gym, the building AMIKids currently occupies is o.k., and is located in an isolated area where they can play outside if they need physical activity; if they can play 15 minutes without fighting, arguing or destroying something. She stated they have a short attention span, not wanting to walk or run.

Several Board members called for a point of order, and President Trammel stated there are 39,000 children in the Caddo Parish School System, and the School Board is responsible for taking care of all 39,000 children in the District. She said if a student attends a school for several weeks, months, you cannot calculate their scores because they are in transit for a short period of time. She said she will not

talk about one child in the School District because every child in the District is unique and everyone will make mistakes, but it is the responsibility of this School Board to make sure we try to hinder and cull the mistakes so children have the chances they need. She visited AMI and Lakeshore; and the school where the children are currently located is not the facility they should have been placed in, but at the time it was a vacant building that was off-line and this needs to be fixed. She understood every child received notification via JPAM to notify their parents about the meeting for resource information; and now she understands the area is mostly senior residents and other avenues of notification should have been used; however, saying anything about the children is unacceptable.

Mr. Nations shared that he is torn in making a decision because he is concerned and is disappointed the vote was not postponed for more study. He said for those against it, it is his opinion that very scant reasons were given as to why it is such a bad idea. The performance scores are a concern; and while he is a believer in following the rules, he also believes in second and third chances. He also received the 32-page document today and with his hospital schedule, he did not have time to read it and he does need more time to study it. It is because of these concerns he is torn as to how to vote on this.

Mrs. Bell stated she admires one of her constituents for coming forward and for the three questions she asked. She responded that this meeting was known about before Spring Break and even though the School Board did due diligence, she did not rely on this but she will call a meeting and will let the people know about the meeting. As a Board member, she believes it is her responsibility to make sure the word gets out to the community. She also stated her agreement with the mistake in putting AMIKids at the Hillsdale facility, but we can correct it; and that is by moving them to a different place where they can receive additional opportunities, i.e. vocational program. As School Board members, it is the responsibility of the Board to make sure students receive the best education possible and encouraged the Board to support AMIKids relocating to the Lakeshore campus.

Mr. Riall moved, seconded by Mr. Albritton, to call for the question. Vote on the motion to end debate carried with Board Members J Green and Thompson opposed.

Vote on the main motion carried with Board members Riall, Little, Trammel, R Green, Locke, Rachal, Albritton and Bell supporting the motion and Board Members J Green, Thompson and Douzart opposed. Board member Nations abstained.

CONSIDERATION OF POLICY REGARDING HUMAN TRAFFICKING AWARENESS AND TRAINING

Mrs. Bell moved, seconded by Mr. Rachal, to approve the proposed policy regarding Human trafficking awareness and training as submitted in the electronic mailout. Ms. Green asked Mr. Abrams about the wording "direct access" and if it is mandated. Mr. Abrams responded it is. Regarding verbiage that "school board members may", Mr. Abrams explained this means Board Members may attend the training if they so wish. She asked about the mandate for employees to attend, and Mr. Abrams said that is correct and is what the Board asked for. Ms. Green asked if she remembered correctly that the superintendent stated if this were added, he would take something out. Dr. Goree said he understands, and explained staff is working with the academic division on something to be submitted to the Board relative to alternative ways to address this without adding another training for teachers. He said they will look at adding this training to already scheduled planning/cluster/professional development times within the school year and not add another separate training. Ms. Green also asked if she understands this mandatory training is every two years and not every year, and Dr. Goree confirmed that is correct. Vote on the motion carried with Dr. Douzart opposed.

ANNOUNCEMENTS AND REQUESTS

Mrs. Bell announced that the Huntington High School 9th Grade Social Studies Group won 2nd Place at State, and Caddo Magnet High School 11th and 12th graders won 1st place. These two groups will represent the State of Louisiana when they travel and compete in Washington, D.C.

Ms. Green noted the upcoming graduations; and relative to the AMIKids matter, she encouraged making sure the community is assured of their safety in this move. She also stated she is about all children learning, and all children having a great and quality education.

Mr. Albritton encouraged Board Members to attend ArtBreak, a premier event where they will see students highlighted and rewarded for their work.

Mr. Rachal reminded the Board Members that Caddo Career & Technology Foundation will award 37 scholarships at its annual banquet on Thursday, April 18th at the Career Center.

Mr. Green recognized Midway Elementary and the students for having such a groomed, immaculate campus.

Dr. Douzart announced that she knows every child can learn and all children can achieve and make better than an F, and this battle cry for help is coming back up again.

Mr. Thompson announced that his "no" vote was not against the children, but for not having the opportunity to read the documents.

Mr. Nations said despite Mr. Rachal's plea to attend the Caddo Career & Technology Foundation's scholarship banquet, he has a conflict and will not be able to attend. He also announced that on Friday,

April 26th, Concert in the Courtyard will be held at Southwood High School, 6-7:30 p.m. The band will also perform on Saturday morning, April 27th, at Music in the Park, Southern Hills Park on Bert Kouns.

Superintendent Goree thanked the Caddo Parish Magnet High PTSA for the opportunity to attend their unique Teacher Appreciation luncheon at the Caddo Career Center. Dr. Goree also reminded everyone that April is National Autism Month.

EXECUTIVE SESSION

Student Readmission Appeal Hearing. *Mr. Rachal moved, seconded by Mrs. Locke, to go into executive session for the purpose of hearing a readmission appeal for student PS for up to 15 minutes. Vote on the motion carried and the Board went into executive session at approximately 6:34 p.m. The Board reconvened into open session at approximately 7:27 p.m.*

Mr. Rachal moved, seconded by Mrs. Locke, to uphold staff's recommendation for expulsion for student PS. Vote on the motion carried with Board Members J Green and Thompson opposed and Board Member Douzart abstained.

Adjournment. *Mr. Rachal moved, seconded by Mrs. Locke, to adjourn. Vote on the motion to adjourn carried and the meeting adjourned at approximately 7:30 p.m.*

T. Lamar Goree, Ph.D., Secretary

Mary A. Trammel, President

May 7, 2019
CPSB Audit Committee Meeting

Members present: John Albritton, chair; Denee' Locke, Don Little, Raymond Green, Dr. Bonita Douzart; and Superintendent Lamar Goree and Board Attorney Reggie Abrams. Also present were Steve Riall, Lloyd Thompson, Mary Trammel, Jasmine Green, Barry Rachal, Tony Nations, and Dottie Bell, as well as staff members Jeff Howard, James Woolfolk, Keith Burton and Randy Watson.

Chair Albritton called the Audit Committee meeting to order at approximately 3:37 p.m. The Invocation and Pledge of Allegiance were omitted.

Establish and Confirm the Agenda. *On motion by Mr. Green, second by Mrs. Locke, and carried, the committee established and confirmed the agenda as presented.*

Proposed Revisions to CPSB Policies DID and DIDA. As discussed at the previous meeting, Chair Albritton shared with the committee the proposed revisions on page 2 of the Internal Auditing policy. These revisions address the concerns expressed and the need to tighten up on follow ups to audits and status of recommended corrective actions being implemented. The proposed revisions include quarterly committee meetings, internal audits being a part of performance evaluations, and the Superintendent's authority to hold people accountable and to discipline employees failing to respond to the corrective actions agreed upon by management. He reminded the committee that audits pointed out that where management agreed to the recommendations for corrective action, no action was being taken. He also added that under policy, a timeline is expected as well as that the timeline be followed and met.

Mr. Thompson asked about the audit guidelines in place, and Mr. Howard responded they do routine follow ups as well as quarterly summaries, which are a part of the principal's evaluation. Mr. Albritton reminded committee members that this is not just school sites, but audits of all departments within the Central Office. Mr. Nations asked about the revisions and how it changes from the original policy, and Mr. Abrams explained the proposed revisions are being made as a result of the committee's discussion on internal audits and the need to make a stronger statement about the Superintendent's authority in policy to discipline employees who fail to respond and implement corrective actions. Mr. Nations asked if he understands correctly that this is a pro-active inclusion rather than a reactive conclusion. Mr. Abrams responded that in actuality it is a reactive one because the committee talked about the fact that audits were done, but the recommended corrective actions were not followed through, and there was no consequence when staff did not follow through with implementing the corrective actions. Dr. Goree added that while the school audits have always worked well, when departmental audits began, it was a new process; but staff welcomes the accountability and will begin to regularly meet with the committee to provide an update/follow up on these audits.

Mr. Rachal inquired about the authority section and who the authority is given to and who the audits are presented to. Mr. Abrams responded that the Board has a policy and these are only changes to clarify the Superintendent's authority to hold employees accountable and discipline employees when needed as a result of not following through on needed corrective actions in departments. Ms. Trammel reminded those present that it is the Board's responsibility to hold the Superintendent accountable for the employees' actions. Mr. Rachal inquired about the Board at one time receiving monthly financial reports, and Mr. Howard stated that Mrs. Bell announced at the Insurance and Finance Committee meeting they would begin holding meetings every two months to get financial updates.

Mr. Green moved, seconded by Mrs. Locke, that the committee accept and recommend approval of the proposed revisions presented to the Board for action at the next board meeting. Vote on the motion carried.

ADJOURNMENT

There being no additional business, *Mr. Little moved, seconded by Mrs. Locke, to adjourn. Vote on the motion carried* and the meeting adjourned at approximately 3:55 p.m.

May 7, 2019
CPSB Executive Committee Work Session

Members present: Mary Trammel, Barry Rachal and Jasmine Green. Also present were Superintendent Lamar Goree, Attorney Reggie Abrams and Board members Steve Riall, Lloyd Thompson, Don Little, Dr. Bonita Douzart, Raymond Green, Denee' Locke, Tony Nations, John Albritton and Dottie Bell.

President Mary Trammel called the meeting to order at approximately 4:30 p.m. Dr. Bonita Douzart led the invocation and Pledge of Allegiance.

PRESENTATIONS

Mary Nash-Wood, director of Communications and Strategic Initiatives, recognized the C. E. Byrd High School's Girls' Golf Team as the LHSAA Division I champions, as well as the Byrd Boys' Golf Team as the Division I, LHSAA All-State Sugar Bowl state golf champions. Head coach for both teams is Meredith Duncan and principal is Jerry Badgley.

Dr. Goree recognized Cindy Lezenski, a member of his Broad fellowship. Ms. Lezenski is the head of financial management and comptroller for Air Force Global Strike Command at Barksdale Air Force Base.

ESTABLISH THE AGENDA AND PROPOSED CONSENT AGENDA FOR THE MAY 21, 2019 MEETING

Superintendent Lamar Goree highlighted the items for the Board member's consideration at its meeting on May 21, 2019 and the following discussion ensued.

To consider and take action with respect to adopting a resolution authorizing the advertising for bids for the purchase of General Obligation School Bonds, Series 2019. Mrs. Locke asked for an explanation of 8.04 and 8.05; and Mr. Howard explained that 8.04 is only to canvass the returns of the May 4th election and Mr. Grant Schleuter will be here that day. Item 8.05 is for advertising for bids for the sale of bonds which is required by State Law and the State Bond Commission.

Ms. Green asked if she understands correctly that this is required by state law, and Mr. Howard confirmed it is in announcing the results of the election.

Caddo-Shreveport Sales and Use Tax Commission Budgets. Ms. Green asked staff to provide an explanation for this agenda item, and Mr. Howard explained the Caddo Sales and Use Tax Commission is a joint operation between the School Board and the City, and they collect all sales taxes and submit them to the District. Mr. Riall asked if the Sheriff's Office collects all of Caddo's taxes, and Mr. Howard explained they collect the District's property taxes. He further asked about the proposal currently at the state and are they wanting to collect all the taxes. Mr. Howard agreed and if the proposal currently at the state level passes, this will go away.

Consideration of Change in Board Meeting Dates. Dr. Goree explained the office went through next year's school calendar to determine if any regular scheduled Board meeting fell within a scheduled holiday or professional development day, and staff is bringing alternative dates where there was a conflict. Mrs. Locke asked about this being a common occurrence, especially with the July date, and the need for the public to know when Board meetings will be held. Dr. Goree explained that in the past, staff has looked at the calendar at six months at a time; however, at this time, staff looked at the school calendar through the end of the 2019-20 school year to see where any conflicts may be and these are the ones being presented for the Board's consideration. The goal is to stick with the first and third Tuesday as specified in policy.

Consideration of Additional Mental Health Interagency Contract. Ms. Green stated the Board has approved several agencies and asked if they are helping in the schools. Dr. Goree responded absolutely and in looking at the trauma in force training that helps identify and service the whole children, it is very helpful. He added that Dr. White has criteria to make sure the organizations going into the schools are truly vetted and are providing quality services to Caddo children. He added that several schools have provided space where there is an on-going continuation of services within the school. Ms. Green asked if they are spread across the District equally, and Dr. Goree said they are and there are ample agencies in the

city to do so. Ms. Green asked if the District is paying for these services, and the Superintendent explained these are mostly Medicare reimbursements, so there is no direct cost from the District's General Fund budget. Mr. Abrams added that the law requires us to provide an opportunity for mental health counselors to be at the facilities. Ms. Green asked for a list of the mental health agencies approved for use in the parish.

Mr. Thompson stated that he visited with Dr. White about his concerns over the number of mental health agencies in the community being used in the schools and if they are doing what they should to help our students. Dr. Goree stated there was a concern last year and a decision was made to pull all agencies out of the schools; and at that time, the District worked with some community groups to develop the criteria to make sure we only place agencies in the schools that meet the criteria.

Consideration of Ombudsman Contract. Ms. Green asked about the last contract with Ombudsman, and Mr. Woolfolk responded it was in 2016, and it was a three-year contract. Staff is recommending renewal of another three-year contract. Ms. Green asked about the Ombudsman locations, and Dr. Goree responded that from an economy perspective, and because we are not using this service as much as we once did, they are using only the site located at the Ingersoll campus. AMI will be housed at Lakeshore and will service middle school aged students. He added Ombudsman will now serve lower and higher grade expulsions, with the campus being divided so there is no possibility of these students interacting in any way. Also, to the credit of the School Board, the School System and the schools, we have been able to reduce services to the point that these changes can be made without any additional cost to the District. Ms. Green asked if the \$3 million has been reduced, and Dr. Goree explained the amount remains the same since they have added the lower grade program. He also said in these programs/contracts, there is a set amount of cost whether the District uses all the allotted seats or not. Ms. Green asked about the campus configuration for the AMI program and Dr. Goree explained how staff is able to divide the school based on its configuration. Mr. Riall asked how many students will be on the campus and Mr. Woolfolk stated there are approximately 171 at Ombudsman and approximately 200-210 at AMI. Mr. Riall asked if the numbers are the same as when the District used Hosston, Hamilton Terrace, etc. for alternative programs, and the Superintendent said there has been a drastic increase.

Mrs. Bell announced that on Wednesday, May 8th, they will hold their graduation, and in talking with the President of Southern University, they will begin to offer Dual Enrollment to the seniors next year.

Revisions to Policy GAHB Political Activities. Mr. Little explained the Board currently has a policy that addresses political activities, and this will add an enforcement component to that policy. The proposed change will not be retroactive and the goal would be to avoid the appearance of election rigging, intimidation, as well as protect the sovereignty of the conscious of individual employees. Ms. Trammel explained that generally when addressing any Section G (Employee) policies, these are passed through a meeting with the Superintendent and the employee groups; and with his approval, she would like to refer this request to the Superintendent to follow this process, and Mr. Little responded as a courtesy, he agreed. Dr. Goree asked about the proposed verbiage relative to using public funds *to urge a particular vote* and for clarity if the intent is *for or against*, and Mr. Little clarified the *intent is for or against* and that no one can abuse the authority they have in a position to encourage co-workers or direct reports to vote in a particular manner. Dr. Goree stated the meeting with the employee organizations is held the first Monday of the month and the next meeting will be June 3rd, and the item placed on the June 18th meeting agenda. Mr. Riall asked if Mr. Abrams has reviewed the proposed revisions, and Mr. Little responded he has. Mr. Abrams pointed out that in stating "the use of public funds to urge a particular vote", that does not necessarily mean a vote on school board matters but State Statutes addresses not using public funds period to urge anything and cited examples for clarification. Mr. Riall asked that Mr. Abrams be included in the process.

President Trammel announced the following items as the consent agenda: 7.01-7.02, 8.01, 8.03-8.04, and 8.06-8.10. *Ms. Green moved, seconded by Mr. Rachal, to approve the proposed agenda and consent agenda for the May 21, 2019 CPSB meeting as presented. Vote on the motion carried.*

POLL AUDIENCE

The following visitors addressed the Board: Ken Antee, Item 8.05 advertising for bids for GO School Bonds.

ANNOUNCEMENTS

Mr. Thompson noted his concern that visitor comments do not appear in the minutes and he would like to know why and how this can be corrected. Mr. Abrams explained that we do not maintain a verbatim recording of the minutes; however, the audio recordings are maintained and are available, which is in accordance with state law. He added to do verbatim minutes, which must be published in the Official Journal, is costly to the District; so the secretary keeps minutes in accordance with state law and the audio of Board meetings is available to anyone who wishes to hear them. Mr. Thompson said he notices what he says is in the minutes but not what the citizens say; and he believes it would be helpful to the Board members to be able to go back and see what the citizens expressed to the Board.

Mr. Riall reminded everyone that graduations are next week and asked Dr. Goree how many graduates does Caddo have this year.

Mrs. Bell asked everyone to keep the family of the Turner student in their prayers. Also, she announced there is a fund set up to help with funeral expenses.

Ms. Green shared her excitement about graduations and helping students celebrate. She also asked the Superintendent about presentations and recognitions and if there is a way to have a special day set aside for this. Dr. Goree stated it is believed doing this at the Board meeting, and first on the agenda, keeps the focus on the main thing and purpose which is the children. While at times this has been lengthy, he still believes this is a time to showcase our schools and celebrate all of our children. Ms. Trammel added that it has been done differently in the past; however, it was the Board that made the decision to keep it on the agenda and possibly limit recognitions to National, State and Regional and possibly schedule a separate date to recognize all others.

Mr. Rachal thanked Board members for attending the Caddo Career and Technology Foundation Scholarship awards, and he announced that 37 scholarships were awarded. Next year will be the 25th anniversary of this program and a goal has been set to award 50 scholarships. Mr. Rachal also requested a copy of the monthly reports from Cenergistic as are provided to staff.

Dr. Goree announced that he and Mr. Burton returned this morning from the 5th Amazing Shake trip to Washington, D.C. and expressed appreciation to the community for providing the funds through philanthropic actions to make this possible for the children in the Transformation Zone. He said the growth of this opportunity has been overwhelming and expressed his appreciation to staff and many others that continue to help make this happen. He also reminded everyone that graduation for Southwood is Tuesday at 6:30 p.m. and encouraged Board members to attend as many graduations as possible.

Adjournment. *Ms. Green moved, seconded by Mr. Rachal, to adjourn. Vote on the motion to adjourn carried and the meeting adjourned at approximately 5:30 p.m.*

May 7, 2019
CPSB Insurance and Finance Committee

Members present - Chair Dottie Bell, Don Little, Steve Riall (arrived at approximately 3:10 p.m.), Raymond Green and Denee' Locke. Also present were Superintendent Lamar Goree and Attorney Reggie Abrams; Board members Mary Trammel, Lloyd Thompson, Jasmine Green, John Albritton, Barry Rachal, and Tony Nations; and staff members Jeff Howard, Keith Burton, Charles Lowder, James Woolfolk, Mary Wood and Randy Watson.

Mrs. Bell called the meeting to order at approximately 2:30 p.m. The Invocation and Pledge were led by Don Little.

Establish the Agenda as Submitted. *On motion by Raymond Green, second by Don Little, the agenda was established as submitted.*

Confirm the Agenda. *On motion by Denee' Locke, second by Raymond Green, the agenda was confirmed as presented.*

Proposed Revisions to 2018-19 CPSB General Fund Budget. Superintendent announced that today staff will present information on proposed revisions to the current budget, some of which are coming from the Financial Department audit and how staff is addressing the issues noted, and this is something that is done at this time each year.

Jeff Howard, Chief Financial Officer, presented to the committee the recommended revisions to the 2018-19 General Fund budget; and he explained that each year staff looks at the large items in the budget (which were budgeted based on predictions) and makes proposed budget adjustments based on actual revenues and expenditures. He noted that sales tax revenue was above what was budgeted; however, MFP was less due to the fact that student count was down by 1,100 students. Staff is recommending that \$12 million be transferred from the IT reserves to keep the fund balance at \$3,094,000. He further explained that the IT reserve was established in 2007 with \$1 million and based on research of this fund, it was money set aside for technology; and in 2008, \$15.5 million was set aside in this fund with \$1 million in 2011 and \$1 million in 2012 being spent. He has talked with Sharon Golett and it was reported to him that there is nothing they will not be able to do if the money goes away, but it is a savings account. Mr. Howard also highlighted the expenditures from the 2018-19 General Fund budget including salaries, benefits, school resource officers, legal services, tax collection fees, maintenance, utilities, and Magnolia Charter, and explaining increased totals in each (with the exception of Magnolia Charter). Dr. Goree reiterated the increase in revenue as a result of an increase in sales; as well as why the decrease in MFP revenue from what was approved in the budget by the Board by budgeting for 1,100 more students than the actual number of students enrolled at the beginning of the school year which resulted in approximately \$5 million less in revenue from the state.

In looking at the IT reserve, he also stated it appears this was an account set up for future technology use as needed; and with the current Board showing an interest in technology, staff has made certain that adequate funds are allocated in these areas. Dr. Goree also stated that other than insurance, many of the amounts are normal amounts that staff proposes adjustments to during this time of the year. Since this has happened, he reassured the committee that some very aggressive, but conservative steps have been taken to address these situations and hopefully avoid them in the future. Staff is working to make sure staff projections are realistic and to stay within the staffing formula while still having the appropriate number of personnel in place.

Mr. Little inquired about the partnership with Cenergistic and how this program works. Mr. Howard explained that the savings is based on what we would have paid if they had not implemented the changes. Dr. Goree added that it is based on performance; however, their performance is not based on dollars and cents, but reducing energy usage by addressing the behavior of employees. He also stated that he would schedule Cenergistic to make a presentation to the Board. Dr. Goree also explained that prior to Cenergistic, the District employed someone to monitor the energy usage in all the buildings; however, as part of the agreement with Cenergistic, they did not allow us to keep that position and they hired four persons to work in the schools. Dr. Goree also commented on a recent grant the District received that will help to begin replacing energy saving equipment in all the high school gymnasiums, and they will be moving in that direction. Discussion also took place on the replacement and upgrades in lighting in the facilities and that staff will continue to look at the data in budgeting in this area in the future, and will present to the Board the numbers used to determine needed budget amounts for the next year.

Mrs. Locke asked if the discrepancy was determined in the external or internal audit; and staff responded it was during the internal audit. In response to the reported \$17 million

discrepancy, Mr. Howard responded he believes the estimation of the beginning balance should probably have been \$11 million rather than \$17 million; and Mrs. Locke noted the estimated amount last year at this time and the now projection of \$3 million, and how do we know that it wasn't correct before then. Mrs. Locke also asked about checks and balances in moving forward so we are sure everything is accurate; and Mr. Howard stated he and the Chair had discussed holding a regular committee meeting as well as providing the Board with a monthly statement. Dr. Goree said he asked the same question and shared how staff has looked at past reports and feel that the number was a bad number, but there is no explanation as to how the wrong number was plugged in; however, staff is looking at how they can bring more information to the Board in an understandable fashion; as well as holding more committee meetings to provide more information to the Board members. Mrs. Locke agreed that the Board needs to know, but questions how the Board will know it is correct. Mr. Howard stated that he believes the CFO in many ways operated on an island focusing on all the small things, and understanding now the magnitude of things he was doing, and those were things other personnel should have been doing, he had no time to take care of the big things. Mrs. Locke said she understands this is standard procedure, but these numbers are not standard, which is concerning. She also said she would be interested in knowing all the reserves in place, the balance of each and if they are earmarked for anything specific. Dr. Goree stated that in entering the budget process, all this information will be made available and noted that some of the things discussed will not go away in the next budget.

Ms. Trammel noted the Board's purpose is the budget and to hire a superintendent, but the Board has been left out of the budget process for 3 or 4 years, and she believes it necessary to go back a couple of years to fully understand what is going on with the budget. When we do, she questions how to move forward so that we do not find ourselves in the same situation. Dr. Goree responded that in looking at the big picture, the two things that matter the most are MFP was down by \$5 million and benefits was underestimated by \$7 million, which totals to \$12 million, and this speaks volumes as to where the deficit comes from. Mr. Howard reminded the committee that this was not a one-time issue, but an issue over the past 3-4 years. Mr. Little asked about the District's assets and the external audit's recommendation that the General Fund should not drop below 10% of the General Funds total expenditures; and the \$3 million is less than 10%. Dr. Goree clarified that is the undesignated part, and Mr. Howard explained the OPEB, CEEF, and reserve funds. Mr. Little stated his concern that as the expenditures increase and the enrollment decreases, there will be a point where the District reaches insolvency. Mr. Howard said the District has very little control in the revenues, but we can control the expenses; and while we will figure it out, it can't be done by tomorrow. Dr. Goree noted that in a school system there are only a few ways in which to save money, and that is through the big things, i.e. people and operations; and the Board will need to speak to and decide the direction it wishes to move in to close the gap. Of course, it is staff's responsibility to close this gap as much as possible, and it is staff's goal to bring the Board a budget with realistic numbers. In looking at the strategic plan process to get this to zero, he said there will be some tough decisions to be made.

Mr. Albritton asked about the IT reserves after the transfer, and Mr. Howard said there would still be approximately \$4.5 million. Mr. Howard further explained the amounts in each fund and Dr. Goree added the numbers were what was in the strategic plan; and while there are several philosophical ways in which to look at the designated and undesignated fund balances, several of the accounts (and millions of dollars) could be undesignated, but we have chosen not to do that.

Mr. Rachal noted the undesignated fund that came into existence approximately 10 years ago when the Board approved a one-time transfer of \$5 million in the OPEB fund to offset some of the required funding for retirees, and Dr. Goree stated there are only 2-3 districts in the State that use this money in this way. Most people are taking this money, since it was designed around deferring retirement costs, and putting it in their General Fund balance to defer that cost. He also added his understanding that it was a decision to offset future costs in unfunded liability which is approximately \$1 billion and we now have approximately \$20 million of that \$1 billion. Again, he stated that when staff brings the Board the budget for next year, part of the conversation will be how to use this fund in the future. Mr. Rachal inquired about the transfer of the \$12 million in the General Fund budget, and Mr. Howard explained it is for the current year and to have a balance of \$3 million. Dr. Goree noted for Mr. Rachal the two areas we went over (MFP revenue down by 1,100 students from what was presented in last year's budget and the over estimation in benefit costs as presented in the audit), which totaled the \$12 million.

Mrs. Locke asked for clarification and the District is still covering a very large percentage of the OPEB (unfunded liability), but it is not from that account. Dr. Goree stated that it is a pay as we go fund and it is being done from the General Fund. Mr. Watson explained that most employers pay as you go, but in 2008 when Districts had to begin accounting for it

(not funding it), and Caddo is one of the few parishes that decided to attempt to fund it and to do so through subsidies and non-General Fund sources.

Mrs. Bell stated that because of these issues, she believes it important that the Insurance and Finance Committee meet every two months to get more detailed updates on the budget. She also stated that relative to the reduced MFP revenue, she reminded the committee that every time Caddo loses a student, it loses the MFP amount for that student; and also the cost for benefits, etc. continues to increase. She feels the need to look back at everything over the past four years to determine what actually happened to get to this point. Ms. Trammel referenced the time under a prior superintendent when there was no money to do anything; and then there was money, which is confusing to her how this can happen without explanation. Dr. Goree said one thing noted is the under estimation of the decline and the impact of this decline on the school system. Also, the control costs have not changed to represent the number of children we have lost; and the discussion will have to be about making sure the control costs are declining to represent the decline in money. He noted that the Board has made the effort by closing schools, as well as cleaning up the staffing allotments; and he believes in moving forward and having much needed conversations, that we are at a point to make the necessary adjustments.

Mr. Rachal asked about projected numbers over the next 5-10 years, and Mr. Howard stated they know what it should be but it was under budget. Dr. Goree added the importance of stating that it was not an increase in insurance. Mr. Rachal asked if staff can project a year forward for the next five years, and Dr. Goree confirmed we can. He also stated that in the past staff has shown what it should have been and where systems were not being utilized to do that. Mr. Howard reminded the committee that as reported from the Finance Department audit, the benefits in 2017-18 were under budget by \$7.4 million and it will be the same this coming year.

Visitors. The following visitors addressed the Board: Jackie Lansdale, president, Red River United; Jon Glover; and Ken Antee.

When asked, Dr. Goree clarified there is not a need for a motion from the committee today as the information was brought forth for information; and this item will be placed on the May 21st meeting agenda at the work session at 4:30 p.m.

Adjourn. On motion by Mr. Green, second by Mrs. Locke, the meeting adjourned at approximately 3:35 p.m.

May 21, 2019
Caddo Parish School Board Meeting

Members present: Steve Riall, Jasmine Green, Lloyd Thompson (left meeting at approximately 5:10 p.m.), Don Little, Dr. Bonita Douzart, Mary Trammel, Denee' Locke, Barry Rachal, Tony Nations, John Albritton, and Dottie Bell. Mr. Raymond Green was absent. Also present were T. Lamar Goree, superintendent and Reginald Abrams, board counsel.

President Trammel called the meeting to order at approximately 4:30 p.m. and a quorum was present. Dr. Bonita Douzart, District 5, led the Invocation and Pledge of Allegiance.

Consideration of Minutes of the April 16, 2019 and May 7, 2019 CPSB Meetings

Mrs. Bell moved, seconded by Mr. Riall, to approve the minutes of the April 16, 2019 and May 7, 2019 CPSB meetings as submitted. Vote on the motion carried.

Presentations and Recognitions

Mary Nash-Wood, director of communications and strategic initiatives, recognized the following and the Board President and Superintendent presented a certificate to each for their achievement(s). Family members, friends and administrators present were also recognized.

Green Oaks Next Generation Band. Members of the Green Oaks Next Generation Band performed two musical numbers for the Board and audience.

Caddo Parish Magnet High School Debate Team. The following students were recognized for their performance at the Louisiana High School State Speech League Championship in New Orleans: Dain Ross and Palmer Miley, 1st Place Advanced Cross Examination Debate; Cortez Walters and Ben Kevil, 3rd Place Advanced Cross Examination Debate; Austin Kiihnl and Eleanora Lawrence, 3rd Place Advanced Cross Examination Debate; and Herman Vazquez and Ryan Wilkinson, 1st Place Novice Cross Examination Debate.

National History Day Huntington High School. The following 9th grade students from Ms. Faith Johnson's Civic Honors Class at Huntington High School were recognized for competing in the Louisiana National History Day Competition on April 6th at the World War II Museum in New Orleans, Louisiana: Julio Gomez-Salas, Jesus Jiminez, Mason McCarter and Philip Scott. Huntington is one of only two schools selected from Caddo Parish to participate.

South Highlands Robotics Win at RARC Competition. Members of the South Highlands Robotics Team were recognized for winning at the RARC (STEM) competitions. South Highlands 5 emerged as the first place winner and South Highlands 4, second place. South Highlands finished in the top three divisions and 1st Place in the elementary division and Grand Champion overall.

2019 National Region 5 Magnet School Teacher of the Year. Heather Williams, 3rd and 4th grade teacher at South Highlands, was recognized as the 2019 National Region 5 Magnet School Teacher of the Year.

Step Forward Kindergarten Readiness. Laura Alderman with Step Forward recognized the following Caddo schools for strides made in the Kindergarten Readiness Program: Atkins, Caddo Heights, Eighty-First Street, E.B. Williams-Stoner Hill, Jack P. Timmons, Midway, Riverside and Summer Grove. Caddo had eight of the top 10 schools recognized. Ms. Alderman also invited Board members to attend the Community Foundation Inaugural Address on Wednesday, May 22, at 4:00 p.m. and hear concerns from the community's youth.

Newly Appointed Administrators. Charles Lowder, director of certified personnel, recognized the following newly appointed administrators: Dr. Bridgette Brown, director of teaching and learning; and Melissa Mainiero, director of accountability and grants.

Visitors

The following visitors addressed the Board on matters of concern and/or interest: Jackie Lansdale, president of Red River United, Most Improved Student Banquet, student debt, training, and VAM and the Caddo Performance Evaluation Plan; Kristen Gardner, multi-use

room, Fairfield Elementary; and Jon Glover, citizen, providing for our students what they need to be successful.

ESTABLISH THE AGENDA

Superintendent Goree highlighted the items for the Board's consideration and recommended that Item 8.05 be pulled. The following discussion ensued.

Mr. Riall asked for an explanation as to why 8.05 is being pulled. Mr. Abrams stated that Board members suggested it be referred to the Finance Committee for discussion regarding the difference between negotiated v. competitive bids, allowing the bond counsel and the municipal adviser the opportunity to explain these differences to the Board, including the cost and what will happen if the Board decides to change to a negotiated bid process, re: timeframe for process of a negotiated bid vs. a competitive bid. Ms. Green asked for clarification of this issue as it relates to *Robert's Rules of Order* and does the Board have to give a unanimous consensus for it to be removed from the agenda. Mr. Abrams explained that if the superintendent states he wants to pull it but the Board does not want to pull it, the item can be postponed by a motion and vote of the Board. Mrs. Bell stated that as the chairperson of the Finance Committee, she was not aware of the desire for the Committee to review this item. Dr. Goree responded that based on questions of Board members, he will contact Mrs. Bell on Wednesday about scheduling a meeting of the Finance Committee so the Board members can receive the requested information in order to make the most informed decision and move forward. Ms. Trammel asked about the timeframe and how it will work when decisions are to be made. The superintendent explained that the hope is issues are addressed long before the meeting; however, there were questions in this situation as the meeting began which did not allow time for staff to respond, thus he is willing to pull the item, answer the questions and bring it back as soon as possible so we can move forward in issuing the bonds.

Mr. Riall asked if this will in anyway postpone selling the bonds because he understands the interest rates are currently in our favor. Mr. Abrams said he believes the meeting is out of order at this time, because the item should be left on the agenda and when the item comes up, a motion can be made to postpone allowing for this discussion. Dr. Goree stated that staff was prepared to present its recommendation tonight; however, he believes there are still questions outside staff's recommendation and is why he made the decision to pull it.

Mr. Abrams further explained that the item belongs to the Board; the superintendent asked to pull this item; however, there is some question as to whether the item can be pulled and to do so requires the Board's consent to pull it. The best time to do this is when the Board gets to that item on the agenda. Dr. Goree asked if there is no objection to pulling the item, what is the advantage of leaving it on the agenda, and Mr. Abrams stated that the Board is going through the items on the agenda to be placed on consent.

Mrs. Bell moved, seconded by Ms. Green, to establish the agenda and the consent agenda for the May 21, 2019 CPSB meeting as presented. Vote on the motion carried.

CONFIRM THE CONSENT AGENDA

Mrs. Bell moved, seconded by Mrs. Locke, to confirm the consent agenda (Items 6.02-6.03, 7.01-7.02, 8.01-8.04, 8.06-8.11, and 13.01) as presented. Vote on the motion carried and the following is a summary of the Board's action on consent agenda items.

6.02 Personnel Transaction Reports (Resignations). The Board approved the personnel transaction reports (resignations) as recommended by staff and submitted in the electronic mailout.

6.03 Requests For Leaves - May 2019. The Board approved the requests for leaves as recommended by staff and submitted in the electronic mailout.

7.01 Purchasing Bids. The Board approved the following bids as recommended by staff and submitted in the electronic mailout on the bid tabulation sheets. (1) FleetCor (Fuelman) for the services of Fuel and Fuel Management; (2) Waste Connections for Waste Collection and Removal; and (3) BMS LLC, Unity Education Resources, and Ferris Office Smart for the General Classroom Materials and Supplies. *The bid tabulations are filed in the official papers of the May 21, 2019 CPSB meeting.*

7.02 Capital Projects/Construction Bids. The Board approved the following bids as recommended by staff and submitted in the electronic mailout on the bid tabulation sheets:

(1) Industrial Roofing & Construction with a Base Bid, Alternate 1 and Alternate 2, for the sum total of \$99,005.00 for Project 2020-231, "Fairfield Elementary Magnet School Roof Auditorium"; and (2) Louisiana Roofing Contractors, LLC, with a Base Bid and Alternate 1 for the sum total of \$146,000.00 for Project 2020-232, "University Elementary School Roof Administration Building". *The bid tabulations are filed in the official papers of the May 21, 2019 CPSB meeting.*

8.01 Property/Bus Rental Requests. The Board approved the request for use of CPSB property and/or bus rental requests as recommended by staff and submitted in the electronic mailout.

8.02 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 electronic mailout.

8.03 Adoption of 2019 Millage Rates. The Board approved the resolution adopting the following 2019 millage rates as submitted in the electronic mailout.

BE IT RESOLVED, that the following millage(s) are hereby levied on the 2019 tax roll on all property subject to taxation by Caddo Parish School Board:

	MILLAGE
Constitutional Tax	7.70 mills
Operations and Maintenance	16.77 mills
Operations and Maintenance Support	11.04 mills
Technology Tax	1.25 mills
Salaries & Benefits Tax	20.18 mills
Building & Equipment Tax	6.73 mills
Renovation Tax	5.15 mills
Bond & Interest Tax	5.00 mills

BE IT FURTHER RESOLVED that the proper administrative officials of the Parish of Caddo, State of Louisiana, be and they are hereby empowered, authorized, and directed to spread said taxes, as hereinabove set forth, upon the assessment roll of said Parish for the year 2019, to make the collection of the taxes imposed for and on behalf of the taxing authority, according to law, and that the taxes herein levied shall become a permanent lien and privilege on all property subject to taxation as herein set forth, and collection thereof shall be enforceable in the manner provided by law.

8.04 To consider and take action with respect to adopting a resolution providing for canvassing the returns and declaring the result of the special election held in the Parishwide School District of Caddo Parish, Louisiana, on Saturday, May 4, 2019, to authorize the incurring of debt and issuance of bonds therein. The Board adopted the following resolution providing for canvassing the returns and declaring the result of the special election held in the Parishwide School District of Caddo Parish, Louisiana, on Saturday, May 4, 2019, to authorize the incurring of debt and issuance of bonds therein.

RESOLUTION

A resolution providing for canvassing the returns and declaring the result of the special election held in the Parishwide School District of Caddo Parish, Louisiana, on Saturday, May 4, 2019, to authorize the incurring of debt and issuance of bonds 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, 2019, to authorize the incurring of debt and issuance of bonds therein, and said Governing Authority does further proceed to examine and canvass the returns and declare the result 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.

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, 2019.

Results by precinct are available from the Secretary of this Governing Authority during regular business hours or via the Louisiana Secretary of State's website (voterportal.sos.la.gov).

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 21st day of May, 2019.

ATTEST:

/s/ Mary Trammel
President

/s/ T. Lamar Goree
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, 2019, NOTICE IS HEREBY GIVEN that a special election will be held within the District on **SATURDAY, MAY 4, 2019**, 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 proposition, to-wit:

PARISHWIDE SCHOOL DISTRICT PROPOSITION
(BOND)

Shall the Parishwide School District of Caddo Parish, Louisiana (the "District"), incur debt and issue bonds not exceeding \$88,300,000, to run not exceeding 20 years from date thereof, with interest at a rate not exceeding 8% per annum, for the purpose of acquiring and/or improving lands for building sites and playgrounds; including construction of necessary sidewalks and streets adjacent thereto; purchasing, erecting and/or improving school buildings and other school related facilities within and for the District, and acquiring the necessary equipment and furnishings therefor, including, to the extent feasible, those specific school projects set forth in the "Capital Improvement Plan " approved by the School Board on January 15, 2019, title to which shall be in the public; which bonds will be general obligations of the District and will be payable from ad valorem taxes to be levied and collected in the manner provided by Article VI, Section 33 of the Constitution of the State of Louisiana of 1974 and statutory authority supplemental thereto, with no estimated increase in the millage rate to be levied in the first year of issue above the 5 mills currently being levied to pay General Obligation Bonds of the District?

Said special election will be held at each and every polling place in the Parish of Caddo, 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.

The polling places at the precincts in the Parish 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.

Notice is further given that a portion of the monies collected from the tax described in the Proposition shall be remitted to certain state and statewide retirement systems in the manner required by 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 Parish School Board Office, 1961 Midway Avenue, Shreveport, Louisiana, on **TUESDAY, MAY 21, 2019**, 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 result 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, 2019.

ATTEST:

/s/ Mary Trammel
President

/s/ T. Lamar Goree
Secretary

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 the proposition submitted at the special election held in the District on Saturday, May 4, 2019, was 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 21st day of May, 2019.

/s/ Mary Trammel
President

8.06 Consideration of Approval of Caddo-Shreveport Sales and Use Tax Commission 2019-20 Budgets. The Board approved the Caddo-Shreveport Sales and Use Tax Commission 2019-20 budgets as submitted in the electronic mailout.

8.07 Consideration of Change in Board Meeting Dates. The Board approved holding only one meeting in July and that the meeting be held on July 23, 2019, and that the October 15, 2019 board meeting be changed to October 22, 2019 due to the conflict of Fall Break, and that the February 18, 2020 board meeting be changed to February 25, 2020 due to Winter Break as submitted in the electronic mailout.

8.08 Consideration of Additional Mental Health Interagency Contract. The Board approved mental health agreements for providing services to students as recommended by staff and submitted in the electronic mailout.

8.09 Consideration of Ombudsman Contract Amendment. The Board approved the amendment to the Ombudsman contract as recommended by staff and submitted in the electronic mailout.

8.10 Consideration of Request for Authorization to Salvage. The Board authorized staff to conduct a salvage sale of musical instruments in Caddo Parish as provided in the electronic mailout.

8.11 Consideration of 2018-19 General Fund Budget Revisions. The Board approved the proposed revisions to the 2018-19 General Fund Budget as submitted in the electronic mailout.

13.01 Student Readmission Appeal Hearings. The Board approved readmission appeals for students TO and JW as recommended by staff and whose parents are in agreement.

PERSONNEL RECOMMENDATIONS

Mr. Nations moved, seconded by Mrs. Bell, to approve the appointment of Kelly Duffield as the Chief Internal Auditor, as recommended by the Superintendent and submitted in the electronic mailout. Vote on the motion carried with Mr. Green and Mr. Thompson absent.

Mr. Nations moved, seconded by Mrs. Bell, to approve the appointment of Bruce Daigle as the director of transportation. Vote on the motion carried with Board members Jasmine Green, Dr. Bonita Douzart and Don Little opposed. Mr. Green and Mr. Thompson were absent.

TO CONSIDER AND TAKE ACTION WITH RESPECT TO ADOPTING A RESOLUTION AUTHORIZING THE ADVERTISING FOR BIDS FOR THE PURCHASE OF GENERAL OBLIGATION SCHOOL BONDS, SERIES 2019, OF PARISHWIDE SCHOOL DISTRICT OF CADDO PARISH, LOUISIANA AND PROVIDING FOR OTHER MATTERS IN CONNECTION THEREWITH

Mr. Little moved, seconded by Mr. Riall, to adopt the resolution authorizing the advertising for bids for the purchase of General Obligation School Bonds, Series 2019, of Parishwide

School District of Caddo Parish, Louisiana, and providing for other matters in connection therewith.

Mr. Riall asked if this item is postponed will it prohibit following a timeline to receive the best interest rates?

Mrs. Locke called for a Point of Order because she thought the Board Attorney explained that if the Superintendent wanted to pull this item and someone objected, the Board would have to vote on whether or not to pull it. Mr. Riall stated a motion has not been made to pull it.

Mr. Howard recognized Lucius McGehee, municipal advisor, and Grant Schlueter, bond attorney, to answer Board members' questions. Mr. McGehee explained that no one can say what interest rates will do. At this time, interest rates are favorable for a sale; however, if this resolution should be postponed, it could have an effect, but no one can state what the rates will be.

Mr. Albritton asked for a point of clarification of the motion now to accept the recommendation from staff and the superintendent's request to pull it because of Board members' questions. President Trammel stated she understands it that way; however, she believes there is an equal number of Board members wanting to vote on the motion. Mr. Albritton stated he is in favor of the motion presented, because we have met on this and discussed rates, and explained well and everyone should feel comfortable to proceed.

Mrs. Bell stated her concern over trying to find another time to meet and if the delay will effect the rates.

Ms. Green asked the Superintendent if he is o.k. with moving forward with the motion on the floor, and Dr. Goree stated it was staff's recommendation to move forward, but it is a Board decision and he will work at the pleasure of the Board. Ms. Green asked how long this item has been on the agenda, and Dr. Goree responded two weeks. In this regard, Ms. Green said if the Superintendent agrees, she agrees with moving forward.

Mr. Rachal moved, seconded by Mrs. Locke, to postpone. Mr. Rachal asked the Superintendent if he is o.k. with pulling this item, and Dr. Goree again stated he was asked questions during the Presentations time on the agenda and did not have the opportunity to fully understand what those questions were, so he is o.k. with postponing and will work at the pleasure of the Board. Staff made a recommendation which he stands behind because he believed it to be the best thing to do at that time; however, if the Board wishes to pull the item and allow more time to meet and answer all the questions, he will work at the pleasure of the Board. Mr. Rachal said he has questions...he doesn't understand the cost, he doesn't know if any of the Board members understand the cost, and he is not clear on the difference in a competitive vs. a negotiated. Noting that Dr. Goree said he is o.k. if it is delayed, Mr. Rachal said he has gone on the Internet to understand how these costs are calculated and he received some clarification. He said he will not vote in favor of moving forward with this without sitting down and getting more clarification to make sure we are making the right decision and it is not costing the taxpayers any money. He said he doesn't believe postponing for two weeks, in order to thoroughly understand the costs and benefits, will hurt so he will not vote for it.

Mrs. Locke stated this item was placed on the agenda and the Board received the attachment at 3:24 on the day before the meeting and she has requested to get these things at least a week in advance or at least by Friday. She said the meeting was held and there were some standard answers; however, the municipal adviser was not in attendance to answer her questions. She added her intention was to reach out and ask the questions over the last 2 weeks; but, because time did not allow her to do so and she was uncomfortable with it, she reached out to the Superintendent about pulling it. The Board also received a memo relative to applying to the Bond Commission in January and there was no provision for a negotiated sale included in the forms submitted. Her main reason for asking it to be pulled is she does not believe the Board is educated enough to make this decision, and she read the statement that if there was no provision for a negotiated sale, there was a provision for a competitive sale which was confusing to her. Mrs. Locke stated she requested some additional information from Mr. Howard, which he emailed to her, but it was after 3:00 p.m. before she opened it and she had another appointment before rushing here. She added she made it very clear when discussing the municipal advisor how the Board was being rushed, and because she is the one voting, and does not feel comfortable doing so without more education, she cannot vote on something she believes the Board

needs more time to consider. If it can be done within the next two weeks, she believes it will be worth the wait.

Mrs. Trammel inquired as to the method used to sell bonds in the past. Mr. McGehee first recognized there is an error, and he noted the allocation in the final revision of the financial disclosure form with the State Bondsmen underwriter. Mr. Schlueter explained that the submission to the State Bond Commission did have the flexibility for competitive sale, private placement or a negotiated sale. Regarding how bonds were sold in the past, Mr. Schlueter said that other than refunding bonds on a negotiated basis, they have been competitive sales.

Mr. Riall moved, seconded by Mrs. Bell, to call for the question on both motions. Vote on the motion to end debate carried with Ms. J Green and Mr. Rachal opposed and Mr. Thompson and Mr. Green absent.

Vote on the substitute motion to postpone failed with Board members Riall, Locke, Rachal, Little and Nations supporting the motion and Board members J Green, Douzart, Trammel, Albritton and Bell opposed. Board members Raymond Green and Lloyd Thompson were absent.

Vote on the original motion carried with Board members Riall, J Green, Little, Douzart, Trammel, Nations, Albritton and Bell supporting the motion and Board members Locke and Rachal opposed. Raymond Green and Lloyd Thompson were absent. The following is a copy of the resolution approved by the Board.

RESOLUTION

A resolution authorizing the advertising for bids for the purchase of Nine Million Eight Hundred Thousand Dollars (\$9,800,000) of General Obligation School Bonds, Series 2019, of Parishwide School District of Caddo Parish, Louisiana and providing for other matters in connection therewith.

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

SECTION 1. Advertisement for Sale. The President of the Parish School Board of the Parish of Caddo, State of Louisiana (the "Governing Authority") is hereby empowered, authorized and directed to advertise in accordance with the provisions of law for electronic bids via PARITY7 for the purchase of Nine Million Eight Hundred Thousand Dollars (\$9,800,000) of General Obligation School Bonds, Series 2019 (the "Bonds") of Parishwide School District of Caddo Parish, Louisiana (the "Issuer"), being the first emission of bonds authorized at a special election held in the Issuer on May 4, 2019, for the purpose of acquiring and/or improving lands for building sites and playgrounds, if necessary, including construction of necessary sidewalks and streets adjacent thereto; purchasing, erecting and/or improving school buildings and other school related facilities within and for the Issuer and acquiring the necessary equipment and furnishings therefor, and specifically for those projects in the "Capital Improvements Plan" approved by the Governing Authority on January 15, 2019, title to which shall be in the public, and paying the costs of issuance thereof, under the authority conferred by Article VI, Section 33 of the Constitution of the State of Louisiana of 1974, Part II of Chapter 4 of Subtitle II of Title 39 of the Louisiana Revised Statutes of 1950, as amended, and other constitutional and statutory authority. The Bonds will 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 (unless the successful bidder elects at the time of the sale to require bonds in other than book-entry only form). The Issuer and the Paying Agent acknowledge that they will execute and deliver a Letter of Representation with DTC and that the terms and provisions of said Letter of Representation shall govern in the event of any inconsistency between the provisions of this resolution and said Letter of Representation. 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 for the Bonds 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.

For every transfer and exchange of the Bonds, the Beneficial Owner may be charged a sum sufficient to cover such Beneficial Owner's allocable share of any tax, fee or other governmental charge that may be imposed in relation thereto.

Bond certificates are required to be delivered to and registered in the name of the Beneficial Owner under the following circumstances:

- a. DTC determines to discontinue providing its service with respect to the Bonds. Such a determination may be made at any time by giving 30 days' notice to the Issuer and the Paying Agent and discharging its responsibilities with respect thereto under applicable law.
- 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 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, nor the Paying Agent are responsible for the performance by DTC of any of its obligations, including, without limitation, the payment of moneys received by DTC, the forwarding of notices received by DTC or the giving of any consent or proxy in lieu of consent.

Whenever during the term of the Bonds the beneficial ownership thereof is determined by a book entry at DTC, the requirements of this resolution of holding, delivering or transferring the Bonds shall be deemed modified to require the appropriate person to meet the requirements of DTC as to registering or transferring the book entry to produce the same effect.

If at any time DTC ceases to hold the Bonds, all references herein to DTC shall be of no further force or effect.

The winning bidder (the "Purchaser") at the time of the sale, however, may elect to not receive book-entry only Bonds, in which case the Purchaser will receive one type written Bond per maturity, exchangeable in the manner provided in the Resolution.

SECTION 2. Basic Terms of Bonds. The Bonds will be dated the date of delivery, will be payable from unlimited ad valorem taxation, will be in the denomination of Five Thousand Dollars (\$5,000) each, or any integral multiple thereof within a single maturity, and will bear interest from date thereof, or the most recent interest payment date to which interest has been paid or duly provided for, at a rate or rates not exceeding six per centum (6%) per annum on any Bond in any interest payment period, said interest to be payable on March 1, 2020, and semiannually thereafter on March 1 and September 1 of each year. The Bonds will be in fully registered form and will mature serially on March 1 of each year as follows, to-wit:

<u>YEAR</u>	<u>PRINCIPAL AMOUNT</u>	<u>YEAR</u>	<u>PRINCIPAL AMOUNT</u>
2020	\$295,000	2030	\$490,000
2021	340,000	2031	510,000
2022	355,000	2032	530,000
2023	370,000	2033	550,000
2024	385,000	2034	575,000
2025	400,000	2035	595,000
2026	415,000	2036	620,000
2027	435,000	2037	645,000
2028	450,000	2038	670,000
2029	470,000	2039	700,000

SECTION 3. Redemption Provisions. Those Bonds maturing March 1, 2030, and thereafter, will be callable for redemption by the Issuer in full or in part at any time on or after March 1, 2029, and if less than a full maturity, then by lot within such maturity, at the principal amount thereof and accrued interest to the date fixed for redemption. In the event 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, or by accepted means of electronic communication, 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 4. Sale of Bonds. The Bonds shall be sold in the manner required by law, and in accordance with the terms of this resolution, the official Notice of Bond Sale herein set forth, and the Official Statement referred to in Section 7 hereof. In advertising the Bonds for sale, the Governing Authority shall reserve the right to reject any and all bids received.

SECTION 5. Notice of Bond Sale. The Governing Authority is hereby further empowered, authorized and directed to issue a Notice of Bond Sale and cause the same to be published as required by law, which Notice of Bond Sale shall be in substantially the following form:

* * * * *

**OFFICIAL
NOTICE OF BOND SALE**

\$9,800,000 OF GENERAL OBLIGATION SCHOOL BONDS, SERIES 2019

OF

**PARISHWIDE SCHOOL DISTRICT
OF CADDO PARISH, LOUISIANA**

Electronic bids via PARITY7

**will be received until eleven-thirty (11:30) o'clock a.m., Central Time (Louisiana Time), on
Tuesday, June 25th, 2019**

NOTICE IS HEREBY GIVEN that the Parish School Board of the Parish of Caddo, State of Louisiana (the "Governing Authority") acting as the governing authority of Parishwide School District of Caddo Parish, Louisiana (the "Issuer"), will receive electronic bids **via PARITY7** at the Parish School Board Office, 1961 Midway Avenue, Shreveport, Louisiana, until **eleven-thirty (11:30) o'clock a.m., Central Time (Louisiana Time), on Tuesday, June 25, 2019** (or such other date as may be determined by the Governing Authority) for the purchase of Nine Million Eight Hundred Thousand Dollars (\$9,800,000) of General Obligation School Bonds, Series 2019 (the "Bonds") of the Issuer, being the first emission of bonds authorized at an election held in the Issuer on May 4, 2019 for the purpose of acquiring and/or improving lands for building sites and playgrounds, if necessary, including construction of necessary sidewalks and streets adjacent thereto; purchasing, erecting and/or improving school buildings and other school related facilities within and for the School Board and acquiring the necessary equipment and furnishings therefor, and specifically for those projects in the "Capital Improvements Plan" approved by the Governing Authority on January 15, 2019, title to which shall be in the public, and paying the costs of issuance thereof, title to which shall be in the public, under the authority conferred by Article VI, Section 33 of the Constitution of the State of Louisiana of 1974, Part II of Chapter 4 of Subtitle II of Title 39 of the Louisiana Revised Statutes of 1950, as amended, and other constitutional and statutory authority.

Electronic bids will be received for the Bonds via PARITY7, in the manner described below, until 11:30 a.m., Central Time (Louisiana Time), on Tuesday, June 25, 2019.

Bids may be submitted electronically via PARITY7 pursuant to this Official Notice of Bond Sale until **11:30 a.m., Central Time (Louisiana Time)**, but no bid will be received after the time for receiving bids specified above. To the extent any instructions or directions set forth in PARITY7 conflict with this Official Notice of Bond Sale, the terms of this Official Notice of Bond Sale shall control. For further information about PARITY7, potential bidders may contact PARITY7 at (212) 849-5021.

Each prospective electronic bidder shall be solely responsible to register to bid via PARITY7 as described above. Each qualified prospective electronic bidder shall be solely responsible to make necessary arrangements to access PARITY7 for the purposes of submitting its bid in a timely manner and in compliance with the requirements of the Notice of Sale. Neither the Issuer nor PARITY7, shall have any duty or obligation to provide or assure access to PARITY7 to any prospective bidder, and neither the Issuer nor PARITY7 shall be responsible for a bidder's failure to register to bid or for proper operation of, or have any liability for any delays or interruptions of, or any damages caused by, PARITY7. The Issuer is using PARITY7 as a communication mechanism, and not as the Issuer's agent, to conduct the electronic bidding for the Bonds. No other form of electronic bid or provider of electronic bidding services will be accepted. The Issuer is not bound by any advice and determination of PARITY7 to the effect that any particular bid complies with the terms of this Official Notice of Bond Sale and in particular the "Bid Requirements" hereinafter set forth. All costs and expenses incurred by prospective bidders in connection with their registration and submission of bids via PARITY7 are the sole responsibility of the bidders; and the Issuer is not responsible, directly or indirectly, for any of such costs or expenses. If a prospective bidder encounters any difficulty in submitting, modifying or withdrawing a bid for the Bonds, he should telephone PARITY7 at (212) 849-5021 and notify the Issuer's Municipal Advisor, Argent Advisors, Inc. at (318) 251-5851.

Electronic bids must be submitted for the purchase of the Bonds via PARITY7. Bids will be communicated electronically to the Issuer at 11:30 a.m., local Louisiana time, on June 25, 2019. Prior to that time, a prospective bidder may (1) submit the proposed terms of its bid via PARITY7, (2) modify the proposed terms of its bid, in which event the proposed terms as

last modified will (unless the bid is withdrawn as described herein) constitute its bid for the Bonds, or (3) withdraw its proposed bid. Once the bids are communicated electronically via PARITY7 to the Issuer, each bid will constitute an irrevocable offer to purchase the Bonds on the terms therein provided. For purposes of the electronic bidding process, the time as maintained on PARITY7 shall constitute the official time.

The Bonds will be dated the date of delivery, will be payable from unlimited ad valorem taxation, and will be in the denomination of Five Thousand Dollars (\$5,000) each, or any integral multiple thereof within a single maturity. The Bonds will bear interest from date thereof or the most recent interest payment date to which interest has been paid or duly provided for, at a rate or rates not exceeding six per centum (6%) per annum on any Bond in any interest payment period, said interest to be payable on March 1, 2020, and semiannually thereafter on March 1 and September 1 of each year. The Bonds will mature serially on March 1 of each year as follows, to-wit:

<u>YEAR</u>	<u>PRINCIPAL AMOUNT</u>	<u>YEAR</u>	<u>PRINCIPAL AMOUNT</u>
2020	\$295,000	2030	\$490,000
2021	340,000	2031	510,000
2022	355,000	2032	530,000
2023	370,000	2033	550,000
2024	385,000	2034	575,000
2025	400,000	2035	595,000
2026	415,000	2036	620,000
2027	435,000	2037	645,000
2028	450,000	2038	670,000
2029	470,000	2039	700,000

The Bonds will be issued as fully registered bonds in "book-entry only" form and registered in the name of Cede & Co., as nominee of The Depository Trust Company, New York, New York ("DTC"). DTC will act as securities depository for the bonds, and purchasers of the Bonds will not receive certificates representing their interest in the Bonds purchased. The winning bidder (the "Purchaser") at the time of the sale, however, may elect to not receive book-entry only Bonds, in which case the Purchaser will receive one type written Bond per maturity, exchangeable in the manner provided in the resolution authorizing the issuance of the Bonds.

Those Bonds maturing March 1, 2030, and thereafter, will be callable for redemption by the Issuer in full or in part at any time on or after March 1, 2029, and if less than a full maturity, then by lot within such maturity, at the principal amount thereof and accrued interest to the date fixed for redemption. In the event 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, or by accepted means of electronic communication, not less than thirty (30) days prior to the redemption date addressed to the registered owner of each bond to be redeemed at his address as shown on the registration books of the Paying Agent.

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

In connection with the sale of the Bonds, a good faith deposit of 1% of the principal amount of the Bonds will be required. The manner and time of such deposit shall be set forth in the Preliminary Official Statement for the Bonds. The good faith deposit of the successful bidder

or bidders will be deposited and the proceeds credited against the purchase price of the Bonds, or in the case of neglect or refusal to comply with such bid, will be forfeited to the Issuer as and for liquidated damages. No interest will be allowed on the amount of the good faith deposit.

Bidders shall name the rate or rates of interest the Bonds shall bear, not exceeding six per centum (6%) per annum on any Bond in any interest payment period. Bids must stipulate a purchase price for the Bonds not less than the par value thereof and accrued interest from the date of the Bonds to the date of delivery of the Bonds. No bid which specifies cancellation of the Bonds will be considered. No bids providing for additional or supplemental interest will be considered.

The Governing Authority will meet at the place and time hereinabove set forth for the receipt of bids. The Bonds will be awarded to the bidder whose bid offers the lowest "true interest cost" to the Issuer for the full authorized amount of the Bonds, to be determined by doubling the semiannual interest rate (compounded semiannually) necessary to discount the debt service payments on the Bonds from the payment dates to the date of delivery, such that the sum of such present values is equal to the price bid, including any premium bid (the preceding calculation is sometimes referred to as the "Canadian Interest Cost Method" or "Present Value Method"). In the case of a tie bid, the winning bid will be awarded by lot. If any bid for the Bonds shall be acceptable, a prompt award of the bonds will be made. The right is expressly reserved to waive any irregularity in any bid or to reject any and all bids received.

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

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

It is anticipated that the American Bankers' Association Committee on Uniform Security Identification Procedures (CUSIP) identification numbers will be printed on the Bonds, but the failure to print such numbers shall not constitute cause for refusal by the successful bidder to accept delivery of and to pay for the Bonds. No CUSIP identification number shall be deemed to be part of any Bond or a part of the contract evidenced thereby, and no liability shall hereafter attach to the Issuer or any of the officers or agents thereof because of or on account of such numbers. All expenses in relation to the printing of the CUSIP identification numbers on the Bonds shall be paid by the Issuer. However, the CUSIP Service Bureau charge for the assignment of such numbers shall be the responsibility of and shall be paid by the successful bidder.

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

In the event the Issuer does not receive sufficient qualified bids to satisfy the competitive sale requirements of Treasury Regulation ' 1.148-1(f)(3)(i), which would allow the Issuer to treat the reasonably expected initial offering price to the public as of the sale date as the issue price of the Bonds, the "Hold-the-Offering-Price Rule" of Treasury Regulation ' 1.148-1(f)(2)(ii), shall apply, which will allow the Issuer to treat the initial offering price to the public of each maturity as of the sale date as the issue price of that maturity (the "Hold-the-Offering-Price Rule"). So long as the Hold-the-Offering-Price Rule applies to any maturity of the Bonds, the winning bidder will neither offer nor sell that maturity to any person at a price that is higher than the initial offering price to the public during the period starting on the sale date and ending on the earlier of the following: (i) the date on which the winning bidder has sold at least 10 percent of that maturity of the Bonds to the public at a price that is no higher than the initial offering price to the public or (b) the close of the fifth (5th) business day after the sale date. The winning bidder agrees to promptly report to the Issuer's municipal advisor named below when it has sold 10 percent of a maturity of the Bonds to the public at a price that is no higher than the initial offering price to the public if that occurs prior to the close of the fifth (5th) business day after the sale date.

In order to provide the Issuer with information required to enable it to comply with certain conditions of the Internal Revenue Code of 1986, as amended (the "Code"), relating to the exclusion of interest on the Bonds from gross income for federal income tax purposes, the

winning bidder will be required to complete, execute and deliver to the Issuer (on or before the date of delivery of the Bonds) a certification regarding the "issue price" of the Bonds substantially in the form attached as an appendix to the Preliminary Official Statement for the Bonds, subject to modification in a manner acceptable to the Issuer. Each bidder, by submitting its bid, agrees to complete, execute and deliver such a certificate by the date of delivery of the Bonds, if its bid is accepted by the Issuer. It will be the responsibility of the winning bidder to institute such syndicate reporting requirements, to make such investigation, or otherwise to ascertain the facts necessary to enable it to make such certification with reasonable certainty. Any questions concerning such certification should be directed to Foley & Judell, L.L.P., Bond Counsel.

THUS DONE AND SIGNED at Shreveport, Louisiana, on this, the 21st day of May, 2019.

President

ATTEST:

Secretary

* * * * *

SECTION 6. Date and Time of Sale. This Governing Authority will meet in open and public session at the time and place set out in the Notice of Bond Sale incorporated herein (or such other date as may be determined by the Governing Authority), for the purpose of receiving bids for the Bonds, considering and taking action upon the bids, and taking any other action required by this resolution, or necessary to effectuate the issuance, sale and delivery of the Bonds. If any award of the Bonds shall be made, such award shall be made for not less than par and accrued interest to the best bidder for the Bonds, such award and best bidder to be determined in accordance with the aforesaid Notice of Bond Sale

SECTION 7. Bid Form and Official Statement. There shall be prepared an Official Bid Form for the submission of bids and an Official Statement which shall contain complete bidding details, security features and other pertinent information relative to the sale and issuance of the Bonds as may be deemed necessary, advisable or desirable, which Official Bid Form and Official Statement shall be distributed to all prospective bidders and other interested parties.

SECTION 8. Disclosure. In order to assist bidders in complying with S.E.C. Rule 15c2-12(b)(5), the Governing Authority will undertake, pursuant to the resolution providing for the issuance of the Bonds and a Continuing Disclosure Certificate, to provide annual reports and notices of certain events. A description of this undertaking will be set forth in the Preliminary Official Statement and the Final Official Statement.

Announcements and Requests

Ms. Green thanked staff for phenomenal graduations. She also expressed how proud she is of the Green Oaks band performing for the Board today.

Mrs. Bell asked that we look at the grievance policy with the employee organization representatives. She also congratulated Huntington High School for improving their graduation rate.

Mr. Rachal asked for a summary report of all out of state travel, a timeline for the selling of bonds, and congratulated the District for having its highest graduation rate this past year.

Dr. Goree stated that when a District sees graduation rates improve at the rate we are seeing them improve in Caddo, it is not one or two years' efforts, but 4-7 years. He said he hopes that as we begin to see these momentums turn, starting with graduation rates, we will begin to see a turn in every area that the State measures the DistrIct. He thanked the Board for its support of excellence and equity in education initiatives. He also thanked Board members for giving of their time to attend this year's graduations, and recognized Mr. Thompson for attending 8 of the 11 graduations, to help celebrate the approximately 2,300 Caddo graduates.

Executive Session. Student Expulsion Appeal Hearings. President Trammel announced that the parents of the students scheduled for expulsion appeals have come to an agreement with staff.

Adjournment. *Mr. Rachal moved, seconded by Dr. Douzart, to adjourn. Vote on the motion carried* and the meeting adjourned at approximately 6:15 p.m.

T. Lamar Goree, Ph.D., Secretary

Mary A. Trammel, President

June 4, 2019
CPSB Executive Committee Work Session

Members present: Mary Trammel and Jasmine Green. Mr. Rachal was absent. Also present were Superintendent Lamar Goree, Attorney Reggie Abrams and Board members Steve Riall, Lloyd Thompson, Don Little, Dr. Bonita Douzart, Raymond Green, Denee' Locke, Tony Nations, John Albritton and Dottie Bell.

President Mary Trammel called the meeting to order at approximately 4:30 p.m. and led the invocation and Pledge of Allegiance.

PRESENTATIONS

Chief Operations Officer James Woolfolk stated that the District's energy program has been in existence approximately 2 years and shared a brief history for new members of the Board. He said the District had an energy conservation team responsible for looking at how the District could conserve energy and save money. The team consisted of himself as chairman, Steve White (Capital Projects), Tommy Smith (Maintenance), Sharon Golett (Technology), representative from Finance, and an area director from Academics. This team developed guidelines relative to how energy conservation would be implemented in the areas of responsibilities of energy specialists, general guidelines for air conditioning, equipment, heating, lighting and water. In the team's work, they determined the need for expertise in energy conservation efforts; and after looking at various options, an RFQ was sent out and Cenergistic was brought in to help us in this area.

Mr. Woolfolk introduced the Cenergistic Team: James Newkirk, vice president of measurement and verification; Jim Vogler, client manager; Randa Meehan, senior consultant of management, measurement and verification; and four energy specialists Ryne Allen, Veronica Kimble, Zachary Mire, and Justin Higdon. The energy specialists are on site every day visiting schools to make sure everything is running properly and a weekly meeting is held to go over any issues or roadblocks to be addressed.

Mr. Newkirk shared a short presentation on Cenergistic, which is based in Dallas, Texas, and his responsibility to insure the energy conservation program and savings are properly reflecting the District's performance. However, their goal is more than saving energy; they also want to make sure their efforts support the District's mission without impeding the academic goals but creating a culture of conservation not only in the energy department but throughout the organization.

He explained the process of measuring and verification and their work to insure they use an objective third party software to calculate the savings, and this software is EnergyCap, a company that has the leading energy conservation tracking software and has been in business for decades. Mr. Newkirk gave an overview of the utility expenditures in Caddo, which total approximately \$9 million, and reported that \$7 of the \$9 million in utility expenditures is electric. He shared a graph of the electric consumption for the entire school system (kilowatt hours) for September through August showing the peak usage in warmer months as well as months showing the least consumption. Mr. Newkirk reported that the District has consistently reduced consumption month to month and in the second year began well in beating what was done during the first year. Overall, he reported Caddo has seen an 8% performance improvement since September of the first year which is very good. He also stated the big driver of their performance (what they can impact) is employees making conscious choices with lighting, etc., which is reflected in the use of kilowatt hours and computers. EnergyCap helps with the variables needed to account for the saving performance beyond the kilowatt hours and that driver is utility rates, which impact spending. Change in equipment, weather, rates, and non-program adjustments are all variables which impact spending, with the three largest variables being: (1) weather (software will account for bad weather), (2) rates (the value of energy saved is calculated at the current rate), and (3) non program adjustments (i.e. HVAC upgrade efficiencies). He further highlighted effects with weather, especially during the first winter which was very mild and the following winters which were much colder, all of which must be incorporated into the software's calculation. Mr. Kirkwick stated the biggest variable to take into account is the impact of unit cost, which is up. He said the cost of energy is higher now than in the base year, much of which is driven by SWEPCO's fuel charges (approximately 40% of the kilowatt hour costs), increasing that portion of utility costs by approximately 23% and overall electric rate by 11%, which is about one cent or an impact on the bottom line of \$800,000. He reported that natural gas is down and water rates are up, something seen across the country.

Mr. Kirkwick also reported the expected cost due to rates or weather is an increase to \$7.3 million for electricity; and if the District had done nothing, the District could have expected to use an extra \$400,000 out of the District's budget because of these variables. However, the District only spent \$6.8 million on electricity the following year, meaning the District beat the system/rates that were increasing and spent less than it did in the base year. These trends continued (rates, weather, etc.) and the expected cost was approximately \$8 million for the next 12-month period (comparing the base year of 78 million kilowatt hours used) and saved 8 million kilowatt hours more than the base year. The net impact to the electricity budget has been relatively neutral; however, Caddo has offset some of the increases that were inevitable. Overall performance is about \$2 million or 11% and the use reduction has saved 13 million kilowatt hours of electricity, which represents the approximate usage for all 24 elementary schools in one calendar year.

Dr. Goree expressed appreciation to Cenergistic for their help on the behavior side of energy management in the District.

Mr. Riall asked if Caddo's personnel were trained to be able to adhere to the program implemented, and Mr. Kirkwick agreed and Cenergistic has four individuals who meet with Caddo personnel on a regular basis and continually reinforce the guidelines. Dr. Goree also added these four individuals are not Caddo employees but are a part of the Cenergistic contract.

Mr. Thompson asked what this service costs the District, and Mr. Kirkwick stated that there is no shared savings in the 6-month kick-start period; however, the company splits the savings 50-50, and the savings since the program was implemented has been about \$1 million in the \$2 million savings. Dr. Goree further stated that for every dollar the District saves from the baseline year, we split that with Cenergistic. Mr. Thompson asked if they have been in the District under another name in the past. Mr. Kirkwick responded they used to be Energy Education, but have been Cenergistic since 2012, expanding beyond K-12 to universities, municipalities, etc.

Mr. Nations referenced the recently approved millage and that this will allow the District to address HVAC and see additional savings. Mr. Kirkwick stated this will be a win-win for the District because they do not claim credit for those efficiencies. Dr. Goree recalled his surprise when coming to Caddo on the high cost of utilities, and the need to be better stewards of the dollars; and it was when the first millage renewal failed after he arrived that there was discussion on what could be done to control utility costs and that was through behavior which is how the RFQ was worded. Mr. Kirkwick said they have found if the use of the equipment is under control, equipment can be more appropriately sized and the District will see additional savings.

ESTABLISH THE AGENDA AND PROPOSED CONSENT AGENDA FOR THE JUNE 18, 2019 MEETING

Superintendent Lamar Goree highlighted the items for the Board member's consideration at its meeting on June 18, 2019 and the following discussion ensued.

Visitors Remarks in School Board Minutes. Mr. Thompson asked that this item be on the agenda because he is concerned that what citizens say to the Board is not reflected in the minutes. He believes it would be beneficial when things go out into the community to be able to go back to the minutes and know what was said. He also stated that many times visitors will say they do not receive an answer to their questions, and this would be a good way for the Board to be accountable and follow up. Dr. Goree stated that staff also has heard the concerns from the podium from visitors and how their comments are archived in the School System's records, and staff is offering to begin attaching the taping of all the comments to that item on the agenda. Mr. Thompson asked how someone wanting a hard copy could get one. Dr. Goree said there would not be a hard copy, but they could be given a copy of the audio. Mrs. Bell added that in her 12 years on the Board she has seen many visitors address the Board and noted the cost to the District if we recorded every word visitors said. She said since the District began live streaming the meetings, and now that staff will begin attaching the audio/video to the agenda, she believes this is the best way to record this information and not have added cost to the District.

Mr. Riall asked if we would be publishing all the comments in our Official Journal (The Times). Dr. Goree added from a budgetary perspective, this would be an added cost, and he stressed to the community that the goal is for the comments to be a

part of the official record of the school system, but we are only attempting to do this in an efficient manner in cost and time.

Mr. Thompson said he does not have a problem with how the superintendent will address this, and he believes this is a solution for those who do not or cannot watch the live stream of the meetings.

Mrs. Locke asked if whatever is in the minutes becomes a part of the official record and would have to be published in *The Times* and Dr. Goree confirmed that is correct.

Dr. Douzart said she believes Mr. Thompson is trying to say that some taxpaying citizens are not up-to-date with the technology and do not have the ability to go back and listen; so she suggested they contact their district representative on the School Board and ask them, if there is a fee, to pay it and get a secretary or someone to listen and write down what was said. Dr. Goree said citizens can be referred to staff to get what they need and staff will be willing to follow up.

Ms. Trammel noted that when visitors address the Board from or about her area, she writes down what they need so she can follow up, and rather than incurring additional costs, the method staff is suggesting would be the best way to provide visitors a means to listen to comments made and what was requested of them.

Mr. Thompson said he believes it will work as long as citizens can access their comments to the Board and refer back to what they asked of the Board. Dr. Goree clarified that it is staff's responsibility to answer the questions, and he encouraged Board members to clarify to staff if the Board wishes staff to respond to questions/comments from the podium, because when staff meets the day after the meeting, staff only responds to those visitors as directed by the Board. Mr. Thompson said because of the solution offered by the Superintendent, this item can be pulled from the agenda.

Cooperative Agreement Between CPSB and Village of Mooringsport). Mr. Riall stated that the Mayor of Mooringsport approached him about implementing a baseball program for the children in Mooringsport. The CPSB owns what was formerly a football field when Mooringsport was a high school and the baseball field currently there has been in disrepair for a long time and they would like to utilize it for this purpose. Mr. Woolfolk highlighted improvements that will be made which Caddo Parish Schools will benefit from as well, including the Village of Mooringsport spending money on a field they have used for years and is now in disrepair. He further explained that the key part of the cooperative agreements is a 10 plus 10 (10-year agreement with right to an additional 10 years); but if before the first 10 years is complete if Caddo advises they want it back, then the second 10 year agreement goes away. The stipulation making this a cooperative agreement is they must spend at least \$10,000 on the field, improvements to the parking lot, lighting; and they will spend a lot more than that, but we do not want the cost to be so high that it would be prohibitive for them to do what they want to do. He believes it is a great deal for Caddo because Caddo can still use the field and they will maintain it, provide the insurance on it, and is a great deal for both. Dr. Goree also said it is a win-win for both.

Ms. Green asked if anything is being done to the field now, and Mr. Woolfolk stated that is correct because the lighting and parking are not very good now. Mr. Woolfolk further expanded on the 10 plus 10 agreement and the money spent. Ms. Green asked if this field will be available for those in the community to use, and who makes the decision. He said the City leadership is who is using the field at this time and Caddo is not using it. She said she asks because she has not heard about a 10 plus 10 agreement. Mr. Abrams clarified it is a win-win situation because the facility is currently in disrepair and the School District is maintaining insurance on it, meaning that Caddo is liable for the first one million dollars if something happens there. The new provision requires that the Village of Mooringsport provide the insurance needed for this facility as well as taking care of the maintenance on the facility. He further stated that the 10 plus 10 is only a renewal which states if we don't tell them we want it back after the first 10 years, it will automatically renew for another 10 years. Since it is being done by the Village of Mooringsport, it will be a public facility to be used by the public. Dr. Goree also added that there is a termination clause in the agreement where with 180 days' notice, either party can terminate the agreement. Ms. Green states she will support Mr. Riall on this item, but doesn't like doing anything today that may hurt us tomorrow. She also asked for clarity if nothing is said during the first 10 years, the agreement is renewed for another 10 years and staff confirmed that is correct. Ms. Green asked if at 20 years they will get 10 more

if nothing is said, and Mr. Woolfolk explained the contract is no more at the end of 20 years so it would have to come back. Dr. Goree said he hears Ms. Green's concerns and added that through our Capital Projects and Operations, a review is done on all Caddo properties and it will need to be noted so staff will revisit this in the 10 years.

Mr. Nations asked where this is located and is there any additional financial obligation on Caddo's part. Dr. Goree said it is across the road from the school and is not a property at the school we would be using on a daily basis. Mr. Woolfolk also referenced a map attached to the backup showing the location. Mr. Riall added that the Mayor and he talked with the Caddo Parish Commission who may help them with some in-kind funds to help get lights in place, parking lot, etc.

2019-20 Consolidated Annual Budget. Dr. Goree stated his understanding that staff needs to prepare for a meeting on Thursday and he encouraged Board members to get questions to staff as soon as possible so staff will have time to answer them in a timely fashion.

Request for Transfer Funds from the CNP Equipment Reserve. Kaye Lynch, director of Child Nutrition Programs, explained that her request for \$400,000 to be transferred from the CNP Equipment Reserve Fund to cover the purchases making in the current year, leaving approximately \$2 million in the reserve funds,. She added this is to purchase equipment for this year and not operating expenses. The equipment to be purchased will include at least 8 steamers, double ovens, all of which are 23-25 years old, and assessments have been made by both vendors, TD Refrigeration and CRS companies who have checked to make sure they could not be repaired. Mrs. Locke asked how often does the Board pull from this fund, and Ms. Lynch said they have not pulled from this fund in more than 4 years. She said they purchased approximately \$175,000 worth of equipment last year from the operating funds. Mr. Thompson asked if this affects children paying for their lunch. Ms. Lynch confirmed the equipment is bad and in need of replacement, and she explained the equipment is only expected to last 23-25 years. Mr. Thompson asked if this could be paid out of capital projects, and staff indicated it is only used for Child Nutrition purposes. Dr. Goree also explained that Caddo is part of the CNP and all elementary, middle and some high school students eat free breakfast and lunch every day. Regarding the use of capital projects dollars, Dr. Goree clarified that based on the way these dollars were approved by the voters, they do not qualify for use to replace this equipment.

Mr. Nations asked how many schools will be affected by this purchase, and Ms. Lynch responded at least 16 schools.

Ms. Green thanked Ms. Lynch and asked how is it determined where the new equipment will be placed, and Ms. Lynch said it is determined on an emergency basis because as many pieces of equipment as possible are being repaired; however, she cannot continue to use operating funds to make these repairs. She asked if staff knows which three schools are not receiving the free breakfast and lunch. Ms. Lynch said Caddo Magnet, Captain Shreve and Byrd will not be on CEP and it is only because their participation is only in the 200s and the majority of those students are paying children. Ms. Green also asked about something she heard in the past where certain schools with a lot of students will get new equipment and send their old equipment to another school, and Ms. Lynch said that will never happen under her or Dr. Goree's watch and whoever the equipment is ordered for is where the equipment will be placed. Mrs. Bell thanked Ms. Lynch and Dr. Goree for the opportunity for Caddo students to receive free breakfast and free lunch through this program.

Ms. Trammel commended the staff working in the schools and for their ideas on safely using the equipment in the cafeterias. Dr. Goree encouraged Board members when on a campus to visit and thank the cafeteria managers/workers for all they do.

Following discussion, Ms. Trammel announced that Items 7.01, 8.02-8.03, and 8.06 are all on the consent agenda. *Ms. Green moved, seconded by Ms. Trammel, to confirm the agenda and the consent agenda for the June 18, 2019 CPSB meeting as presented. Vote on the motion carried.*

POLL AUDIENCE

The following visitors addressed the Board: (1) Jon Glover – visitor comments in Board minutes and Cenergistics; (2) Jackie Lansdale – RRU support of millage, cutting professional rights from budget without input, elimination of study sabbaticals.

Mr. Little requested that the Superintendent follow up on the SWEPCO offer.

ANNOUNCEMENTS

Mr. Thompson stated that when asking questions, he is doing so to get answers, and asked that Board members respect other Board members.

Mrs. Bell thanked everyone who made donations to help the Social Studies students travel to Washington, D.C.

Ms. Green thanked Dr. Goree and staff for the budget sessions as well as the State Legislators for the resolution passed on yesterday. She also recognized Superintendent Goree for the awesome job on Monday's new conference.

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

May 28, 2019

The **Caddo Parish School Board (CPSB)** met in a budget work session on Tuesday, May 28, 2019, at approximately 2:00 p.m. in its offices at 1961 Midway, Shreveport, Louisiana with President Mary Trammel presiding and the following board members present constituting a quorum: Steve Riall, Jasmine Green, Lloyd Thompson, Don Little, Dr. Bonita Douzart, Raymond Green, Denee' Locke, Tony Nations; John Albritton and Dottie Bell. Also present were Dr. Lamar Goree, superintendent, and Reggie Abrams, legal counsel. Dr. Douzart led the prayer and Pledge of Allegiance.

2019-20 CONSOLIDATED ANNUAL BUDGET

Superintendent Goree introduced Chief Financial Officer Jeff Howard who presented the proposed 2019-2020 Caddo Parish School Board budget. He encouraged Board members to write down their questions and staff will answer them by the end of the presentation. He also stated that at Board member stations are forms for requesting additional information.

Mr. Howard shared a Powerpoint presentation on the proposed 2019-2020 CPSB budget and how staff sought input from the supervisors/directors from each division, as well as the long budget process of discussing what is in the budget, what is needed in the budget, what needs to be cut, and what needs to be added. Mr. Howard said the proposed budget reflects a prioritization of the classroom with Tier I curriculum continuing to be implemented, supports professional development aligned to standards, continues to update classroom technology devices, and keeps the teacher supply money (with the only change this year is funding the \$200 per teacher from the CEEF funds. Because the interest has been so low over the past several years, the District has not distributed these funds; however, the District recently began investing this money in money market funds to draw a larger interest rate and last year this fund grew by over \$400,000. He also noted that the staffing formula has not changed in this budget.

Mr. Howard reported the General Fund Budget revenues reflect ad valorem (property) taxes budgeted with no growth based on the unchanged millage rates approved in May; sales taxes reflect the budget to actual for this year and staff expects this to remain flat for the coming year. He also reported that the District continues to receive a 1½ cent sales tax and the Board approved the Sales and Use Tax Commission budget in May. He added the MFP in the proposed budget is \$202,500,000 and does not currently reflect the growth factor until approved by the Legislature. Mr. Howard reminded the Board that the MFP previously reflected a 2.75% growth factor built into it; however, the State stopped this and Caddo has not received any additional funds. This year the Governor's Office proposed and BESE recommended the growth factor to be 1.375 for this year (half of the 2.75 the District has historically received); however, it will possibly not be confirmed until late June after the budget has been approved, and at that time it will be necessary to revise the 2019-20 budget.

CFO Howard also stated that the budget does not include the current proposed teacher and support staff salary raises as recommended by the State because the State has not approved it as of this date. He also explained the internal budgeting process where staff identified reductions and items to cut from the budget, including supplies and equipment, as well as detailed line items to see if monies budgeted are being spent; and if not, can it be reduced. Travel for professional development was looked at closely to determine why those requesting approval for travel were doing so, and the purpose in attending the conference.

Mr. Howard also noted staff looked at all other additional District-level operating expenses for possible reductions, i.e. three copiers in the reproduction room at Central Office costing the District \$65,000-\$70,000 annually to rent and staff looked at the need for three. He also reported that 132 positions have decreased through attrition and elimination of vacant positions and

including 17 Central Office vacant positions totaling \$1.5 million. Employee study sabbaticals are removed from the budget, a cost of approximately \$480,000 annually; and the Drivers' Education Program was removed due to the number of students now using private businesses that are teaching Drivers Education.

Also, he reported there is no increase in employer or employee contributions to health care, premiums have not changed for four years and they will not change for the coming year. Health insurance rates remain stable rather than reducing benefits with staff not reducing benefits even at a time when others are going to higher deductibles, etc.

Mr. Howard reported that since 2009, the District has set aside over \$21 million (over \$23 million with interest) designated for retiree health care costs (OPEB Trust). He explained this was done several years ago when the Government said that amounts totaling the District's liability of the retirees' portion of health insurance cost must be put on the CPSB books, showing it as a liability on the financial statement. He reminded the Board that the CAFRA report notes the \$800 million liability (which does not mandate funding, but only setting aside a "good faith" amount each year to show you are attempting to provide the funding for this expenditure), and Caddo has funded this through the retiree drug subsidy program (approximately \$1.4 million annually received back from the Government). He also reported that approximately 4 of the State's 65+ school systems agreed to look at this option, and these funds can be used only to fund the retirees' portion of health insurance costs. At this time, approximately \$33 million annually is paid out of Caddo's General Fund to the Health Insurance internal service fund (because we are self-insured) just for the retiree's portion; and this budget proposes and includes using \$9.4 million of the OPEB money to fund a portion of the 2019-20 employer share of retirement premiums.

Several factors negatively affecting the District's revenue over recent years include a decline in MFP as a result of a decline in enrollment (200 for this year), decrease in sales tax revenue, and additional dollars going to charter schools, etc. He further explained that our MFP is based on the October 1 and February 1 enrollments. Mr. Howard noted there are some difficult decisions to make in the future, and it will be important to reduce expenditures by a minimum of 1% annually over the next 24 months. He also shared snapshots of the various funds, i.e. Title I, IDEA, Child Nutrition, and Capital Projects.

Dr. Goree noted that in the timeline Board members will see another scheduled budget work session and staff received questions on the General Fund as well as the Federal Funds.

Ms. Green asked about the elimination of sabbatical study leaves and the cost these leaves are to the District. Dr. Goree said it will save the District approximately \$480,000 for the current year. Ms. Green asked if this has ever been taken away, and Dr. Goree said he is not aware of it. Ms. Green asked if there are plans to bring it back, and Dr. Goree said there is a policy around sabbatical leaves, and the intent is not to take it away from a policy perspective; however, we are still 2% away from where we need to be in making cuts. Also, with the elimination of study sabbaticals, there are many ways people can get credits toward degrees via online courses, etc. He said he is willing to pause and look at this further, but asked the Board to remember that anything we move away from and then start adding back moves us further from the goal. Ms. Green asked how many employees are on sabbatical leave, and Mr. Howard responded approximately 10 a year. Ms. Green asked for clarification of the cost of \$480,000, and Mrs. Atkins explained that \$480,000 was budgeted; however, we currently only have 5 requests and this total is not always used in one budget year. Dr. Goree asked staff to verify if we actually went over the budgeted amount this year. Mrs. Atkins added that while Bossier still grants sabbaticals, DeSoto does not; and in comparing Caddo to similar sized districts, EBR still grants study sabbaticals, budgeting \$300,000 last year but recommending reducing it to \$100,000 for

the 2019-20 school year. Dr. Goree added that in looking at EBR, they are also laying off employees.

Mr. Thompson asked about the library process clerks and the number in Caddo? Mr. Howard responded Caddo has 19 library clerks in the current year budget and 19 in next year's budget. Mr. Thompson asked if crossing guards are still in Caddo's budget? Mr. Howard stated Caddo still has \$12,500 in the budget, which is all Caddo has ever had in the budget. Mr. Thompson asked if we have security coordinators in the budget because he thought we were phasing them out and bringing in police officers. Mr. Howard explained that as employees, they are still in the budget, but as security coordinators leave, they are being phased out. Dr. Goree clarified that the crossing guards are not Caddo employees, but the \$12,500 is what the Board committed to a few years ago in support of a pay raise for them.

Mr. Little asked if he understands correctly this budget is based on a decrease of an additional 200 students, and Mr. Howard said that is correct. Mr. Little asked if these numbers have been verified with the realtors' board, and Mr. Howard said there is a need for better information on estimating these numbers. Dr. Goree added staff is attempting to make the most accurate projections possible; and at this time staff believes in looking at the drop last year, the rate that charters are adding grades, and because Linwood is at capacity, we are at a stabilizing point. He added staff welcomes any information that will help assure we are making accurate projections. Mr. Little asked about the enrollment in charter schools being down, and staff confirmed it is in Magnolia. He also asked if the composite number is the same because the budget for charters has increased slightly. Dr. Goree explained that dollar amount includes other charters (AMI, Pathways) and they have not seen a decrease in numbers. Dr. Goree also added that Magnolia's enrollment is down drastically but even with that, Caddo has had to budget \$10.5 million but Caddo could absorb the students at Magnolia into the regular system at a minimal cost. Choice for families continues to create a unique financial burden on the public school system.

Dr. Douzart asked for clarification on the library employees and if these are librarians or library clerks, and Mr. Howard clarified they are clerks. Mr. Howard added there are 60 librarians in this year's budget and 60 budgeted for next year. Dr. Douzart also asked what happened to the simulators formerly used in Drivers' Ed, and Mr. Howard said staff will follow up and provide a response. Dr. Douzart also asked how many budget work sessions will be held and how will they be conducted? Mr. Howard stated another budget work session is scheduled for Tuesday, June 4th prior to the Executive Committee work session and another on June 6th if necessary.

Mr. Rachal noted that he will schedule a time to meet with Mr. Howard, but asked staff to provide him how many of the 132 positions decreased are through attrition and how many are vacancies. Mr. Howard added that while there may have been vacant positions carried in previous budgets, this budget is a realistic budget based on what is needed and what we can do and we are no longer carrying vacant positions. Dr. Goree said staff listens for repeated conversations and staff will take this into the work it will do to bring back to the Board for next week's meeting.

Mrs. Bell stated that she knows we pay police officers to take care of our children inside of the buildings and she would like to know how many police officers, how many security coordinators, and how many Sheriff's officers we have and how much we pay them. She knows that Title I pays for Title I teachers, and Dr. Goree added that not all teachers at Title I schools are Title I because while some positions are budgeted through Title I, most of the teachers are funded through the General Fund. The superintendent explained that supplanting states whatever we give to one school we must give to all schools, so the funds are used for things above the regular allotment for all schools. Mrs. Bell also asked about sabbatical leaves (including sick leave), and Dr. Goree clarified these are only for educational leaves. Mrs. Bell asked about the policy for extended sick leave because some people take 50 days, come back to work a few days

and take 50 more days, which costs the district money. Dr. Goree said there is an ongoing concern that leaves are used effectively. Mrs. Bell also asked about the 17 vacancies at Central Office and if these positions are vacant because employees are no longer in Caddo. Mr. Howard explained that some are on the academic side and are still employed, but only paid from a different source/fund. Dr. Goree stated that some positions were eliminated because they were vacant and some were moved from the General Fund to a different funding source. In looking at making an additional 2% reduction over the next 24 months, everything at Central Office will be looked at closely. Mrs. Bell asked if an employee in a clerical position at a school retires and there are too many employees (clerical) at Central Office, can an employee in one of these positions be moved to the position at a school rather than hiring someone new. She also asked about the possibility of mechanics holding a CDL to fill in for bus drivers, and Dr. Goree said that all bus drivers are required to hold a CDL license because they drive buses every day. In moving persons from Central Office to a school campus, Dr. Goree stated that the 24-month window will allow for some very strategic planning in what we do; because if we want to see record-setting graduation rates, and academic performance, we cannot do gut reactions but must think it through and be fiscally responsible to the taxpayer base.

Mrs. Bell asked about the number of people traveling to the same conference and if reducing this number might save the district money. She also reminded the Board of the decision that each Board member will only travel to two conferences a year. Dr. Goree stated that it is not a policy but a practice; and if one looks at the budget, they will see where Board travel was cut by approximately 10%; and in the coming year, staff will look very closely as to what trips are taken and the importance. He also reminded the Board that much of the travel is mandatory, i.e. implementation of Tier I Curriculum, professional support, etc. Mrs. Bell asked if she remembers correct that the Board voted on the Magnolia Charter and staff confirmed that is correct. She stated her belief that more needs to go into our marketing efforts.

Mr. Albritton asked about the library clerks staying the same, but the salaries decreasing by \$7,000. Mr. Howard indicated in looking further there is also a library processing center clerk which may be the difference. Mr. Burton explained that we are reducing the allotment for librarians by three positions because over the past 3 years the District has been unable to fill between 5 and 8 vacancies. Academics looked at the sites and talked to HR about the number of teachers certifying for librarians as well as recruiting librarians and attempting to reduce those (vacancies) by three. He also clarified we will not reduce any librarians at the schools. There are vacancies we have never been able to fill, but any existing library position now will remain. He further explained that in combining the staff development center and curriculum, it is believed there is an ample number of clerical staff to assist in processing library material so the library processing center clerk position will be reduced. Mr. Albritton also asked about the increase in the General Admin budget by about 10% (salaries increased about \$130,000) and if that is the Controller position. Mr. Howard said that position would be in Business Services, and this increase in General Admin salaries is about \$30,000 from last year and this year will be approximately \$100,000 less than the current budget. This item includes the superintendent and the chiefs' salaries but there was no one in one of the chiefs' positions for approximately 6 months. Mr. Albritton also asked about the 33% increase in sales tax and 10% increase in tax collection fees, and Mr. Howard explained that the sales tax is a one year increase and it will be back down to about \$300,000 next year because they are purchasing a new accounting system which is a joint venture between the School Board and the City so the city's will increase by the same amount. The tax collection fees were under budget last year so this year's amount is accurate. He also asked about the employee benefits under the General Admin line item showing an increase of approximately \$280,000. Mr. Howard stated that the employee benefits as a whole were under budgeted \$7 to \$8 million and this is part of that.

Mr. Nations asked about the regular increase each year and is it a result of more charter schools and the associated enrollments. Mr. Howard stated that it is Magnolia Charter. He asked if staff

has any idea on what next year might be and Mr. Howard stated it is trending down with Magnolia, but AMI and Pathways remaining constant. Dr. Goree said this was an area last year where we were under budget.

Mrs. Locke asked about a penalty for drawing on the CEEF fund. Mr. Howard said the state law says it must be used for materials and supplies, classroom training for teachers, and we can only draw on the interest. Mrs. Locke also asked about the technology and the extra Title I funds that some receive as well as IT reserves. Mr. Howard again reiterated that staff is looking at everything possible to save money in the General Fund and one idea was to use the CEEF interest (about \$477,000) to fund the materials and supplies money for teachers. She also asked about the use of the \$9.4 million to fund the portion of Caddo's share of the retirees' premium, and Mr. Howard reported there is approximately \$23 million including interest in this fund. Mrs. Locke asked if she understands correctly that this \$9.4 million is a one-time transfer, and Dr. Goree said he sees it as a one-time transfer or two at the most; but if he sees 1% off this year, then it could possibly be only 1% next year. However, he also believes this is a conversation the Board will need to have (how this money is used in the future). Mrs. Locke stated that Magnolia was in existence when she came on the Board and asked if that is when the high school began as well as Pathways, and Dr. Goree agreed that is what increased their numbers. He added that AMI is a viable option for families and is why their number is over 200. Mrs. Locke also asked about "other local" on the pie chart and why this amount is down. Mr. Howard responded this includes interest, income, rental of buildings and land, oil and gas leases, etc. She also asked about Business Services Department which is CFO and if we are hiring more people for this department. Mr. Howard explained the number of people is down by one because of purchasing and the biggest increase is benefits resulting from being under budget.

Mr. Green said the two things he believes will definitely impact the budget are the pupil:teacher ratio and the incentive pay. He asked if staff has looked at merit pay rather than incentive pay? Dr. Goree said we do have merit pay in place in a payout for teachers achieving the highest evaluation category and contractual commitments through Transformation Next that we must honor; however, this will need to be part of the conversation over the next 24 months and how to protect the equity. We currently budget over \$3 million for incentive pay.

Ms. Trammel reiterated earlier comments relative to the crossing guards not being Caddo employees and the \$12,500 in the budget approved by the Board to help in the pay raise given to crossing guards. She also asked about the changes in security and the difference of 13 positions, and Mr. Howard explained that as the security coordinators leave, they are being replaced with a police officer, and Ms. Trammel asked staff to provide her with how much Caddo is paying for the SPD and the Sheriff's officers. Ms. Trammel also asked how the number of clerical positions is determined, i.e. at Central Office, and Mr. Howard responded there is no formula, but the supervisors/directors in each department should be continually analyzing this. Ms. Trammel said with today's technology/computers, she believes there would not be a need for as many people, but there does not seem to be a reduction in the number and would like staff to look at this. She also asked staff how long Caddo will be in a contract with Magnolia, Pathways and AMI when they continue to be F rated schools. Dr. Goree said probably two more years before the Board can take any action and staff can provide a timeline as to when the reviews will come up on the charters. He reiterated that staff is working and talking with principals on how we make sure we sell our District and the great opportunities in our School System. Ms. Trammel asked if there are any other trust funds in the District similar to OPEB, and Mr. Howard stated there are no other trust funds but we have other designated funds. Ms. Trammel asked if there are other funds we can use, and Mr. Howard explained there was about \$20 million in designated funds and the Board approved using approximately \$12 million to plug the gap, and leave a balance of approximately \$8 million in designated funds, a \$3 million undesignated fund balance, \$23 million in the OPEB trust, internal services (health care reserve), and CEEF which is

untouchable. Dr. Goree added the OPEB was used because its direct intention is deferring cost of retirees' health insurance and \$33 million was budgeted for this.

Mr. Riall asked about the debt service of \$59,765,000 and in a couple of months this will increase by approximately \$9 million, and how much do we pay off each year. Mr. Riall asked if we will pay off as much as we incur and Mr. Howard responded probably close, but he can provide this information. Mr. Riall asked about the District living on funded vacant positions in the past and that now being eliminated. What will the District do when that money is not available to transfer to where it is needed. Mr. Howard said the District will have to live within the budget. Mr. Riall asked about the Board's budgeted travel amount, and Mr. Howard responded it is \$36,000 which is a 10% cut from last year's \$40,000. He also added that travel is separate from association dues paid. Mr. Riall reminded Board members that to get required continuing education credits, Board members can get this without traveling. Ms. Green added that she believes it is good to meet with Board members across the state and learn what they are doing and what is working in other districts. Regarding the crossing guards, Ms. Green shared she continues to hear about this via City Council meetings and asked the superintendent if we have been in conversation about this. Dr. Goree stated he has had no conversation regarding this matter; and he did reach out when he learned there was a meeting and Caddo was not invited; however, he understands his, nor the Board President's, presence is not needed at this point, and neither were invited to any meeting. Ms. Green said she does not want them to throw this at the District at the last minute and from the tone of the last City Council meeting, she believes they are adamant about Caddo taking on this cost. Dr. Goree stated the District has been clear in stating that we have no authority to stop traffic or police streets, so it is a City decision and the City will need to deal with the response from the citizens since it is a public safety issue.

Mr. Thompson asked if we must do away with crossing guards, can we use the security coordinators, and Dr. Goree said we cannot use them in the street so the City will need to come up with a plan for how they want to provide that service to the citizens. Mr. Thompson stated he has seen the security coordinator do this at JS Clark. He asked if the police officers we pay can do this, and Dr. Goree said if the City chooses to use them that way, and reminded the Board we do not have police officers in all Caddo elementary schools, which is where the need for crossing guards is the greatest. Ms. Trammel added she asked several in authority about this decision and was told it is a legal matter; and if it is looked at from the correct perspective, they should not be including Caddo Schools in this since we do not have any jurisdiction in or over City streets.

Dr. Douzart asked what happens to an employee's retirement if they retire and begin drawing it but pass away. Dr. Goree said it depends how the retiree has it set up, but any remaining amount of what the retiree put into the retirement plan goes to their estate/family, and any remaining amount goes back into the retirement system.

Mrs. Bell echoed Ms. Green's comments relative to Board travel, and how the workshops at conferences help Board members in sharing and learning from other Board members in Districts similar in size to Caddo as well as how they deal with the same issues.

Mr. Nations noted the decreased amount for General Counsel, and Mr. Howard clarified it has increased slightly. Regarding Mr. Thompson's questions relative to Caddo incurring additional costs for crossing guards and the fact that no one from Caddo was present at the meeting, he verified with Mr. Boucher on the city council that no one from Caddo Parish Schools was invited and how unhappy he was that Caddo Schools was not represented in this important discussion. He believes there will be a meeting scheduled soon in order to discuss this particular matter. Relative to legal expenses, Superintendent Goree stated that sometimes in the community that all these funds go to Mr. Abrams; however, this is not the case, but these funds are used for all legal matters as he works with numerous attorneys in the legal system.

Mrs. Locke also reiterated Mr. Nations' comments that Caddo was not invited to the meeting on the matter of crossing guards. She also asked for more explanation on the employee study sabbatical and how it works. Dr. Goree stated that often times employees can take off a period of time (one semester or a year), and when done, the employee must take a certain number of college hours worked toward. When an employee is on a study sabbatical, their pay is 65% of their salary, so we have to budget accordingly including the teacher/sub that is placed in the classroom during that time. He added if we can eliminate this, will it be what is creating the best opportunities for children in the classroom. As a parent, he would not like it if it was his child's teacher, but he also would not mind it if it had been the previous year and the teacher has returned with additional knowledge. He assured the Board that staff will continue to look at this to determine where we want to be, and this too would be something considered during the next 24 months, but he does not believe there will be a recommendation to fund this as it was funded in the past. Mrs. Locke asked about the 65% and this does keep them with all their benefits, retirement, etc. Mr. Howard verified we pay them 65% of their salary, but we pay 100% of their retirement (even on the extra 35% of their salary they are not receiving).

Ms. Trammel asked if there are any employees in "parked" positions, and Dr. Goree said there are not. He said staff has looked at every one of these positions to determine if there is an academic need for that position, and when they determine it is not, the people in those positions have been moved back into a spot that brings value to the meeting. Ms. Trammel asked if the Board is paid approximately \$117,000 a year, and Mr. Howard responded that is correct. Ms. Trammel said when you add the \$36,000 travel account this totals \$153,000 a year for the Board. She said she and only one other Board member attended the Capitol Conference and other districts had as many as 8-10 Board members in attendance. Dr. Goree added that he talked to Mr. Abrams about any requirement by statute re: Board member compensation, and Mr. Abrams responded that it is in state statute that Board members get paid a certain dollar amount and it is really an expense reimbursement. Dr. Goree also stated that when Board members attend conferences, and while he agrees they receive good information, he agrees there needs to be a reduction in all budgets and make ourselves as responsible as possible.

Mrs. Locke stated that in attending the conferences she believes there should be an organized effort to be able to get as much information and training as possible and then share it with the other Board members upon return.

Mr. Riall asked how much was spent on Board travel last year, and Mr. Howard said he will find it and send it to him. Mr. Riall said he would also like to know how much each Board member spent on travel.

Adjournment. There being no additional questions or discussion, *Mr. Rachal moved, seconded by Mrs. Locke, to adjourn. Vote on the motion carried and the budget session adjourned at approximately 3:30 p.m.*

June 4, 2019
CPSB Budget Work Session

Members Present: Steve Riall, Jasmine Green, Lloyd Thompson, Don Little, Dr. Bonita Douzart, Mary Trammel, Raymond Green, Denee' Locke, Tony Nations, John Albritton and Dottie Bell. Also present was Superintendent Lamar Goree and Legal Counsel Reggie Abrams. Mr. Rachal was absent.

President Trammel called the meeting to order at approximately 2:00 p.m. and a quorum was present. Ms. Trammel led the Invocation and Pledge of Allegiance.

2019-20 Consolidated Annual Budget

Mr. Howard stated that the School System has a \$394 million budget, which is down from past years. He said questions from the first budget session were mainly in the areas of staffing, safety and security, charter schools and benefits. He said the staffing formula was untouched in the proposed budget with the priority on the classroom. Positions reduced, without conducting a RIF, were done through attrition and current vacancies. Staff continued to review each position in the School System (every school and every department) to make certain they are aligned to the District's needs. One of the items under Business Services is to replace a vacant supervisor position with a controller, which will not increase the number of positions in the budget. Mr. Howard stated that \$6 million annually has been budgeted for security and of that, \$2.3 million is for police officers and sheriff deputies; and since 2006, the District has budgeted \$12,500 annually for crossing guards. The charter schools represent approximately \$17.6 million in expenses for next year and there will be a 3-year review in 2019 of the AMI Charter, an annual academic audit of Magnolia and Pathways and the charter review of AMI Kids and Magnolia School of Excellence in 2021. Regarding benefits, approximately 24,000 employees and dependents are covered and he reminded the Board of the requirement to cover all dependents, which is stated in the OPEB office of retirement benefits and rules.

Superintendent Goree stated that Mr. Howard addressed, and the staff and the Board have mentioned, the importance of making sure we are fiscally managing as effectively as possible. As an example, he reiterated the vacancy in the budget supervisor position, and staff is proposing a controller and not filling the budget supervisor.

Ms. Green stated she hopes the Board will have the additional budget work session on Thursday, June 6th at 2:00 p.m. because she had calls and questions from constituents.

Mr. Little asked about more detail regarding his questions relative to Medicare coverage for retirees and retiree spouses because he believes there is potential for duplication, i.e. someone who is eligible for Medicare remaining on Caddo Parish insurance and what the financial impact would be. Mr. Howard said he does not know the answer, but he can get it. Director of Insurance Randy Watson explained that we receive funding from the State so we are required to follow the eligibility rules set by the State. These eligibility rules dictate who can be covered, who must be offered coverage, and that we must offer minimum benefits in line with the State, etc. The State says we must offer coverage to anyone actively employed who goes into retirement. Mr. Watson further explained that staff has asked specifically about Medicare coverage under Title 42 of the State Law, and someone who has Medicare coverage cannot be excluded from the choice of our plans. He also said that Caddo Parish did not always collect money for Medicare taxes on its employees, thus there is a mixed population with some having Medicare and some do not. Relative to the cost, Medicare retirees versus non-Medicare retirees, he said when someone goes on Medicare they pay for Medicare Part A through a tax while they are employed, and when they retire there is no further payment for Medicare Part A. Medicare Part B (non-hospital services) is offered for a monetary premium. Mr. Watson explained that retirees are offered an incentive of lowering their premium if retirees take Part B; and when they retire, Medicare becomes the primary payer and Caddo's health only picks up what Medicare does not cover. He added the Medicare retirees actually cost the District less than regular retirees without Medicare, and the loss ratio is very similar to an active employee. In addition to the State

Law requirement to offer it, they do not contribute the highest burden of cost. Mr. Watson also added we do a lot of things to keep these costs under control and there are actually more retirees on the plan than there are active employees. Through time and attrition, however, there will be fewer and fewer non-Medicare retirees, which helps the District's cost.

Mrs. Locke reviewed the money moved from OPEB for the next budget year and asked what we will do the following year. Dr. Goree explained that is the commitment to reduce it by 1% each year and continue the conversation over the next 24 months on what we must cut from the budget so we can get to where we need to be. One of the things not spoken of enough is the District's bond rating because in conversations with the local bond granting authorities, it is necessary to make reductions in the budget through the big ticket items so we can restructure and get within the revenue the District receives. Dr. Goree explained that beginning in November 2018 until today, staff looked at every line item and made every change possible to protect the quality of education for students; but, there are some things that will require strategic thinking relative to what will make it work and not compromise but enhance education. Mrs. Locke reiterated the necessity of the changes staff is proposing that will save dollars, and Dr. Goree agreed and added that a situation of a declining population greatly affects the revenues; and staff will need to make sure it is effectively making reductions in operations as revenue is lost. While he believes staff has not done the best job in this area, it is important that staff get in front of this and protect what we do for children every day. He further stated that difficult decisions were made when recommending items to be cut from the budget, but they were necessary decisions. Mrs. Locke noted the difficulty and the calls received about some of the items being cut.

Mr. Nations asked Mr. Howard who the District pays for the police officers. Mr. Howard said this is paid to the Police Department and the Sheriff's Office. Mr. Nations stated he believes there are still discussions to be held on this matter.

Mr. Riall asked about sabbaticals and if this was taken out of the budget, and Mr. Howard explained that the cost of sabbaticals is not included in the proposed budget. Mr. Riall asked if they were in last year's budget and how much did we have to cut when eliminating this item. Mr. Howard said the District budgeted approximately \$480,000 last year. Mr. Riall asked what the Board will do with the Sabbatical Leave Policy. Dr. Goree said when looking at the sabbatical leave opportunity in the District, it is one that will require some strategic conversations around how that need is met. He stated that when staff looked at items that could be removed and impact a small number of people, things that would probably benefit students in the classroom, this was one of the items not to budget in this cycle. He further stated that he believes this is a perfect example of what Mrs. Locke was bringing forth and that is none of these things will feel good, but at some point these type difficult decisions need to be made. Mr. Riall asked if the MFP increase will help us, and Dr. Goree stated that those monies are not included in the proposed budget, but it would reduce the \$9.4 million we are transferring by the dollar amount represented in what we will receive. Dr. Goree added that it is necessary to look at everything possible to reach the goal of reducing 2% over the next 24 months. Mr. Howard stated that the increase in the MFP will give the District approximately \$1.3 million. Mr. Riall asked if some of the items removed from the budget will be removed permanently or will the Board relook at this for next year. Dr. Goree stated he definitely believes there is a future around discussing the future of sabbatical leaves. In looking at history and what it takes to receive a degree, staff has looked at the many ways in which someone can earn college hours toward a masters or doctor's degree. Mr. Riall asked how many people have applied for it this year. Dr. Goree responded that no one has received an approval but five certified teachers turned in applications for next year.

Mrs. Bell stated her concern around sick leaves and when employees take a medical sabbatical is there a certain amount of time before the employee must return; are there any strict rules related to these matters. Dr. Goree stated the policy outlines the study sabbatical; but the District's hands are tied when it comes to sick leave because the qualification for this particular leave is a letter from a practicing physician. In places where staff feels there is abuse, staff does follow up; and when it is abused, it costs the District to hire a substitute to fill in that position while the employee is out. Mrs. Bell said she believes

we could save money in this area and asked staff for information relative to the number of employees on medical leave. Dr. Goree reiterated that his comments are not to categorize any group of employees, but there is a culture in the system that sick days are personal property and many times at the end of one's career, some will look at creative ways to take the large number of unused sick days. Staff has looked at and discussed ways to incentivize this not happening. Mrs. Bell clarified she is not talking about just teachers, but those in administration, support personnel, maintenance, etc.

Mr. Riall asked how many sick days an employee can accumulate and carry over each year. Dr. Goree said an employee can accumulate as many unused sick days as they want. After all sick days are exhausted, an employee can go into 30 catastrophic days and then go into a bank of 90 days, both of which are provided by law. Mr. Riall asked for clarification and if all of this is provided by law or is some of it policy. Dr. Goree said the sick leave is provided by law. Mr. Riall asked if we pay an employee for unused sick leave, and Dr. Goree said we do up to 25 days sick leave and the state will also convert sick days to time of service up to a year.

Ms. Trammel asked about sabbatical study leaves and the ability for teachers to get their courses online, and would the District grant them the time they need to go to the campus for graduation, and Dr. Goree said absolutely.

Mr. Thompson asked about the \$17.6 million in expenses for Type I charters and when the AMI contract will be up for renewal as well as the Ombudsman contract. Mr. Howard responded the AMI charter review is 2021 and Ombudsman renews annually (it is a district contract). Mr. Thompson asked how much we pay from the District's budget for this contract, and Mr. Howard said \$2 million. Dr. Goree added it was a \$6 million line item but it was cut to \$2 million. Mr. Thompson asked about the Pathways contract and Mr. Howard said it comes up for renewal this year (2019). Dr. Goree said it is coming up for a 3-year renewal on a 5-year contract, so this year Caddo will provide them with direction on what they need to do to improve the programs offering the students. Mr. Thompson said he questions spending that kind of money for charters and if we can cut back on it. Dr. Goree said the goal has to be to increase wherever possible the number of children in the system. Thus, Caddo looks to do some of the things the charters are doing, i.e. marketing, and making sure the parents receive a true picture of what is happening in our schools. Mr. Thompson also asked if in looking at the \$2 million for the alternative school, would it be cheaper if the Board brought it in-house. Dr. Goree responded that has never been the case and it was a large budget cut in 2012 when the decision was made to outsource the alternative programs because of the exorbitant cost to run them. Dr. Goree said staff has looked at the agreements and expressed concerns with families choosing these options when we have options in the District that are more academically successful.

Mr. Abrams reiterated Dr. Goree's comment that the Ombudsman contract saved the District a lot of money when it closed the alternative school at Hamilton Terrace. Also the charter schools in the alternative program actually shield the District from their scores and is preferred by the State Department.

Mr. Riall asked about the \$17.6 million in Type I charters and how much Caddo spent on the three programs, and Dr. Goree said \$2 million; and \$8 million on the 3 alternative programs. He also asked if he understands correctly that the number of students serviced in the program has reduced drastically, and Dr. Goree confirmed that is true; and he added it took a couple of years to get there, but this group has definitely fine-tuned their work.

Ms. Trammel asked about the audit of Magnolia, what will be the outcome? Dr. Goree stated that last year a review was conducted through Mr. Burton's division and based on the information and suggestions provided, they will verify this in this year's audit. Mr. Burton reported that in the past they have only done a review of the elementary program; however, this year they will expand to include the middle and high school program and present it to the Superintendent for approval. Ms. Trammel asked if the Board must approve this or is it something the Board does not have to approve. Dr. Goree stated the Board will need to make that decision in 2021 when it is at the five-year mark. Mr. Abrams added that at that time, it will be up for renewal and the Board will make a determination

based on the Superintendent's recommendation. Board action for renewing the contract is based on Bulletin 126, which outlines the criteria.

Ms. Trammel requested that staff provide a breakdown of the cost of police officers and sheriff's officers on the school campuses. Ms. Trammel also asked about the classrooms and she will talk further with the Superintendent.

Mrs. Bell asked about the budget question dealing with the use of the Convention Center as she believes the Convention Center is the only place large enough. Dr. Goree explained the School System pays the Convention Center a per day rate and when multiple graduations are held within one day, you receive a discounted rate. He does believe there are some alternatives but believes the Convention Center has worked well. While the Convention Center is convenient, Superintendent Goree stated staff will research this further.

Mr. Thompson stated that the Hirsch Coliseum recently invested \$2 million putting in a new roof and other updates and it is currently being used by the hockey team.

Mr. Green stated that to him the attendance at this year's graduations was up and is something to be considered when looking at other venues. He said unless we can go through a bid process, he doesn't believe we are approaching it from a positive stand.

Mr. Nations echoed comments made and asked who owns the coliseum and Mr. Thompson said the State Fair. Mr. Nations agreed this is something to explore.

Ms. Green asked if we would be able to set up the same setting at the Hirsch Coliseum, i.e. big screens, technology, ability to live stream, etc. Dr. Goree said when staff brings back information, it will include what we offer at the Convention Center. She asked if she understands correctly that the Convention Center provides the technology for the graduations and Dr. Goree said it is included in the cost.

Ms. Trammel asked about the Board's annual travel expense, and Mr. Howard said this year it was \$40,000 and next year's proposed budget is \$36,000. Ms. Trammel asked about contract services we could eliminate, and Dr. Goree said some have been eliminated and staff continues to look at other contract services.

Dr. Douzart asked how much has been cut from the budget, and Mr. Howard stated that when staff began to look at the budget and what everyone was requesting, it was a \$25 million deficit, and staff has worked to get it down to the \$9.4 million. From last year's budget, the Board approved \$12.1 million from designated funds and now it is down to the \$9.4 and the deficit for the current year is approximately \$3 million. Dr. Douzart asked how much (percentage) will we save. Mr. Howard said the Board policy states we should have 10-15% of the expenditures in the fund balance. Dr. Douzart asked if we could make that amount 12%. Mr. Howard stated that he met with the bond-rating agency yesterday and learned they do consider the designated funds and some in the OPEB, the health care reserve as part of the fund balance; and when combining these, it is approximately 14.82%. Dr. Douzart stated her need to have the meeting scheduled for Thursday.

Dr. Goree added that when talking about going from 12 to 9, that is the percentage and staff will go from 9 to 4, which will be the percentage for next year.

There being no additional questions, *Mrs. Locke moved, seconded by Mrs. Bell, to adjourn. Vote on the motion carried and the budget worksession adjourned at approximately 3:05 p.m.*

June 6, 2019
CPSB Budget Work Session

Members Present: Jasmine Green, Lloyd Thompson, Dr. Bonita Douzart, Mary Trammel, Denee' Locke, John Albritton and Dottie Bell. Also present was Superintendent Lamar Goree and Legal Counsel Reggie Abrams. Mr. Riall, Mr. Little, Mr. Green, Mr. Rachal, and Mr. Nations were not in attendance.

President Trammel called the meeting to order at approximately 2:00 p.m. and a quorum was present. Ms. Trammel led the Invocation and Pledge of Allegiance.

VISITORS

The following visitors addressed the Board: Jon Glover, Board handouts.

2019-20 Consolidated Annual Budget

Superintendent Goree stated that the meeting is to answer any questions Board members may have relative to the 2019-20 proposed budget.

Dr. Douzart thanked staff for expeditiously providing her with the requested information on the AMIKids and Lakeshore. She also asked when the contract between AMI and Caddo is finalized, will the funds for AMIKids go into the General Fund or some other fund. Mr. Howard explained that the MFP funds for AMIKids is funneled through the District and Caddo pays AMIKids their portion, holding back a portion of the costs for transportation, lease, and internet. Dr. Douzart referenced her previous question on the simulators and her belief that these cost over \$100,000. She knew they were provided for safety; and from experience, she knew it was for those who were afraid to drive on the highways without fear of being injured in an accident.

Mr. Thompson asked about staff's response relative to reductions in SPED teachers and paras, and if the affected employees were offered other positions. Dr. Goree said everyone who was in a position has been placed in another position where they were certified to work within the school district. He reiterated there has been no reduction in force.

Ms. Green said if this is the last budget session, what information can staff share that will help Board members answer questions from the public. Dr. Goree noted the importance of this budget being one that protects equity and excellence for children as best as possible within the financial constraints. He said it is also fair to stress to the public that as a School Board and School System we have to look for every opportunity to show fiscal responsibility. He further stated that by the District not cutting everything, we are allowing opportunity to look closely over the next 12-24 months to very strategically and systematically look at everything we do as a school system to determine what things need to remain relative to difficult decisions in cuts. Dr. Goree also said Board members will see a very concerted effort to make sure we are marketing the School District as a viable option for all students. Also, Ms. Green asked how many students has Caddo lost, and Mr. Howard said from last year approximately 1,100. Dr. Goree added when he came to Caddo there were approximately 42,000 and now we are close to 38,000. Also, in looking at the demographics, the drop in the student population also reflects the drop in population in Shreveport. Ms. Green shared continued communication with other School Board members who share what is happening in their districts similar to what is happening in Caddo.

Mrs. Locke announced that on June 18th a Building and Grounds Committee meeting will be held; and if Board members have items for discussion they on the agenda to please email them to Debbie in the Superintendent's Office.

Ms. Trammel asked for two Board members interested in volunteering to work on a project with Susannah Poljak relative to Caddo's preK program to let Ms. Lohnes know. Mr. Thompson said he would like to look at having someone make sure the money is being

spent across the Board with local folks and that small businesses are reaping some of the business talked about to the community members.

Adjournment. *Ms. Green moved, seconded by Mr. Thompson, to adjourn. Vote on the motion carried and the meeting adjourned at approximately 2:20 p.m.*

June 18, 2019
Caddo Parish School Board Meeting

Members present: Steve Riall, Jasmine Green, Lloyd Thompson, Don Little, Dr. Bonita Douzart, Mary Trammel, Raymond Green, Denee' Locke, Barry Rachal, Tony Nations, John Albritton, and Dottie Bell. Also present were T. Lamar Goree, superintendent and Reginald Abrams, board counsel.

President Trammel called the meeting to order at approximately 4:30 p.m. and a quorum was present. Mary Trammel, District 6, led the Invocation and Pledge of Allegiance.

CONSIDERATION OF MINUTES OF THE MAY 21, 2019, MAY 28, 2019, JUNE 4, 2019 AND JUNE 6, 2019 CPSB MEETINGS

Mr. Riall moved, seconded by Mrs. Locke, to approve the minutes of the May 21, 2019, May 28, 2019, June 4, 2019 and June 6, 2019 CPSB minutes as submitted. Vote on the motion carried unanimously.

PRESENTATIONS AND RECOGNITIONS

Mary Nash-Wood, director of communications and strategic initiatives, recognized the following employees/students. President Trammel and Superintendent Goree presented each with a certificate for their achievement(s). Family members, friends and administrators present were also recognized.

Shreve Island Elementary School Choral Group. A select group of fourth grade students from Shreve Island Elementary School choir shared musical numbers from their annual patriotic musical show Red, White and Blue Day.

Colonel Dames Essay Contest Winners. Susannah Poljak, former CPSB member and representative for the National Society of Colonial Dames of America, was recognized as well as the following winners of this year's essays on the Bill of Rights and the Second Amendment: Emme Clark, James Rushing and Arjun Yusufji, all students at C.E. Byrd High School.

Newly Appointed Administrators. Charles Lowder, director of certified personnel, recognized the following newly appointed administrators: Kelli Duffield, chief internal auditor; Bruce Daigle, director of transportation; Crystal Barnes, principal, Booker T. Washington High School; and Keri Miles, assistant principal, Caddo Parish Magnet High School.

PUBLIC HEARING ON THE 2019-20 CONSOLIDATED ANNUAL BUDGET

President Trammel announced the public hearing on the 2019-20 Consolidated Annual Budget open and the following visitor addressed the Board: Jon Glover, requested delay in voting on budget.

VISITORS

The following visitors addressed the Board on issues/concerns: Jackie Lansdale, president, Red River United, importance of opportunities to further education; Destiny Duhon, cheer considered a sport, training for cheer coaches; Jon Glover, reconsideration of publishing public comments in minutes; and Marvin Muhammad, contract procurement. President Trammel also recognized in the audience Trاملة Howard, Board member from East Baton Rouge Parish.

ESTABLISH THE AGENDA

Superintendent Goree highlighted items for the Board's consideration and the following discussion ensued. President Trammel announced the following as the consent agenda items 6.02-6.04, 7.01, 8.02-8.03, 8.06-8.07 and 13.01. *Mrs. Locke moved, seconded by Ms. Green, to establish the agenda and the consent agenda for the June 18, 2019 CPSB meeting as presented. Vote on the motion carried unanimously.*

CONFIRM THE CONSENT AGENDA

Mr. Rachal moved, seconded by Mrs. Locke, to confirm the consent agenda. Vote on the motion carried unanimously. The following is a summary of the Board's action on the consent agenda items.

6.02 Administrative Contract Renewals. The Board approved the administrative contract renewals as recommended by staff and submitted in the electronic mailout.

6.03 Personnel Transaction Reports – Resignations. The Board approved the personnel transactions reports (resignations) as recommended by staff and submitted in the electronic mailout.

6.04 Requests for Leaves. The Board approved the requests for leaves as recommended by staff and submitted in the electronic mailout.

7.01 Consideration for RFQ 02-J-20 Official Journal Publication. The Board approved *The Times* as the Official Journal for the 2019-2020 year as recommended by staff and submitted in the electronic mailout.

8.02 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 electronic mailout.

8.03 Consideration of Cooperative Agreement between CPSB and Village of Mooringsport. The Board approved the Cooperative Agreement between the CPSB and the Village of Mooringsport as recommended by staff and submitted in the electronic mailout.

8.06 Consideration of Property/Casualty Insurance Renewals. The Board approved the renewals for the property/casualty insurance coverage as recommended by staff and submitted in the electronic mailout.

8.07 **Consideration of Request to Transfer funds from the Child Nutrition Program (CNP) Equipment Reserve Fund. The Board approved the request to transfer funds from the Child Nutrition Program (CNP) Equipment Reserve Fund as requested by staff and submitted in the electronic mailout.

13.01 Student Readmission Appeal Hearings. The Board approved the readmission appeals for students MB, ZD and DT as recommended by staff and whose parents are in agreement.

PERSONNEL RECOMMENDATIONS

Ms. Green moved, seconded by Mrs. Locke, to approve 6.01 Personnel Recommendations as submitted by the superintendent in the electronic mailout. Ms. Green asked for clarification that these are not added positions, and Dr. Goree explained they are not, but they are being filled because of retirements. He also stressed that in going through the budget process and there were open positions at Central Office, staff looked closely at whether or not the vacant positions need to be filled. *Vote on the motion carried unanimously.*

CONSIDERATION OF 2019-20 CONSOLIDATED ANNUAL BUDGET

Mr. Rachal moved, seconded by Mr. Riall, to approve the proposed 2019-20 Consolidated Annual Budget and addendum as submitted.

Dr. Goree thanked the Board for working with staff through the budget season with equity, equality and excellence as key in what we do for children. He said the budget presented is the same budget presented in the last budget work session with a few minor changes. Dr. Goree announced that with the 1.37% increase, or approximately \$1.3 million in additional funds, in the MFP to the District from the State, staff looked from an equity perspective to see if anything removed can be placed back in the budget. He said staff is recommending that \$250,000 be placed back in the budget for the sabbatical study leaves, \$126,000 (which includes all benefits as well) to support adding the assistant director of communications; and \$50,000 to support the

technology needs in relocating the Caddo Virtual Academy. He reported this change will affect the budget by adding only \$806,000 back into the budget versus the \$1.3 million. Dr. Goree also reminded the Board that in discussions on the budget were from the perspective of a 2% deficit with a commitment to a 1% reduction over the next two years to protect the programs offered to Caddo students.

Mr. Rachel asked if the \$250,000 for sabbaticals is ample to cover the current requests. Dr. Goree mentioned staff has previously recommended \$500,000; however, in looking at the five past years, staff believes this amount will meet the immediate needs of the district. Mr. Rachal asked if the controller position is included in this budget, and Dr. Goree said it is and has been throughout the budget process.

Mr. Little asked for clarification that this budget has nothing delineated for a STEM high school in downtown. Dr. Goree responded that is correct and this budget does not have anything budgeted or earmarked, nor has there been any conversation around a STEM school in downtown Shreveport. He further stated that the school district has had conversation around a STEM school but nothing about a location.

Mr. Thompson said he understands Caddo was never asked to build a STEM school, but the developer was interested in if a STEM school would work in downtown. He also asked about the \$50,000 for the Caddo Virtual Program, and Dr. Goree explained no one has approached Caddo about any financial obligations of any academic support around a STEM school; and relative to the \$50,000 for the Virtual Program, Dr. Goree explained when moving the program from the Career Center, staff believed the computers would be moved to the new location. However, the Career Center has use for those computers beyond the use by the Virtual Program, so Caddo must purchase laptops to support the Virtual School. Dr. Goree complimented staff for its hard work in presenting the most conservative outlook to the budget and looking for this \$50,000 without coming back to the Board, but in talking about equity, he believes this is a way to use additional revenue and meet the needs of the students.

Mrs. Locke asked, in looking toward next year's budget and the need to look at reducing another 1%, that staff be more proactive in looking at sabbaticals, possibly tweaking the process and providing clarity on it. Dr. Goree knows that anything done in the future will require a systematic process to determine how something is benefiting children.

Mr. Riall asked if staff will reach out to the five who applied for sabbaticals that they are being put back into the budget; and Dr. Goree said if the Board approves this, he and Mrs. Atkins will make those contacts beginning tomorrow making sure the requests made are in the best interest of children.

Mrs. Trammel clarified, in response to the availability of the budget, that the budget has been available for view via Caddo's BoardDocs site.

Vote on the motion carried unanimously.

CONSIDERATION OF CONTROLLER POSITION

Mr. Rachal moved, seconded by Mr. Riall, to approve the Controller Position as recommended by the superintendent and outlined in the electronic mailout.

Mr. Rachal asked how staff determined the need for this new position; and after reviewing the Controller job description, asked for clarification on the importance and difference in the CFO and Controller positions. Dr. Goree shared the budget process this spring relative to the District's finances to make sure we are as fiscally responsible as possible. He said in selecting a new CFO and in looking at past internal and external audits, it was determined there was a definite need for more day-to-day operations in areas such as purchasing, accounting, and payroll to meet the needs in the District. Some issues have repeatedly shown up in audits, and it is believed this person will help create a tighter system. He added the District had a Budget Supervisor position, which is now vacant; and staff will not fill it, but will use the revenue from that position to fund a part of the Controller position.

Jeff Howard noted this position will help produce meaningful financial statements for the Board, will look and analyze accounts on a monthly basis, will implement long-term budgeting and forecasting, will automate overtime reporting and payments, travel, contracts, as well as work closely with accounting and payroll to insure processes in place are being followed and done as efficiently as possible. He shared that a couple of years ago the Federal Government began allowing Districts to apply for reimbursement from Medicaid the cost for special education students transported on our school buses, but there has not been anyone to help implement this causing us to miss out on these funds.

Mr. Rachal asked if he understands correctly that maybe the responsibilities on the Chief Financial Officer probably were more than what was manageable by one person, and Mr. Howard said absolutely. Dr. Goree added that if at any time staff sees the need for the unfilled position, it would have to come to the Board since it is not in the budget.

Mr. Albritton asked that staff provide the job descriptions and differentiation for the two positions.

Vote on the motion carried unanimously.

BOARD MEMBER ANNOUNCEMENTS AND REQUESTS

Mrs. Bell announced that Board members will receive letters from students at camp for their annual career fair on July 11th, and she asked that board members respond to these invitations.

Dr. Goree announced a special called CPSB meeting on June 25th at 11:30 a.m. for the purpose of opening bids for the bonds. Mr. Howard also announced the bid process will be shown live as bids are submitted.

Adjournment. *Mr. Riall moved, seconded by Mrs. Locke, to adjourn. Vote on the motion to adjourn carried and the meeting adjourned at approximately 5:47 p.m.*

T. Lamar Goree, Ph.D., Secretary

Mary A. Trammel, President

June 18, 2019
CPSB Building, Grounds, and Security Committee

Members present - Chair Denee' Locke, Lloyd Thompson, Jasmine Green and John Albritton. Mr. Little arrived at approximately 3:50 p.m. Also present were Superintendent Lamar Goree and Attorney Reggie Abrams; Board members Mary Trammel, Barry Rachal, Tony Nations, Steve Riall, Dr. Bonita Douzart, and Dottie Bell; and staff members Jeff Howard, Keith Burton, James Woolfolk, Mary Wood, and Steve White.

Mrs. Locke called the meeting to order at approximately 3:10 p.m. The Invocation and Pledge were omitted.

Establish the Agenda as Submitted. *On motion by Lloyd Thompson, second by Jasmine Green, the agenda was established as submitted.*

Confirm the Agenda. *On motion by Lloyd Thompson, second by Jasmine Green, the agenda was confirmed as presented.*

Capital Improvements. Superintendent Goree introduced James Woolfolk, chief operations officer, who introduced Steve White, director of capital projects/construction; Tommy Smith, director of school plant/maintenance, and Roy Murry, director of security.

Mr. White highlighted the status of capital projects, the process for requesting capital projects, the timeline for spending the 2019 bond funds and how it is broken down between capital projects, buses and security, the criteria used for recommending how the \$88.9 million is spent, as well as an update on Opportunity Caddo and how the process works. Laurel Brightwell, realtor, was present to give an update on the status of properties listed with UL Coleman.

Mr. White reported that summer projects are underway; and while the majority are not complete, they should be by the start of school. Small and minor projects, i.e. canopies, are complete; however, the major multi-million dollar projects at CE Byrd, Turner and Keithville are ongoing. He further reported that projects such as auditorium sound systems, exterior lighting improvements at Caddo Heights, Caddo Middle Magnet and Midway, preventative maintenance, as well as grand funded lighting improvements at all high school gymnasiums. Mr. White also presented a list of 2019-20 school year projects that are ongoing, some of which are complete.

Mr. White also shared the process for schools requesting their top three construction/capital projects; and with the total for these requests being approximately \$44 million, how staff prioritizes and develops a list of proposed projects to submit to the Superintendent and the Board for approval. He added they also work with the Maintenance Department to address critical and emergency-type needs in the schools.

Relative to spending the \$88.9 million in bonds approved by the voters, the timeline includes \$9.8 million becoming available on July 31st, and this will proportionately be divided among the three areas of HVAC (\$5.6 million), buses (\$2.8 million), and security (\$1.5 million). He further explained that if, for example, the 25 buses cost less than the \$2.8 million, the remainder of that allotted amount should be placed toward air conditioners that may have failed. He said he also suggested planning the projects so some of the allotted amount may be used to cover critical HVAC failures during the school year. Additional criteria for replacing HVAC systems will be to look at the type of system in place (central plant or a package split system), the age of the units (condition and reliability), and energy consumption to develop a fluid priority list so emergency situations can be addressed. Regarding security, Mr. Murry will be responsible for what is needed; and buses will be addressed through Transportation.

Mr. Murry further explained that in the area of security, there are three types of access control: (1) controlling the entire campus; (2) controlling the building; and (3) controlling the classrooms; and rather than looking at large perimeter fencing around the entire campuses, staff will look to secure the buildings and classrooms. He said audio security (intercom systems throughout the school) is dependent on Mr. Smith providing a list of work orders and how much money has been spent on different intercom systems. The camera system put into place in 2010 has approximately 600 cameras that will no longer receive any type of service from the manufacturers; so one of the first priorities will be to replace the cameras at 6 or 7 schools; and

every year after, assess and determine an additional number to replace. He further said staff is reviewing the single point entry to see exactly the type of each school building, as well as what is happening in the neighborhoods surrounding the school, and prioritize these projects.

Mr. Woolfolk noted that the information on buses included in the packet is the same information highlighted at the Transportation Committee meeting, and reported the District will replace approximately 25 buses. Regarding security at the school, many of the projects will be done while school is in session with minimal impact to the students.

Opportunity Caddo. Mr. White explained the announcement read at every mandatory pre-bid conference stating the requirement that anyone wishing to do business with Caddo must solicit business from a minimum of five small, disadvantaged businesses listed in the Caddo Opportunity Manual of Small and Economically Disadvantaged Businesses. If there are less than five businesses, everyone listed has the opportunity to bid; and contractors are encouraged to solicit business from not only those listed as OCC, but the others as well. Contractors also must provide proof that they solicited from these businesses or their bid can be deemed non-responsive.

Vacant Land and Buildings. Mr. White shared information on vacant land and vacant buildings. He explained that three properties (Black Bayou, Dixie and George Washington Carver) are Property 16 land, which means the land is owned by the state and we must use the land for educational purposes only; and if there is ever a time we cannot use it, the land converts back to the state. At this time, there is a mineral lease as well as a hunting lease on the land. He also pointed out the 20-acre lot on Norris Ferry owned by Caddo.

Laurel Brightwell with UL Coleman, reported that she has listed the Knight Street, MJ Moore, and the Alexander School buildings; and explained the difficulty in marketing these specialty type buildings. At this time, all the buildings are listed at their appraised price knowing that we would entertain and present all offers, but because the economy is not stellar at this time, it is not financially feasible for someone to go in and modify such a facility especially when there is a lot of multi-tenant office space on the market. She reported they are seeing a shift into the suburban market as a result of the paved highway infrastructure, and this will continue as long as someone can get from Southern Loop to downtown in 20 minutes during the rush hour. There is a need for more business to locate in Shreveport; and the economy is a key factor in filling these buildings. She said she will continue to market the properties by being creative and accessible to people. Ms. Brightwell did report on interest in the Alexander building, but none have made an offer.

Ms. Green shared her concerns relative to the old Northside building, and if a decision has been made as to what will be done with this building. Dr. Goree said staff has not made a decision, but the process followed in the strategic plan is to start with holding community meetings. He added this is something the Board will discuss in the upcoming retreat and revamping the strategic plan. Ms. Green said it is not helping her community to have an empty building sitting vacant. She also asked about the upkeep of Newton Smith, and can it be painted, and Mr. Woolfolk said staff will look at where it is on the list of projects. Ms. Green also asked about capital projects funding digital marquees at the schools, as well as when painting at Green Oaks will take place. Tommy Smith responded that staff has addressed everything on the Green Oaks list/work orders. Ms. Green asked about the stabilization, and Mr. White said it is being investigated and information is due back to him this summer, and they want to make sure all the settling that will happen has happened.

Mr. Thompson asked about the list of projects presented that were approved by the Board on October 23, 2018, and Mr. White explained that staff brings the list of projects to the Board each year in September or October, followed by recommendations for designers of the projects once the Board approves them. This timeline allows staff ample time to bid the projects so work can begin as soon as school is out. Staff also clarified that the funds from the \$88 million bond are not the same as the \$20 million the District receives each year for capital projects. Mr. White further clarified that the District will not receive the entire \$88 million at once, but will receive the first allocation of \$9.8 million on July 31st. Staff will bring the project recommendations for this in the Fall, and Dr. Goree reminded the Board that these funds are specific for HVACs, security and buses, and he clarified that many principals request marquees in their capital projects' requests. Mr. Thompson asked how can the stadium and field at BTW be addressed,

and staff explained this would come out of the \$20 million capital projects fund and a request submitted by the principal. Mr. Thompson asked how he, as a Board member, can see the vendors and contracts that will be doing the work, the ones that are under the threshold amount and do not have to come to the Board.

Mr. Rachal asked if our properties are marketed at the appraised value only, and staff confirmed that is correct. Mr. Rachal asked about the process for listing the properties at a reduced price. Mr. Abrams said the policy does not stipulate that and Mr. Rachal asked if the Board is at liberty to reduce the price a percentage? Mr. Rachal also asked if UL Coleman has been given direction to lease any of the properties or are they for sale only. Dr. Goree stated that whenever someone makes an offer, the information is shared with staff; and if staff believes it to be something reasonable, staff brings the offer to the Board for consideration. At this time, staff has not received anything that could be considered a real opportunity; and he added that Alexander is the only property someone has indicated an interest in leasing and that offer was only \$1500 a month, which is not something he would bring to the Board. Ms. Brightwell said at this time, the properties are not listed for lease, and Mr. Rachal suggested that they also be listed for lease. Mr. Rachal asked Ms. Brightwell if she believes we have not received more than one offer because the properties are marketed only at the appraised value; and Ms. Brightwell stated that the full appraised value is steep for the property and it would be good to see what the annual expenses are for these properties. Mr. Abrams explained that the statute reads when using a realtor, the contract shall not exceed six months and a minimum sale price must be provided within the timeframe the sale has occurred as specified by the Board. He suggested that in not being able to get the appraised value, the Board might want to consider doing what it did before, drop it to 85%, and then drop it to the next level and bring it back to the Board to look at. Mr. Rachal said he would suggest that we implement this process from the start so staff does not have to return to the Board each time it drops the price. Dr. Goree said staff can bring back to the committee an item for action. Mr. Rachal asked if bids missing some of the criteria are deemed non-responsive, and Mr. White confirmed that is correct. Mr. Rachal asked if bids are missing a key component in the criteria, is it possible the School District is watching good bids go away and losing money.

Mrs. Bell asked if the HVAC for Turner will be complete this year, and staff responded it will not because it has the large areas, i.e. the gymnasium and the auditorium. She also asked about Timmons, and Mr. Murry said all buildings are different, and Timmons is an example of a campus that will need fencing. Mrs. Bell asked when can she add a T Building for Walnut Hill to the 2020 list, and Dr. Goree reiterated the importance of these requests coming from the principal.

Ms. Trammel asked for clarification on preventative maintenance. Mr. White said when charged to come up with a schedule, Mr. Smith developed and put a team in place that works at night checking the chillers, taking readings, and analyzing the equipment to determine early detection of problems. Ms. Trammel noted the needs at Woodlawn Leadership Academy, and if finger wing schools will be enclosed to make them work. Mr. White said Mr. Murry has indicated the intent is to go through the process, because each school is different, and look at factors that will dictate if a fence is placed around the school. Mr. Murry said the advantage with finger wing schools is most of them are fenced and work has begun on replacing gates and door portals so the outside can be locked but students still have exit capabilities in accordance with Fire Marshal stipulations. Sunset Acres, Judson, Mooretown, et.al. have been fenced but some need to be looked at more closely.

Mr. Riall asked if the District is out from under Pine Valley and Mr. White said it is. Dr. Douzart asked if anyone can enter the boiler rooms and interfere with the boilers. Mr. White said boiler rooms are locked by the staff, and a custodian must open them. Ms. Trammel asked about the things staff receives from the principals, and Dr. Goree explained that the directors work with the principals; and while the principals will not receive everything, the items requested must be prioritized. Mr. White further explained the procedure they follow for getting this information from the schools, even following up when not hearing back from the principals.

Mrs. Locke asked if some of the land (small tracts) can be donated to the community for green space, and Mr. Abrams said it would have to be donated to another governmental entity.

Adjourn. On motion by Mr. Thompson, second by Ms. Green, the meeting adjourned at approximately 4:00 p.m.

June 18, 2019
CPSB Transportation Committee

Members Present: Steve Riall, chair, Lloyd Thompson, Tony Nations, Dottie Bell and Barry Rachal. Also present were Superintendent Lamar Goree and Reggie Abrams, legal counsel, as well as Board members Jasmine Green, Denee' Locke, Raymond Green, Dr. Bonita Douzart and Mary Trammel. Staff members present were James Woolfolk, Keith Burton, Jeff Howard, Mary Wood, Tommy Smith, Steve White, Roy Murry, Bruce Daigle, Virgin Rachal and Raylett Jewitt. Chair Riall called the meeting to order at approximately 2:00 p.m. and the prayer and Pledge were led by Tony Nations.

ESTABLISH AND CONFIRM THE AGENDA AS SUBMITTED

Mrs. Bell moved, seconded by Mr. Nations, to establish the agenda as published. Vote on the motion carried.

CONFIRM THE AGENDA

Mrs. Bell moved, seconded by Mr. Nations, to confirm the agenda. Vote on the motion carried.

INTRODUCTION OF NEW TRANSPORTATION DIRECTOR

Dr. Goree expressed his appreciation for Ms. Virgin Rachal and her role in leading the Transportation Department during the interim period, and he introduced Mr. Bruce Daigle who has been appointed to serve as Director of the Transportation. While there is much to do in recruiting and retaining bus drivers, much work has been done to work toward that need and he is excited about the work that will continue to allow the District to move forward.

Mr. Daigle highlighted a packet of information on the Transportation Department and shared specifics in the Department that included the number of bus drivers and assistants. He also reported the Department consists of a director, one routing supervisor, 3 field supervisors, a transportation analyst, 5 secretaries, 3 dispatchers in the garage, one shop foreman, 2 assistant shop foremen, 22 mechanics and helpers, and he highlighted the responsibilities of each. In addition to maintaining the fleet of buses, Mr. Daigle reported the mechanics also are responsible for maintaining all other CPSB vehicles.

Ms. Trammel noted, for those who may not realize it, that Caddo's buses operate year around because of summer school, summer camps, etc. Mrs. Bell asked if all mechanics and helpers are certified to drive school buses, and Mr. Daigle said they are and all have a CDL. Ms. Rachal clarified that 21 of the 22 have a CDL. Mrs. Bell asked about the Vivian garage, and Mr. Daigle responded there is an assistant foreman, 3 mechanics, and a secretary. Mr. Rachal asked about using 5-10 mechanics daily to fill in as drivers, and the impact this number has on a daily basis. Mr. Daigle explained the Department's strategic plan is to have 13% drivers above what we need to drive in the event of breakdowns, etc.

Recruitment, Job Fairs and Driver Certification Classes. Mr. Daigle reported on the Department's efforts in recruiting that include advertising on the marquees at the schools, job fairs advertised on Facebook, as well as news media outlets. He reported that the first job fair held at the Central Office Professional Department on June 6th had 74 applicants, and all 74 were interviewed and added to the system. Of the 74 applicants, Mr. Daigle reported the District gained 41 drivers. He also added another class will begin next week; and hopefully, these will receive certification before school begins giving the District additional help in needed drivers. There also will be another job fair at North Caddo in Vivian on the 17th.

Current state of employees. Mr. Daigle reported there are currently 252 active full-time and sub operators, 83 attendants and 281 routes servicing the Caddo District students. At this time,

10 drivers are on leave; and to maintain adequate coverage when looking at the previous absenteeism of bus operators, they have set a 6-month attainable goal at 13% for each category; i.e. 37 substitute drivers daily, and 50 additional sub bus operators to cover the current needs. He added it is critical that Caddo has 318 drivers to cover all the substitutes, and the need to add 17 drivers to reach the 13% goal.

Mr. Thompson inquired about the problem of not being able to hire an ample number of bus drivers, and Mr. Daigle stated that since he has been in the Director's position, the Department has held two job fairs and recruited bus drivers that will begin training next week. Hopefully, he added, by the time school begins, some of these vacancies will be filled. Ms. Rachal added that staff recently created a survey to determine issues and reasons (i.e., pay, other employees, discipline, personal) why drivers are leaving the District; and even though at times morale is an issue, they have seen the drivers come together and work well during in-services. Mr. Thompson said he hopes Mr. Daigle will determine the best way to address some of these issues.

Ms. Green asked about the ability to retain the drivers once they complete the CDL classes. Would we put a policy or contract in place to address this? Mr. Abrams stated that when you talk about contracts, the drivers are no longer at-will employees; and when talking about recouping the District's expenses in the training and attaining of CDLs, you must look at the additional cost to recoup these dollars since most of the time it entails filing a lawsuit. Ms. Rachal stated that the cost per driver for training and testing for a CDL is approximately \$4,200 and the cost for a substitute is approximately \$1,500. Dr. Goree said while the District does not have anything in place "with teeth", staff has made efforts to get these drivers to stay.

Mr. Nations asked if it is feasibly possible to hire the 50 we need by the start of school? Mr. Daigle said we probably will not get the 50 by the time school starts, but we only need 13 to have ample drivers to cover the routes. Ms. Rachal explained how the Department handles these type situations to reassign and notify the schools early to let them know what they can expect. Dr. Goree addressed calls Board members receive regarding late buses and what creates this problem; and in some situations, late buses is as good as it will get until we have the adequate number of people in place. Mr. Nations asked staff to explain the pay difference between a mechanic and a bus driver; and Ms. Rachal explained when covering a route, a driver will get \$12-\$16 per run covered, and the mechanic's pay depends on their level and could be between \$16-\$18 for overtime. She added sub operators receive approximately \$67 a day or \$17 an hour.

Mrs. Bell asked everyone to remember part-time compared to full-time and mechanics are full-time; and she stated an important aspect to address is if we can in any way request a minimum one-year commitment to Caddo from those receiving their training and CDL through Caddo.

Ms. Trammel asked how the District can secure keeping the 13 we need to work? Can we move them more expeditiously from sub positions to permanent drivers? Ms. Rachal stated that in working with HR last year, staff came up with a way to encourage employees to work every day for 30 days, to be assigned a route, to be evaluated after 6 weeks, and to gain the ability to advance more quickly toward becoming a driver. Mr. Abrams shared the pros and cons when requiring people to sign a contract if that is something the Board is interested pursuing.

Mr. Rachal inquired about the hourly rate for subs as well as for permanent, and his belief that using our buses for billboards to advertise for drivers is an idea he can support.

While he is not necessarily in favor of a contract, Mr. Nations said he believes we should make them aware of the financial investment the District is making in them to become a driver. Mr. Abrams added that is why he clarified if the Board chooses to implement a contract provision, it must be enforced with everyone or it is useless. Dr. Goree asked if it is correct that a contract can be tied to the completion of the training and only for a time shorter than a year's service, maybe 6 months. Mr. Abrams said he doesn't believe a year's service is a lot for the amount the

District invests in each person going through the training. Dr. Goree said while he doesn't believe it has been 8 to 10, he believes this is something to be reviewed and brought back.

Current state of buses. Mr. Daigle noted that the District will begin purchasing 25 new buses a year with the Scion camera system, GPS radio systems, and pre and post trip inspection software (requires the driver to check the bus when they pick it up and when they complete a trip and park it). He also highlighted the buses by age and the number the District would need to replace in specific time periods based on the law that we must retire buses after 25 years. Mr. Daigle also detailed the new buses that will replace retiring buses, including the per bus cost.

Attendance. Mr. Daigle reported that last year there were 4,150 absence requests from bus drivers, with a minimum of approximately 25 absences a day, with Fridays being the day with the highest absences. So we do not have to use mechanics to fill in for absent drivers, the 37 extra drivers needed will help cover these routes. Ms. Rachal also clarified that these numbers do not reflect if a driver requested to be off on Monday, but was ultimately off the remainder of the week. The numbers only reflect the Monday the driver was off.

Ms. Green thanked everyone for their input in the presentation and asked what happens to the buses taken out of operation. Mr. Daigle explained that some are placed on the disabled list and we use them for parts, they are sold, or they are salvaged. Ms. Rachal stated that Caddo has 338, which is down approximately 30 from prior years, and there are 281 routes. Also, she added we must keep a certain number of wheelchair buses available.

Mrs. Locke asked if bus drivers get paid when they do not drive; and Ms. Rachal said they do until they have used their 12 allotted sick days, at which time they are docked and these absences are reported to Mr. Graham in HR. Mr. Abrams asked about the drivers with multiple absences and if a doctor's excuse is required when they are out. Ms. Rachal responded that staff follows policy and if they are out five days, on the 6th day they are required to bring in a doctor's excuse to return to work. She also said that the current policy states if an employee is habitually absent for three days, they can be requested to bring a doctor's excuse. Dr. Goree added that it was at a meeting of the Transportation Committee that the number 3 was agreed upon because the committee even discussed changing the five days to three days, but it did not happen.

Mr. Green said he believes we must follow policy and whatever else is connected to the contract; and if so, then there will not be a problem. He encouraged all to follow policy and benefits. Dr. Goree assured the committee that does happen, and he believes this 3 days shows the level of consistency.

Mr. Nations asked about the reasons for absences, and Ms. Rachal explained employees do state the reason they are off; and payroll must record whatever they turn in. He added that in serving with Caddo bus drivers in a mutual organization, he noted the main complaint from them was the "state of disrepair" of the buses they were required to drive.

Mrs. Bell said she does not believe absences would be an issue if the absences were not abused and is one reason transportation is continually discussed. She asked how often staff checks the absences on a particular date, because she does not believe there would be an issue if people were not abusing it. Ms. Rachal responded staff looks at absences daily, and monitors the days (Fridays) where there are athletic activities. She said while there may be 30 bus drivers off work on any given day, we still have 260 bus drivers that are dedicated and report to work.

Ms. Trammel also said that with abuse meaning one's job is going undone, she noted that insurance is important to the employees; and at some point they realize they really do not have to come to work but they will continue to have the insurance (benefits). She said we cannot say anything to anyone about being sick and using their days, but can staff speak to an employee if they are absent every Friday and Monday throughout the year? Mr. Abrams explained while it

probably should go through HR, you are only making them aware of a pattern of absences and that they may need to provide a doctor's statement saying it is necessary for them to be off.

Mr. Thompson asked when RFPs will go out for the new buses, and Ms. Rachal explained staff is currently working on the specs and will get with Lisa Lloyd in Purchasing to get dates. She also clarified that the basic specs are provided in the handout, and staff is meeting next week regarding the additional specs, i.e. pre-trip reader software, etc.

Mr. Riall announced that another meeting will be held after school begins, and Dr. Goree added staff will continue to work and provide something on attendance issues to bring back to the committee. Staff will also be able to update the committee on the start of school at the next meeting on September 3rd.

Visitors

Jackie Lansdale, president of Red River United, requested information on how overtime rate is calculated, pay scales, waiting to end of 6th year versus 5th year to get increase; Leola Scott - keeping new drivers, not getting paid in a timely manner (not paid for summer work until August-September); Jon Glover – consider time of next meeting in September so bus drivers can attend; and Mrs. Reames – how bus drivers are treated,

Adjournment. *Mr. Thompson moved, seconded by Mrs. Bell, to adjourn. Vote on the motion carried and the meeting adjourned at approximately 2:58 p.m.*

June 25, 2019
CPSB Special Session

Members present: Steve Riall, Jasmine Green, Lloyd Thompson, Dr. Bonita Douzart, Mary Trammel, Denee Locke, Barry F Rachal, John L Albritton, and Dottie Bell. Also present was Board Attorney Reggie Abrams and Chief Operations Officer James Woolfolk. Board members Don Little and Raymond Green were absent.

President Trammel called the CPSB special session to order at approximately 11:36 a.m. and a quorum was present. Mrs. Trammel led the invocation and the Pledge of Allegiance.

Visitors – There were no visitors.

James Woolfolk introduced Jeff Howard, chief financial officer, who introduced Bond Attorney Grant Schlueter, Co-Bond Attorney Jacqueline Scott, and Financial Advisor Lucius McGehee. Mr. Schlueter and Mr. McGehee highlighted for the Board the process for receiving bids on the \$9.8 million in bonds, the outstanding interest rate, how the interest is calculated (average simple interest), Caddo's A+ rating with a negative outlook, closing on July 30th, etc. Mr. Schlueter further explained the negative outlook status and that Standard and Poors assigned this status because of the decline in enrollment and the budget deficit going into the fund balance; and if this status is removed, S&P would expect to see improvement in these areas over the next two years. Also, he said the unfunded OPEB, which is applicable to all school boards in Louisiana, is a factor. Mr. Schlueter also explained the District will receive the \$9.8 million minus expenses.

TO CONSIDER AND TAKE ACTION WITH RESPECT TO ADOPTING A RESOLUTION PROVIDING FOR THE TABULATION OF THE ELECTRONIC BIDS RECEIVED FOR THE PURCHASE OF GENERAL OBLIGATION SCHOOL BONDS, SERIES 2019, OF PARISHWIDE SCHOOL DISTRICT OF CADDO PARISH, LOUISIANA

Mr. Rachal moved, seconded by Mrs. Locke, to adopt the following resolution providing for the tabulation of the electronic bids received for the purchase of Nine Million Eight Hundred Thousand Dollars (\$9,800,000) of General Obligation School Bonds, Series 2019, of Parishwide School District of Caddo Parish, Louisiana, approving the Official Notice of Bond Sale and Official Statement in connection therewith, and authorizing the President and the Secretary of the Parish School Board to sign copies thereof as evidence of the approval thereof.

RESOLUTION

A resolution providing for the tabulation of the electronic bids received for the purchase of Nine Million Eight Hundred Thousand Dollars (\$9,800,000) of General Obligation School Bonds, Series 2019 of Parishwide School District of Caddo Parish, Louisiana, approving the Official Notice of Bond Sale and Official Statement in connection therewith, and authorizing the President and the Secretary of the Parish School Board to sign copies thereof as evidence of the approval thereof.

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

SECTION 1. This Parish School Board of the Parish of Caddo, State of Louisiana (the "Governing Authority") does now proceed in open and public session to open the electronic bids received for the purchase of Nine Million Eight Hundred Thousand Dollars (\$9,800,000) of General Obligation School Bonds, Series 2019, of Parishwide School District of Caddo Parish, Louisiana, authorized and duly advertised for sale by virtue of a resolution adopted on May 16, 2019.

SECTION 2. The official Notice of Bond Sale and Official Statement prepared in connection with the sale of the aforementioned Bonds, and the information contained therein, are hereby approved by this Governing Authority and the President and the Secretary of the Governing Authority are hereby authorized, empowered and directed to sign copies thereof as evidence of the approval of the District.

The bids received on June 25, 2019, for the purchase of Nine Million Eight Hundred Thousand Dollars (\$9,800,000) of General Obligation School Bonds, Series 2019, of Parishwide School District of Caddo Parish, Louisiana, were thereupon opened and read in public session of the Governing Authority, said bids being based upon the maturity schedule set out in the Official Statement and hereinafter set out in these proceedings, said bids being as follows, to-wit:

<u>Bidder</u>	TIC
Raymond James & Associates, Inc.	2.6345%
Hutchinson, Shockey, Erley & Co.	2.7743
Robert W. Baird & Co., Inc.	2.7953

Vote on the motion carried with Board members Steve Riall, Jasmine Green, Lloyd Thompson, Dr. Bonita Douzart, Mary Trammel, Denee' Locke, Barry Rachal, Tony Nations, John Albritton and Dottie Bell supporting the motion. Board members Don Little and Raymond Green were absent.

TO CONSIDER AND TAKE ACTION WITH RESPECT TO ADOPTING A RESOLUTION ACCEPTING THE BEST BID RECEIVED FOR THE PURCHASE OF GENERAL OBLIGATION SCHOOL BONDS, SERIES 2019, OF PARISHWIDE SCHOOL DISTRICT OF CADDO PARISH, LOUISIANA

Mr. Riall moved, seconded by Mr. Rachal, to adopt the following resolution accepting the bid of Raymond James & Associates received for the purchase of Nine Million Eight Hundred Thousand Dollars (\$9,800,000) of General Obligation School Bonds, Series 2019, of Parishwide School District of Caddo Parish, Louisiana.

RESOLUTION

A resolution accepting the bid of Raymond James & Associates, Inc., of Memphis, Tennessee, for the purchase of Nine Million Eight Hundred Thousand Dollars (\$9,800,000) of General Obligation School Bonds, Series 2019, of Parishwide School District of Caddo Parish, Louisiana.

WHEREAS, pursuant to the provisions of a Notice of Bond Sale dated March 13, 2019, published in the manner required by law, and pursuant to the provisions of a resolution adopted by the Parish School Board of the Parish of Caddo, State of Louisiana, the governing authority of Parishwide School District of Caddo Parish, Louisiana (the "Issuer") on May 16, 2019, bids were solicited for the purchase of Nine Million Eight Hundred Thousand Dollars (\$9,800,000) of General Obligation School Bonds, Series 2019, of the Issuer (the "Bonds"), on June 18, 2019; and

WHEREAS, three (3) bids were received for the purchase of the Bonds; and

WHEREAS, this Parish School Board has found and determined and does hereby find and determine that the bid submitted by Raymond James & Associates, Inc., of Memphis, Tennessee (the "Purchaser"), complies with all terms and conditions prescribed by the Notice of Bond Sale and Official Statement; and

WHEREAS, this Parish School Board desires to accept said bid and to take such action as may be necessary to accomplish the delivery of the Bonds to the Purchaser;

NOW, THEREFORE, BE IT RESOLVED by the Parish School Board of the Parish of Caddo, State of Louisiana (the "Governing Authority"), acting as the governing authority of Parishwide School District of Caddo Parish, Louisiana (the "Issuer"), that:

SECTION 1. The bid of the Purchaser for the purchase of the Bonds, a copy of which is annexed hereto as Exhibit A, is hereby accepted and the Bonds are hereby awarded in compliance with the terms of the bid.

SECTION 2. In accordance with the provisions of the Preliminary Official Statement, the acceptance and award of each bid is conditioned on the receipt by wire on or before 3:30 p.m. tomorrow of an amount equal to 1% of the principal amount of the Bonds described in such bid. In the event a good faith deposit for the issue of Bonds is not received timely, this acceptance of such bid and award of the sale of such Bonds shall be void. The amount of the good faith deposit

shall be deposited and credited towards the purchase price of the Bonds without regard to any interest earnings thereon.

SECTION 3. When the Bonds have been properly prepared, this Governing Authority is hereby authorized to deliver the Bonds to the Purchaser upon the payment of Nine Million Eight Hundred Thousand Dollars (\$9,800,000), plus the stipulated premium, if any, and accrued interest to the date of delivery, less a credit of \$98,000 for the amount of the good faith deposit described above.

SECTION 4. The Governing Authority hereby finds that due diligence has been exercised in preparing the Bonds for sale and in preparing the Official Statement pertaining to the Bonds, and in view of that fact, the President and Secretary of the Governing Authority are hereby authorized and directed to execute and deliver to the successful bidder, as set forth herein, at the time of closing, a certificate which shall be substantially in the form of the certificate annexed hereto as Exhibit B.

SECTION 5. The foregoing resolution shall take effect immediately upon its adoption.

EXHIBIT "A"
(COPY OF SUCCESSFUL BID)
A COPY IS ON FILE WITH THE SCHOOL BOARD.

EXHIBIT "B"
OFFICIAL STATEMENT CERTIFICATE

I, the undersigned Secretary of the Parish School Board of the Parish of Caddo, State of Louisiana, with respect to the Official Statement (the "Official Statement") issued regarding the sale of Nine Million Eight Hundred Thousand Dollars (\$9,800,000) of General Obligation School Bonds, Series 2019 (the "Bonds"), of Parishwide School District of Caddo Parish, Louisiana (the "Issuer"), DO HEREBY CERTIFY:

THAT, at the time of payment for and delivery of the Bonds and at the date hereof, (i) the descriptions and statements, including financial data, of or pertaining to Parishwide School District of Caddo Parish, Louisiana (the "Issuer"), on the date of the Preliminary Official Statement, on the date of the Official Statement, on the date of the sale of the Bonds and on the date of the delivery thereof, were and are true in all material respects, and, insofar as such matters are concerned, the Official Statement did not and does not contain an untrue statement of a material fact or omit to state a material fact required to be stated therein or necessary to make the statements therein, in light of the circumstances under which they are made, not misleading, (ii) insofar as the descriptions and statements, including financial data, of or pertaining to governmental and/or non-governmental entities other than the Issuer and its activities, contained in the Official Statement are concerned, such descriptions, statements and data have been obtained from sources which the governing authority of the Issuer believes to be reliable and the said governing authority has no reason to believe that they are untrue or incomplete in any material respect, and (iii) there has been no adverse material change in the affairs of the Issuer between the date of the delivery of the Official Statement and the date of delivery of the Bonds.

PARISHWIDE SCHOOL DISTRICT OF CADDO PARISH,
LOUISIANA

By: _____
Secretary, Parish School Board

Dated : _____, 2019 (Date of Delivery)

Vote on the motion carried with Board members Steve Riall, Jasmine Green, Lloyd Thompson, Dr. Bonita Douzart, Mary Trammel, Denee' Locke, Barry Rachal, Tony Nations, John Albritton, and Dottie Bell supporting the motion. Board members Don Little and Raymond Green were absent.

**TO CONSIDER AND TAKE ACTION WITH RESPECT TO ADOPTING A
RESOLUTION AUTHORIZING THE INCURRING OF DEBT AND ISSUANCE OF
GENERAL OBLIGATION SCHOOL BONDS, SERIES 2019, OF PARISHWIDE**

SCHOOL DISTRICT OF CADDO PARISH, LOUISIANA; AND PROVIDING FOR OTHER MATTERS IN CONNECTION THEREWITH

Mr. Rachal moved, seconded by Mr. Riall, to approve the following resolution authorizing the incurring of debt and issuance of Nine Million Eight Hundred Thousand Dollars (\$9,800,000) of General Obligation School Bonds, Series 2019, of Parishwide School District of Caddo Parish, Louisiana; prescribing the form terms and conditions of said Bonds; designating the date, denomination and place of payment of said Bonds; providing for the payment thereof in principal and interest; and providing for other matters in connection therewith.

RESOLUTION

A resolution authorizing the incurring of debt and issuance of Nine Million Eight Hundred Thousand Dollars (\$9,800,000) of General Obligation School Bonds, Series 2019, of Parishwide School District of Caddo Parish, Louisiana; prescribing the form, terms and conditions of said Bonds; designating the date, denomination and place of payment of said Bonds; providing for the payment thereof in principal and interest; and providing for other matters in connection therewith.

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

SECTION 1. Definitions. As used herein, the following terms shall have the following meanings, unless the context otherwise requires:

"Agreement" means the agreement to be entered into between the Issuer and the Paying Agent pursuant to this Resolution.

"Bond" or "Bonds" means the Issuer's General Obligation School Bonds, Series 2019, authorized by this Resolution in the total aggregate principal amount of Nine Million Eight Hundred Thousand Dollars (\$9,800,000), authorized at a special election held on May 4, 2019, and any bond of said issue 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 trust office in which registration of the Bonds and transfers of the Bonds shall be made as provided herein.

"Code" means the Internal Revenue Code of 1986, as amended.

"Defeasance Obligations" means cash or Government Securities.

"Executive Officers" means, collectively, the President and the Secretary of the Governing Authority.

"Governing Authority" means the Parish School Board of the Parish of Caddo, State of Louisiana.

"Government Securities" means direct obligations of, or obligations the principal of and interest on which are unconditionally guaranteed by the United States of America, which are non-callable prior to their maturity, may be United States Treasury obligations such as the State and Local Government Series and may be in book-entry form.

"Insurer" means, with respect to the Bonds, Assured Guaranty Municipal Corp. ("AGM"), a New York stock insurance company, or any successor thereto or assigned thereof.

"Interest Payment Date" means March 1 and September 1 of each year during the period the Bonds are outstanding, commencing March 1, 2020.

"Issuer" means Parishwide School District of Caddo Parish, Louisiana.

“Municipal Bond Insurance Policy” or **“Insurance Policy”** shall mean the municipal bond insurance policy issued by the Insurer guaranteeing the scheduled payment of the principal of and interest on the Bonds when due as provided therein.

"Outstanding" when used with respect to Bonds means, as of the date of determination, all Bonds theretofore issued and delivered under this Resolution, except:

1. Bonds theretofore canceled by the Paying Agent or delivered to the Paying Agent for cancellation;
2. Bonds for payment or redemption of which sufficient Defeasance Obligations have been theretofore deposited in trust for the owners of such Bonds, provided that if such Bonds are to be redeemed, irrevocable notice of such redemption has been duly given or provided for pursuant to this Resolution or waived;
3. Bonds in exchange for or *in lieu* of other Bonds which have been registered and delivered pursuant to this Resolution; and
4. Bonds alleged to have been mutilated, destroyed, lost or stolen which have been paid as provided in this Resolution or by law.

"Owner" or **"Owners"** when used with respect to any Bond means the Person in whose name such Bond is registered in the Bond Register.

"Paying Agent" means Argent Trust Company, in the City of Ruston, Louisiana, until a successor Paying Agent shall have been appointed pursuant to the applicable provisions of this Resolution and thereafter "Paying Agent" shall mean such successor Paying Agent.

"Person" means any individual, corporation, partnership, joint venture, association, joint-stock company, trust, unincorporated organization or government or any agency or political subdivision thereof.

"Purchaser" means Raymond James & Associates, Inc., of Memphis, Tennessee, the original purchaser of the Bonds.

"Record Date" for the interest payable on any Interest Payment Date means the 15th calendar day of the month next preceding such Interest Payment Date.

"Resolution" means this resolution authorizing the issuance of the Bonds, as it may be supplemented and amended.

SECTION 2. Authorization of Bonds; Maturities. In compliance with the terms and provisions of Article VI, Section 33 of the Constitution of the State of Louisiana of 1974, Part II of Chapter 4 of Subtitle II of Title 39 of the Louisiana Revised Statutes of 1950, as amended, and other constitutional and statutory authority, and being authorized at a special election held on May 4, 2019, there is hereby authorized the incurring of an indebtedness of Nine Million Eight Hundred Thousand Dollars (\$9,800,000) for, on behalf of, and in the name of the Issuer, for the purpose of acquiring and/or improving lands for building sites and playgrounds, if necessary, including construction of necessary sidewalks and streets adjacent thereto; purchasing, erecting and/or improving school buildings and other school related facilities within and for the Issuer and acquiring the necessary equipment and furnishings therefor, and specifically for those projects in the ACapital Improvements Plan@ approved by the Governing Authority on January 15, 2019, title to which shall be in the public, and paying the costs of issuance thereof. To represent said indebtedness, this Governing Authority does hereby authorize the issuance of Nine Million Eight Hundred Thousand Dollars (\$9,800,000) of General Obligation School Bonds, Series 2019, of the Issuer. The Bonds shall be in fully registered form, shall be dated the date of delivery, shall be issued in the denomination of Five Thousand Dollars (\$5,000) or any integral multiple thereof within a single maturity and shall be numbered from R-1 upward. The unpaid principal of the Bonds shall bear interest from the date thereof or from the most recent Interest Payment Date to which interest has been paid or duly provided for, payable on each Interest Payment Date, commencing March 1, 2020, at the following rates of interest and shall mature serially on March 1 of each year as follows:

<u>YEAR</u> <u>(MAR. 1)</u>	<u>PRINCIPAL</u> <u>MATURING</u>	<u>INTEREST RATE</u> <u>PER ANNUM</u>	<u>YEAR</u> <u>(MAR. 1)</u>	<u>PRINCIPAL</u> <u>MATURING</u>	<u>INTEREST RATE</u> <u>PER ANNUM</u>
2020	\$295,000	5.00%	2030	\$490,000	4.00%
2021	340,000	5.00	2031	510,000	4.00
2022	355,000	5.00	2032	530,000	4.00
2023	370,000	5.00	2033	550,000	4.00
2024	385,000	5.00	2034	575,000	4.00
2025	400,000	5.00	2035	595,000	3.00
2026	415,000	5.00	2036	620,000	3.00
2027	435,000	5.00	2037	645,000	3.00
2028	450,000	5.00	2038	670,000	3.00
2029	470,000	5.00	2039	700,000	3.00

The principal of the Bonds, upon maturity or redemption, shall be payable at the principal corporate trust office of the Paying Agent, upon presentation and surrender thereof, and interest on the Bonds shall be payable by check mailed by the Paying Agent to the Owner (determined as of the close of business on the Record Date) at the address shown on the Bond Register. Each Bond delivered under this Resolution upon transfer of, in exchange for or *in lieu* of any other Bond shall carry all the rights to interest accrued and unpaid, and to accrue, which were carried by such other Bond, and each such Bond shall bear interest (as herein set forth) so neither gain nor loss in interest shall result from such transfer, exchange or substitution.

During any period after the initial delivery of the Bonds in book-entry-only form when the Bonds are delivered in multiple certificates form, upon request of a registered owner of at least \$1,000,000 in principal amount of Bonds outstanding, all payments of principal, premium, if any, and interest on the Bonds will be made by wire transfer in immediately available funds to an account designated by such registered owner; CUSIP number identification with appropriate dollar amounts for each CUSIP number will accompany all payments of principal, premium, and interest, whether by check or by wire transfer.

No Bond shall be entitled to any right or benefit under this Resolution, or be valid or obligatory for any purpose, unless there appears on such Bond a certificate of registration, substantially in the form provided in this Resolution, executed by the Paying Agent by manual signature.

SECTION 3. Book-Entry Registration of Bonds. The Bonds shall be initially issued in the name of Cede & Co., as nominee for The Depository Trust Company ("DTC"), as registered owner of the Bonds, and held in the custody of DTC. The Secretary of the Issuer or any other officer of the Issuer is authorized to execute and deliver a Letter of Representation to DTC on behalf of the Issuer with respect to the issuance of the Bonds in "book-entry only" format. The Paying Agent is hereby directed to execute said Letter of Representation. The terms and provisions of said Letter of Representation shall govern in the event of any inconsistency between the provisions of this Resolution and said Letter of Representation. Initially, a single certificate will be issued and delivered to DTC for each maturity of the Bonds. The Beneficial Owners will not receive physical delivery of Bond certificates except as provided herein. Beneficial Owners are expected to receive a written confirmation of their purchase providing details of each Bond acquired. For so long as DTC shall continue to serve as securities depository for the Bonds as provided herein, all transfers of beneficial ownership interest will be made by book-entry only, and no investor or other party purchasing, selling or otherwise transferring beneficial ownership of Bonds is to receive, hold or deliver any Bond certificate.

Notwithstanding anything to the contrary herein, while the Bonds are issued in book-entry-only form, the payment of principal of, premium, if any, and interest on the Bonds may be payable by the Paying Agent by wire transfer to DTC in accordance with the Letter of Representation.

For every transfer and exchange of the Bonds, the Beneficial Owner may be charged a sum sufficient to cover such Beneficial Owner's allocable share of any tax, fee or other governmental charge that may be imposed in relation thereto.

Bond certificates are required to be delivered to and registered in the name of the Beneficial Owner under the following circumstances:

(a) DTC determines to discontinue providing its service with respect to the Bonds. Such a determination may be made at any time by giving 30 days' notice to the Issuer and the Paying Agent and discharging its responsibilities with respect thereto under applicable law; or

(b) The Issuer determines that continuation of the system of book-entry transfer through DTC (or a successor securities depository) is not in the best interests of the Issuer and/or the Beneficial Owners.

The Issuer and the Paying Agent will recognize DTC or its nominee as the Bondholder for all purposes, including notices and voting.

Neither the Issuer nor the Paying Agent are responsible for the performance by DTC of any of its obligations, including, without limitation, the payment of moneys received by DTC, the forwarding of notices received by DTC or the giving of any consent or proxy *in lieu* of consent.

Whenever during the term of the Bonds the beneficial ownership thereof is determined by a book entry at DTC, the requirements of this Resolution of holding, delivering or transferring the Bonds shall be deemed modified to require the appropriate person to meet the requirements of DTC as to registering or transferring the book entry to produce the same effect.

If at any time DTC ceases to hold the Bonds, all references herein to DTC shall be of no further force or effect.

SECTION 4. Redemption Provisions. The Bonds maturing on March 1, 2030, and thereafter, will be callable for redemption by the Issuer in full or in part at any time on or after March 1, 2029, and if less than a full maturity, then by lot within such maturity, at the principal amount thereof, plus accrued interest from the most recent Interest Payment Date to which interest has been paid or duly provided for. In the event a Bond to be redeemed is of a denomination larger than \$5,000, a portion of such Bond (\$5,000 or any multiple thereof) may be redeemed. Bonds are not required to be redeemed in inverse order of maturity. Official notice of such call of any of the Bonds for redemption will be given by first class mail, postage prepaid, by notice deposited in the United States mails, or by accepted means of electronic communication, 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. Registration and Transfer. The Issuer shall cause the Bond Register to be kept by the Paying Agent. The Bonds may be transferred, registered and assigned only on the Bond Register, and such registration shall be at the expense of the Issuer. A Bond may be assigned by the execution of an assignment form on the Bond or by other instruments of transfer and assignment acceptable to the Paying Agent. A new Bond or Bonds will be delivered by the Paying Agent to the last assignee (the new Owner) in exchange for such transferred and assigned Bonds after receipt of the Bonds to be transferred in proper form. Such new Bond or Bonds shall be in the denomination of \$5,000 or any integral multiple thereof within a single maturity. Neither the Issuer nor the Paying Agent shall be required to issue, register, transfer or exchange (i) any Bond during a period beginning at the opening of business on a Record Date and ending at the close of business on the Interest Payment Date, or (ii) any Bond called for redemption prior to maturity during a period beginning at the opening of business fifteen (15) days before the date of the mailing of a notice of redemption of such Bond and ending on the date of such redemption.

SECTION 6. Form of Bonds. The Bonds and the endorsements to appear thereon shall be in substantially the following forms, respectively, to-wit:

(FORM OF BOND)

Unless this Bond is presented by an authorized representative of the Depository Trust Company, a New York corporation ("DTC"), to the Issuer or their agent for registration of transfer, exchange, or payment, and any Bond issued is registered in the name of CEDE & CO. or in such other name as is requested by an authorized representative of DTC (and any payment is made to CEDE & CO. or to such other entity as is requested by an authorized representative of DTC), ANY TRANSFER, PLEDGE, OR OTHER USE HEREOF FOR VALUE OR OTHERWISE BY OR TO ANY PERSON IS WRONGFUL inasmuch as the registered owner hereof, CEDE & CO., has an interest herein.

As provided in the Resolution referred to herein, until the termination of the system of book-entry-only transfers through DTC and notwithstanding any other provision of the Resolution to the contrary, this Bond may be transferred, in whole but not in part, only to a nominee of DTC, or by a nominee of DTC to DTC or a nominee of DTC, or by DTC or a nominee of DTC to any successor securities depository or any nominee thereof.

No. R-_____

Principal Amount \$_____

UNITED STATES OF AMERICA
STATE OF LOUISIANA
PARISH OF CADDO
GENERAL OBLIGATION SCHOOL BOND, SERIES 2019
OF
PARISHWIDE SCHOOL DISTRICT OF CADDO PARISH, LOUISIANA

<u>Maturity Date</u>	<u>Interest Rate</u>	<u>Bond Date</u>	<u>CUSIP Number</u>
March 1, _____	_____%	_____, 2019	_____

PARISHWIDE SCHOOL DISTRICT OF CADDO PARISH, LOUISIANA (the "Issuer"), promises to pay to:

REGISTERED OWNER: CEDE & CO. (Tax Identification #13-2555119)

PRINCIPAL AMOUNT: _____ DOLLARS

or registered assigns, on the Maturity Date set forth above, the Principal Amount set forth above, together with interest thereon from the Bond Date set forth above or the most recent interest payment date to which interest has been paid or duly provided for, payable on March 1 and September 1 of each year, commencing March 1, 2020 (each an "Interest Payment Date"), at the Interest Rate per annum set forth above until said Principal Amount is paid, unless this Bond shall have been previously called for redemption and payment shall have been duly made or provided for. The principal of and premium, if any, on this Bond, upon maturity or redemption, shall be payable at the principal corporate trust office of Argent Trust Company, in the City of Ruston, Louisiana, or successor thereto (the "Paying Agent") upon presentation and surrender hereof. Interest on this Bond is payable by check of the Paying Agent mailed by the Paying Agent to the registered owner at the address as shown on the registration books of the Paying Agent maintained for such purpose. The interest so payable on any Interest Payment Date will be paid to the person in whose name this Bond (or one or more predecessor Bonds) is registered at the close of business on the Record Date (which is the 15th calendar day of the month next preceding an Interest Payment Date). Any interest not punctually paid or duly provided for shall be payable as provided in the Resolution (hereinafter defined).

During any period after the initial delivery of the Bonds in book-entry-only form when the Bonds are delivered in multiple certificates form, upon request of a registered owner of at least \$1,000,000 in principal amount of Bonds outstanding, all payment of principal, premium, if any, and interest on the Bonds will be paid by wire transfer in immediately available funds to an account designated by such registered owner; CUSIP number identification with appropriate dollar amounts for each CUSIP number must accompany all payments of principal, premium, and interest, whether by check or by wire transfer.

FOR SO LONG AS THIS BOND IS HELD IN BOOK-ENTRY FORM REGISTERED IN THE NAME OF CEDE & CO. ON THE REGISTRATION BOOKS OF THE ISSUER KEPT BY THE PAYING AGENT, AS BOND REGISTRAR, THIS BOND, IF CALLED FOR PARTIAL REDEMPTION IN ACCORDANCE WITH THE RESOLUTION, SHALL BECOME DUE AND PAYABLE ON THE REDEMPTION DATE DESIGNATED IN THE NOTICE OF REDEMPTION GIVEN IN ACCORDANCE WITH THE RESOLUTION AT, AND ONLY TO THE EXTENT OF, THE REDEMPTION PRICE, PLUS ACCRUED INTEREST TO THE SPECIFIED REDEMPTION DATE; AND THIS BOND SHALL BE PAID, TO THE EXTENT SO REDEEMED, (i) UPON PRESENTATION AND SURRENDER HEREOF AT THE OFFICE SPECIFIED IN SUCH NOTICE OR (ii) AT THE WRITTEN REQUEST OF CEDE & CO., BY CHECK MAILED TO CEDE & CO. BY THE PAYING AGENT OR BY WIRE TRANSFER TO CEDE & CO. BY THE PAYING AGENT IF CEDE & CO. AS BONDOWNER SO ELECTS. IF, ON THE REDEMPTION DATE, MONEYS FOR THE REDEMPTION OF BONDS OF SUCH

MATURITY TO BE REDEEMED, TOGETHER WITH INTEREST TO THE REDEMPTION DATE, SHALL BE HELD BY THE PAYING AGENT SO AS TO BE AVAILABLE THEREFOR ON SUCH DATE, AND AFTER NOTICE OF REDEMPTION SHALL HAVE BEEN GIVEN IN ACCORDANCE WITH THE RESOLUTION, THEN, FROM AND AFTER THE REDEMPTION DATE, THE AGGREGATE PRINCIPAL AMOUNT OF THIS BOND SHALL BE IMMEDIATELY REDUCED BY AN AMOUNT EQUAL TO THE AGGREGATE PRINCIPAL AMOUNT THEREOF SO REDEEMED, NOTWITHSTANDING WHETHER THIS BOND HAS BEEN SURRENDERED TO THE PAYING AGENT FOR CANCELLATION.

This Bond is one of an authorized issue aggregating in principal the sum of Nine Million Eight Hundred Thousand Dollars (\$9,800,000) (the "Bonds"), all of like tenor and effect except as to number, denomination, interest rate and maturity, the Bonds having been issued by the Issuer pursuant to a resolution adopted by its governing authority on June 25, 2019 (the "Resolution"), for the purpose of acquiring and/or improving lands for building sites and playgrounds, if necessary, including construction of necessary sidewalks and streets adjacent thereto; purchasing, erecting and/or improving school buildings and other school related facilities within and for the Issuer and acquiring the necessary equipment and furnishings therefor, and specifically for those projects in the Capital Improvements Plan approved by the Governing Authority on January 15, 2019, title to which shall be in the public, and paying the costs of issuance thereof, under the authority conferred by Article VI, Section 33 of the Constitution of the State of Louisiana of 1974, Part II of Chapter 4 of Subtitle II of Title 39 of the Louisiana Revised Statutes of 1950, as amended, and other constitutional and statutory authority, being authorized at a special election held on May 4, 2019, the result of which election has been duly promulgated in accordance with law.

The Bonds are issuable only as fully registered bonds in the denomination of \$5,000 principal amount or any integral multiple thereof, exchangeable for an equal aggregate principal amount of bonds of the same maturity of any other authorized denomination.

Subject to the limitations of and upon payment of the charges provided in the Resolution, the transfer of this Bond may be registered on the registration books of the Paying Agent upon surrender of this Bond at the principal corporate trust office of the Paying Agent as registrar, accompanied by a written instrument of transfer in form and with guaranty of signature satisfactory to the Paying Agent, duly executed by the registered owner or his attorney duly authorized in writing, and thereupon a new bond or bonds of the same maturity and of authorized denomination or denominations, for the same aggregate principal amount, will be issued to the transferee. Prior to due presentment for registration of transfer of this Bond, the Issuer and the Paying Agent may deem and treat the person in whose name this Bond is registered as the absolute owner hereof for all purposes, whether or not this Bond shall be overdue and neither the Issuer nor the Paying Agent shall be bound by any notice to the contrary.

The Bonds maturing on March 1, 2030, and thereafter, will be callable for redemption by the Issuer in full or in part at any time on or after March 1, 2029, and if less than a full maturity, then by lot within such maturity, at the principal amount thereof, plus accrued interest from the most recent Interest Payment Date to which interest has been paid or duly provided for. In the event a Bond to be redeemed is of a denomination larger than \$5,000, a portion of such Bond (\$5,000 or any multiple thereof) may be redeemed. Bonds are not required to be redeemed in inverse order of maturity. Official notice of such call of any of the Bonds for redemption will be given by first class mail, postage prepaid, by notice deposited in the United States mails, or by accepted means of electronic communication, not less than thirty (30) days prior to the redemption date addressed to the registered owner of each bond to be redeemed at his address as shown on the registration books of the Paying Agent.

The Resolution permits, with certain exceptions as therein provided, the amendment thereof and the modifications of the rights and obligations of the Issuer and the rights of the owners of the Bonds at any time by the Issuer with consent of the owners of two-thirds (2/3) of the aggregate principal amount of all Bonds issued under the Resolution, to be determined in accordance with the Resolution.

This Bond shall not be valid or become obligatory for any purpose or be entitled to any security or benefit under the Resolution until the certificate of registration hereon shall have been signed by the Paying Agent.

This Bond and the issue of which it forms a part constitute general obligations of the Issuer, and the full faith and credit of the Issuer is pledged for the payment of this Bond and the issue of which it forms a part. Said Bonds are secured by a special ad valorem tax to be imposed and collected annually in excess of all other taxes on all the property subject to such taxation within the territorial limits of the Issuer, under the Constitution and laws of Louisiana, sufficient in amount to pay the principal of this Bond and the issue of which it forms a part and the interest thereon as they severally mature.

It is hereby certified, recited and declared that all acts, conditions and things required to exist, to happen and to be performed precedent to and in the issuance of this Bond and the issue of which it forms a part to constitute the same legal, binding and valid obligations of the Issuer have existed, have happened and have been performed in due time, form and manner as required by law, and that the indebtedness of the Issuer, including this Bond and the issue of which it forms a part, does not exceed the limitations prescribed by the Constitution and statutes of the State of Louisiana. It is certified that this indebtedness is authorized by and is issued in conformity with the requirements of the Constitution and statutes of Louisiana.

IN WITNESS WHEREOF, Parishwide School District of Caddo Parish, Louisiana, has caused this Bond to be executed in its name by the manual or facsimile signatures of the President and Secretary of its governing authority, the Parish School Board of the Parish of Caddo, State of Louisiana, and the corporate seal of said governing authority to be impressed hereon.

PARISHWIDE SCHOOL DISTRICT OF
CADDO PARISH LOUISIANA

/s/ T. Lamar Goree, Ph.D.
Secretary,
Caddo Parish School Board

/s/ Mary A. Trammel
President,
Caddo Parish School Board

(SEAL)

* * * * *

(FORM OF PAYING AGENT'S CERTIFICATE OF REGISTRATION -
TO BE PRINTED ON ALL BONDS)

This Bond is one of the Bonds referred to in the within-mentioned Resolution.

ARGENT TRUST COMPANY,
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.

* * * * *

STATEMENT OF INSURANCE
(TO BE INSERTED IN BONDS)

Assured Guaranty Municipal Corp. (AGM), New York, New York, has delivered its municipal bond insurance policy (the APolicy@) with respect to the scheduled payments due of principal of and interest on this Bond to **Argent Trust Company, Ruston, Louisiana**, or its successor, as paying agent for the Bonds (the "Paying Agent"). Said Policy is on file and available for inspection at the principal office of the Paying Agent and a copy thereof may be obtained from AGM or the Paying Agent. All payments required to be made under the Policy shall be made in accordance with the provisions thereof. The owner of this Bond acknowledges and consents to the subrogation rights of AGM as more fully set forth in the Policy.

* * * * *

SECTION 7. Execution of Bonds. The Bonds shall be signed by the Executive Officers for, on behalf of, in the name of and under the corporate seal of the Issuer which signatures and corporate seal may be either manual or facsimile.

SECTION 8. Pledge of Full Faith and Credit. The Bonds shall constitute general obligations of the Issuer, and the full faith and credit of the Issuer is hereby pledged for their payment. This Governing Authority does hereby obligate itself and is bound under the terms and provisions of law and the election authorizing the Bonds to impose and collect annually in excess of all other taxes a tax on all of the property subject to taxation within the territorial limits of the Issuer, sufficient to pay the principal of and the interest on the Bonds falling due each year, said tax to be levied and collected by the same officers, in the same manner and at the same time as other taxes are levied and collected within the territorial limits of the Issuer.

SECTION 9. Sinking Fund. For the payment of the principal of and the interest on the Bonds, the Issuer has established a special fund, held by the regularly designated fiscal agent of the Issuer (the "Sinking Fund"), into which the Issuer will deposit the proceeds of the aforesaid special tax and no other moneys whatsoever (other than investment earnings thereon). The depository for the Sinking Fund shall transfer from the Sinking Fund to the Paying Agent at least two (2) days in advance of each Interest Payment Date, funds fully sufficient to pay promptly the principal and interest falling due on such date.

All moneys deposited with the regularly designated fiscal agent bank or banks of the Issuer or the Paying Agent under the terms of this Resolution shall constitute sacred funds for the benefit of the Owners of the Bonds, and shall be secured by said fiduciaries at all times to the full extent thereof in the manner required by law for the securing of deposits of public funds.

All or any part of the moneys in the Sinking Fund shall, at the written request of the Issuer, be invested in accordance with the provisions of the laws of the State of Louisiana, in which event all income derived from such investments shall be added only to the Sinking Fund.

SECTION 10. Application of Proceeds. The Executive Officers are hereby empowered, authorized and directed to do any and all things necessary and incidental to carry out all of the provisions of this Resolution, to cause the necessary Bonds to be printed, to issue, execute and seal the Bonds, and to effect delivery thereof as hereinafter provided. The proceeds derived from the sale of the Bonds, including any premium derived from the sale thereof, shall be deposited by the Issuer with its fiscal agent bank or banks to be used (i) for the purpose for which the Bonds are issued and/or (ii) for deposit in the Sinking Fund to be used to pay principal and interest coming due on the Bonds.

SECTION 11. Bonds Legal Obligations. The Bonds shall constitute legal, binding and valid obligations of the Issuer, and shall be the only representations of the indebtedness as herein authorized and created.

SECTION 12. Resolution a Contract. The provisions of this Resolution shall constitute a contract between the Issuer and its successors, and the Owner or Owners from time to time of the Bonds and any such Owner or Owners may at law or in equity, by suit, action, mandamus or other

proceedings, enforce and compel the performance of all duties required to be performed by the Governing Authority or the Issuer as a result of issuing the Bonds.

No material modification or amendment of this Resolution, or of any resolution amendatory hereof or supplemental hereto, may be made without the consent in writing of the Owners of two-thirds (2/3) of the aggregate principal amount of the Bonds then outstanding; provided, however, that no modification or amendment shall permit a change in the maturity or redemption provisions of the Bonds, or a reduction in the rate of interest thereon, or in the amount of the principal obligation thereof, or affecting the obligation of the Issuer to pay the principal of and the interest on the Bonds as the same shall come due from the revenues appropriated, pledged and dedicated to the payment thereof by this Resolution, or reduce the percentage of the Owners required to consent to any material modification or amendment of this Resolution, without the consent of the Owners of the Bonds.

A supplemental resolution, upon the filing with the Paying Agent of a certified copy thereof, shall become fully effective in accordance with its terms.

SECTION 13. 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 14. 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 15. Effect of Registration. The Issuer, the Paying Agent, and any agent of either of them may treat the Owner in whose name any Bond is registered as the Owner of such Bond for the purpose of receiving payment of the principal (and redemption price) of and interest on such Bond and for all other purposes whatsoever, and to the extent permitted by law, neither the Issuer, the Paying Agent, nor any agent of either of them shall be affected by notice to the contrary.

SECTION 16. Notices to Owners. Wherever this Resolution provides for notice to Owners of Bonds of any event, such notice shall be sufficiently given (unless otherwise herein expressly provided) if in writing and mailed, first-class postage prepaid, to each Owner of such Bonds, at the address of such Owner as it appears in the Bond Register. In any case where notice to Owners of Bonds is given by mail, neither the failure to mail such notice to any particular Owner of Bonds, nor any defect in any notice so mailed, shall affect the sufficiency of such notice with respect to all other Bonds. Where this Resolution provides for notice in any manner, such notice may be waived in writing by the Owner or Owners entitled to receive such notice, either before or after the event, and such waiver shall be the equivalent of such notice. Waivers of notice by Owners shall be filed with the Paying Agent, but such filing shall not be a condition precedent to the validity of any action taken in reliance upon such waiver.

SECTION 17. Cancellation of Bonds. All Bonds surrendered for payment, redemption, transfer, exchange or replacement, if surrendered to the Paying Agent, shall be promptly canceled by it and, if surrendered to the Issuer, shall be delivered to the Paying Agent and, if not already canceled, shall be promptly canceled by the Paying Agent. The Issuer may at any time deliver to the Paying Agent for cancellation any Bonds previously registered and delivered which the Issuer may have acquired in any manner whatsoever, and all Bonds so delivered shall be promptly canceled by the Paying Agent. All canceled Bonds held by the Paying Agent shall be disposed of as directed in writing by the Issuer.

SECTION 18. Mutilated, Destroyed, Lost or Stolen Bonds. If (a) 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 (b) there is delivered to the Issuer and the Paying Agent such security or indemnity as may be required by them to save each of them harmless, then, in the absence of notice to the Issuer or the Paying Agent that such Bond has been acquired by a bona fide purchaser, the Issuer shall execute, and upon its request the Paying Agent shall register and deliver, in exchange for or *in lieu* of any such mutilated, destroyed, lost, or stolen Bond, a new Bond of the same maturity and of like tenor, interest rate and principal amount, bearing a number not contemporaneously outstanding. In case any such mutilated, destroyed, lost or stolen Bond has become or is about to become due and payable, the Issuer in its discretion may, instead of issuing a new Bond, pay such Bond. Upon the issuance of any new Bond under this Section, the Issuer may require the payment by the Owner of a sum sufficient to cover any tax or other governmental charge that may be imposed in relation thereto and any other expenses (including the fees and expenses of the Paying Agent) connected therewith. Every new Bond issued pursuant to this Section *in lieu* of any mutilated, destroyed, lost or stolen bond shall constitute a replacement of the prior obligation of the Issuer, whether or not the mutilated, destroyed, lost or stolen Bond shall be at any time enforceable by anyone and shall be entitled to all the benefits of this Resolution equally and ratably with all other Outstanding Bonds. Any additional procedures set forth in the Agreement, authorized in this Resolution, shall also be available with respect to mutilated, destroyed, lost or stolen Bonds. The provisions of this Section are exclusive and shall preclude (to the extent lawful) all other rights and remedies with respect to the replacement and payment of mutilated, destroyed, lost or stolen Bonds.

SECTION 19. Discharge of Resolution; Defeasance. If the Issuer shall pay or cause to be paid, or there shall otherwise be paid to the Owners, the principal (and redemption price) of and interest on the Bonds, at the times and in the manner stipulated in this Resolution, then the pledge of the money, securities, and funds pledged under this Resolution and all covenants, agreements, and other obligations of the Issuer to the Owners of the Bonds shall thereupon cease, terminate, and become void and be discharged and satisfied, and the Paying Agent shall pay over or deliver all money held by it under this Resolution to the Issuer.

Bonds or interest installments for the payment or redemption of which money shall have been set aside and shall be held in trust (through deposit by the Governing Authority of funds for such payment or redemption or otherwise) at the maturity or redemption date thereof shall be deemed to have been paid within the meaning and with the effect expressed above in this Section. 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 20. Successor Paying Agent; Paying Agent Agreement. The Issuer will at all times maintain a Paying Agent meeting the qualifications hereinafter described for the performance of the duties hereunder for the Bonds. The designation of the initial Paying Agent in this Resolution is hereby confirmed and approved. The Issuer reserves the right to appoint a successor Paying Agent by (a) filing with the Person then performing such function a certified copy of a resolution or ordinance giving notice of the termination of the Agreement and appointing a successor and (b) causing notice to be given to each Owner. Every Paying Agent appointed hereunder shall at all times be a bank or trust company organized and doing business under the laws of the United States of America or of any State, authorized under such laws to exercise trust powers, and subject to supervision or examination by Federal or State authority. The Executive Officers are hereby authorized and directed to execute an appropriate Agreement with the Paying Agent for and on behalf of the Issuer in such form as may be satisfactory to said officers, the signatures of said officers on such Agreement to be conclusive evidence of the due exercise of the authority granted hereunder.

The Insurer shall be furnished with written notice of the resignation or removal of the Paying Agent and the appointment of any successor thereto.

SECTION 21. Arbitrage. The Issuer covenants and agrees that, to the extent permitted by the laws of the State of Louisiana, it will comply with the requirements of the Code in order to establish, maintain and preserve the exclusion from "gross income" of interest on the Bonds under the Code. The Issuer further covenants and agrees that it will not take any action, fail to take any action, or permit any action within its control to be taken, or permit at any time or times any of the proceeds of the Bonds or any other funds of the Issuer to be used directly or indirectly in any manner, the effect of which would be to cause the Bonds to be "arbitrage bonds" or would result

in the inclusion of the interest on any of the Bonds in gross income under the Code, including, without limitation, (i) the failure to comply with the limitation on investment of Bond proceeds, (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".

SECTION 22. Post-Issuance Compliance. The Executive Officers and/or their designees are directed to establish written procedures to assist the Issuer in complying with various State and Federal statutes, rules and regulations applicable to the Bonds and are further authorized to take any and all actions as may be required by said written procedures to ensure continued compliance with such statutes, rules and regulations throughout the term of the Bonds.

SECTION 23. Not Qualified Tax-Exempt Obligations. The Bonds are **not** designated as "qualified tax-exempt obligations" within the meaning of Section 265(b)(3) of the Code.

SECTION 24. 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 and co-bond counsel, to effect the transactions contemplated by this Resolution, the signatures of such persons on such documents, certificates and instruments to be conclusive evidence of the due exercise of the authority granted hereunder.

SECTION 25. Publication. A copy of this Resolution shall be published immediately after its adoption in one issue of the official journal of the Issuer.

SECTION 26. Paying Agent Compliance as to Payments Pursuant to the Insurance Policy. As long as the Insurance Policy is in full force and effect, the Issuer and any Paying Agent agree to comply with the following provisions:

(a) At least two (2) Business Days (as defined in the Insurance Policy) prior to each payment date on the Obligations (the Interest Payment Date), the Paying Agent, will determine whether there will be sufficient funds in the funds and accounts established under the Resolution to pay all principal of and interest on the Obligations due on such Interest Payment Date and shall immediately notify the Insurer or its designee (the "Fiscal Agent") on the same Business Day by telephone or electronic mail, confirmed in writing by registered or certified mail, of the amount of any deficiency. Such notice shall specify the amount of the anticipated deficiency, the Obligations to which such deficiency is applicable and whether such Obligations will be deficient as to principal or interest or both. If the deficiency is made up in whole or in part prior to or on the Interest Payment Date, the Paying Agent shall so notify the Insurer or its designee.

(b) The Paying Agent, shall after giving notice to the Insurer as provided above, make available to the Insurer and, at the Insurer's direction, to any Fiscal Agent, the registration books of the Issuer maintained by the Paying Agent and all records relating to the funds maintained under the Resolution.

(c) The Paying Agent shall provide the Insurer and any Fiscal Agent with a list of registered owners of Obligations entitled to receive principal or interest payments from the Insurer under the terms of the Policy, and shall make arrangements with the Insurer, the Fiscal Agent or another designee of the Insurer to (i) mail checks or drafts to the registered owners of Obligations entitled to receive full or partial interest payments from the Insurer and (ii) pay principal upon Obligations surrendered to the Insurer, the Fiscal Agent or another designee of the Insurer by the registered owners of Obligations entitled to receive full or partial principal payments from the Insurer.

(d) The Paying Agent, shall, at the time it provides notice to the Insurer of any deficiency pursuant to (a) above, notify registered owners of Obligations entitled to receive the payment of principal or interest thereon from the Insurer (i) as to such deficiency and its entitlement to receive principal or interest, as applicable, (ii) that the Insurer will remit to them all or a part of the interest payments due on the related payment date upon proof of the Holder's entitlement thereto and delivery to the Insurer or any Fiscal Agent, in form satisfactory to the Insurer, of an appropriate assignment of the registered owner's right to payment, (iii) that, if they are entitled to receive partial payment of principal from the Insurer, they must surrender the related Obligations for payment first to the Paying Agent, which will note on such Obligations the portion of the principal paid by the Paying

Agent and second to the Insurer or its designee, together with the an appropriate assignment, in form satisfactory to the Insurer, to permit ownership of such Obligations to be registered in the name of the Insurer, which will then pay the unpaid portion of principal, and (iv) that, if they are entitled to receive full payment of principal from the Insurer, they must surrender the related Obligations for payment to the Insurer or its designee, rather than the Paying Agent, together with an appropriate assignment, in form satisfactory to the Insurer, to permit ownership of such Obligations to be registered in the name of the Insurer.

(e) In the event that the Paying Agent has notice that any payment of principal of or interest on a Bond which has become Due for Payment and which is made to a Holder by or on behalf of the Issuer has been deemed a preferential transfer and theretofore recovered from its registered owner pursuant to the United States Bankruptcy Code by a trustee in bankruptcy in accordance with the final, nonappealable order of a court having competent jurisdiction, the Paying Agent shall, at the time the Insurer is notified pursuant to (a) above, notify all registered owners that in the event that any registered owner's payment is so recovered, such registered owner will be entitled to payment from the Insurer to the extent of such recovery if sufficient funds are not otherwise available, and the Paying Agent shall furnish to the Insurer its records evidencing the payments of principal of and interest on the Obligations which have been made by the Paying Agent and subsequently recovered from registered owners and the dates on which such payments were made.

(f) In addition to those rights granted to the Insurer under the Resolution and hereunder, the Insurer shall, to the extent it makes any payment of principal or interest on the Obligations, become subrogated to the rights of the recipients of such payments in accordance with the terms of the Policy, and to evidence such subrogation (i) in the case of claims for past due interest, the Paying Agent shall note the Insurer's rights as subrogee on the registration books of the Issuer maintained by the Paying Agent upon receipt from the Insurer of proof of payment of interest thereon to the registered holders of the Obligations, and (ii) in the case of claims for past due principal, the Paying Agent shall note the Insurer's rights as subrogee on the registration books of the Issuer maintained by the Paying Agent upon surrender of the Obligations together with receipt of proof of payment of principal thereof.

SECTION 27. Continuing Disclosure. The Executive Officers are hereby empowered and directed to execute an appropriate Continuing Disclosure Certificate (substantially in the form set forth in an Appendix to 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 28. 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 29. Effective Date. This Resolution shall become effective immediately.

Vote on the motion carried with Board members Steve Riall, Jasmine Green, Lloyd Thompson, Dr. Bonita Douzart, Mary Trammel, Denee' Locke, Barry Rachal, Tony Nations, John Albritton and Dottie Bell supporting the motion. Board members Don Little and Raymond Green were absent.

Adjournment. *Mr. Rachal moved, seconded by Ms. Jasmine Green, to adjourn. Vote on the motion carried and the meeting adjourned at approximately 11:58 a.m.*

T. Lamar Goree, Ph.D., Secretary

Mary A. Trammel, President

July 23, 2019
Caddo Parish School Board

Members present: Steve Riall, Jasmine Green, Lloyd Thompson, Don Little, Dr. Bonita Douzart, Mary Trammel, Raymond E Green, Denee Locke, Tony Nations, John L Albritton, and Dottie Bell. Mr. Rachal was out of town. Also present were Superintendent Lamar Goree and Board Counsel Reggie Abrams.

President Trammel called the meeting to order at approximately 4:30 p.m. and Tony Nations, District 10, led the prayer and Pledge of Allegiance.

CONSIDERATION OF MINUTES OF THE JUNE 18, 2019 AND JUNE 25, 2019 CPSB MEETINGS

Mr. Riall moved, seconded by Ms. Green, to approve the minutes of the June 18, 2019 and June 25, 2019 CPSB meetings as submitted. Vote on the motion carried unanimously.

PRESENTATIONS AND RECOGNITIONS

There were no presentations or recognitions at this meeting.

VISITORS

Jackie Lansdale, president, Red River United, addressed the Board on the following matters: school funding, distribution of state pay raise, back to school checks.

ESTABLISH THE AGENDA

Superintendent Goree highlighted items for the Board's consideration and the following discussion ensued.

Requests for Leaves without Pay. Mr. Albritton asked about staff's recommendation to deny these requests. Dr. Goree explained situations where employees have been on leave for repeated years and staff has determined that based on the continued request and past practices of the district, staff does not recommend approval. He said conversation was held with the employees and they understand; and, the time these employees have earned toward retirement will not be affected. Mr. Albritton also asked how this differs from a voluntary termination, and Dr. Goree said it is not different; but because the Board has approved these in past years, staff chose to bring it forth to the Board for action.

Mrs. Locke asked if she understands correctly that the motion is to support staff's recommendation to not approve these requests; and Dr. Goree confirmed that is correct.

Purchasing Bids. Mr. Riall asked about the cost for juice and if the amount is within the budget. Dr. Goree confirmed it is within the Board-approved budget. He asked about the increase since we began providing the free meals and if it is financed through Federal grants. Kaye Lynch explained that the State reimburses Caddo for all Caddo meals; and even though we provide free breakfast and lunch, Caddo is reimbursed \$3 for lunch and \$1.35 for breakfast, as well as receiving MFP funds. Mr. Riall asked if the expense to the School System did not increase, and Ms. Lynch stated that is correct and Caddo has not experienced an increase in the meal price for a couple of years.

Mr. Thompson asked for clarity on how these products are bid. Ms. Lloyd explained Caddo uses Title 38 competitive bidding processes, and staff puts out bids for the items anticipated we will use for the timeframe based on the bid. Bids are advertised in the newspaper and on Caddo's website, vendors interested in these purchases are contacted, we accept bids competitively, and staff evaluates them to make sure they meet the specifications. Based on these things, staff recommends the low bid offering the best pricing for the items bid. Mr. Thompson referenced the bids of Borden and Foodway; and since Borden sells juice and milk, why it was not a combined bid so they could bid on both. Ms. Lloyd explained the bids are grouped by category and fruit juice has always been bid by itself. Ms. Lynch explained this is how Caddo has always bid these products and it gives more vendors the opportunity to bid on one item. Mr. Abrams confirmed that if they are put together, the bid would have to be for both items, which could limit the number of vendors who bid on it. He further stated there would be nothing to prohibit them from getting together as a joint venture to bid, but the Board would limit the number of opportunities for vendors to bid.

Consideration of Revisions to CPSB Policy DIDA Internal Auditing. Dr. Goree explained the recommended revisions are coming to the Board from the Audit Committee and are within policy.

Revisions to CPSB Policy DJO Opportunity Caddo/Fair Share. Dr. Goree explained the proposed revisions are being brought to the Board based on conversations at Board meetings, as well as looking at recent budget revisions and the language removed from Caddo's policy as a result of working with a third party company to make sure all Caddo policies are in compliance with state and local laws. He further stated this policy looks at how Caddo does business today and the proposed revisions reflect this. Mr. Abrams explained that this CPSB policy is from 2004 and when policies (Section D) were redone, it was left out of the policy manual. He reported that when the administrative liaison officer was eliminated from the budget, this responsibility was moved to the Purchasing Department. He is proposing the policy reads the way it did in 2004 forward with the exception of removing the administrative liaison officer and adding the Purchasing Department for these responsibilities. These revisions also allow staff to come to the Board to report what they have done to comply with the

Opportunity Caddo policy and procedures. Mr. Abrams also noted a needed correction in Roman Numeral V changing administrative liaison to Purchasing Department. Mr. Abrams further reported that the peer review has not happened for a period of time, which is the different groups coming together to discuss Purchasing activities, i.e. Association of General Contractors, National Association of Minority Contractors, National Association of Women in Construction, and the Minority Business Council of the Shreveport Chamber of Commerce. In place of the NAACP (National Association for the Advancement of Colored People), he added the Minority Supplier Institute would be added to the group, as well as the director of construction/capital projects for Caddo Parish and the director of purchasing.

Mr. Little asked for clarification regarding all small and economically disadvantaged businesses and no provision for race, minority or gender status. Mr. Abrams confirmed this is correct and the policy was written in 2004 to make sure we complied with no set asides, nothing based on race, that it would pass constitution muster, no discrimination against any particular group, and it meets the qualifications. Mr. Abrams further stated that it does not mean reports cannot be brought to the Board in the different areas throughout the community, but it is based on economics. Mr. Little also asked how, in making sure this program is applied as intended, does staff insure that large contractors do not branch off and create a small sub-business for the benefit of harvesting money from the CPSB, how are we enforcing and making sure a company is indeed a separate entity and not a sub of a much larger company. Dr. Goree again confirmed that the policy before the Board is actually how the CPSB currently does business; and while Board members will see large corporations in the Purchasing Department and in the Capital Projects/Construction Department, staff has in place policies and procedures to prevent this from happening. Also, he explained there is a qualification for a company to be declared an economically disadvantaged company and eligible to be a part of the program. Mr. Abrams added that the City Council and Parish of Caddo also have these programs and this has been an issue for them as well. Also, the large contractors typically work with Steve White in construction and he not only deals with them but with sub-contractors as well, making sure if sub contractors bid there is someone from that company doing the work.

Steve White stated there is a small group of contractors (less than 50) that staff works with and over the years he has become familiar with the vast majority of them. With new companies enrolling in Opportunity Caddo all the time, they are learning those; and he is unaware of anyone starting a large company and opening a satellite company and claiming Opportunity Caddo status. He also noted there is procedure on the application where a company must prove its financial worth; and while he can't say it is not possible for someone to get beyond this step, there is a very thorough system in place. Mr. White noted the number of companies that have come off the list because their financial worth increased to a point where they no longer met the criteria, and he added it is his procedure if there is a company attempting to take advantage of the CPSB, they no longer are considered for jobs. Mr. Little asked if the companies' success and possibility of losing their economic disadvantaged status is dependent upon self-reporting or is there some way staff can identify their status via tax filing. Ms. Lloyd said ultimately the goal would be for people/businesses to fall off being eligible for this status because of their success. She also added Caddo partners with other local agencies, using it as another level of certification and re-certification, i.e. the City has a standard group/assigned personnel that we depend on for certification and re-certification work each year.

Mary Trammel stated that when policies are 15 years old, it is evident we are behind in keeping up with today's trend.

Revision to CPSB Policy CCA Organizational Chart. Superintendent Goree explained that the organizational chart presented reflects Board-approved budget items; however, with the consolidation, staff is bringing back the proposed changes and what the new Organizational Chart will look like. All positions, changes are approved in this year's budget. Mrs. Locke asked for explanation of the "dotted" line to the Chief Internal Auditor as well as the Communications Director. Dr. Goree explained the dotted line from the Board to the Auditor allows the Chief Internal Auditor the ability to approach the Board chair or Audit Committee chair for support regarding certain matters. The solid line to the Superintendent is because the Superintendent evaluates the Chief Internal Auditor. Regarding Director of Security and Director of Communications, Dr. Goree said these two positions are at the senior level but not Chiefs; and, he conducts their evaluations and provides leadership.

Mr. Nations asked for clarification on the specific revisions to the Org Chart, and Dr. Goree said they are (1) Academic Affairs Division consolidation, title changes, adding 2 directors; and (2) the addition of a Controller position. In response to the dotted line to the Transformation Zone Officer, Dr. Goree explained that in the event the Transformation Officer needs to move more quickly in the work being done, it is appropriate to come to the Superintendent. Mr. Abrams added this was a requirement in the transformation agreement. Dr. Goree concurred and this is typically how these type programs are set up.

Mr. Riall asked about the status of hiring a Controller, and the Superintendent explained the position was posted, and staff is waiting on Mr. Howard's return before moving forward.

2019-2020 Pupil Progression Plan. Superintendent Goree announced no changes are recommended and the plan presented is the same plan approved by the Board last year.

Legal Update on David Meshell, et al v. Caddo Parish School Board, Suit Number 556,756B, Claim #5417208. Mr. Abrams explained if the Board does not agree to place this item on consent, the Board will need to go into executive session to discuss it. All backup information is provided under Confidential cover.

President Trammel announced the following as the consent agenda items: 6.02-6.04, 7.01, 8.02-8.06, and 13.02.

Following discussion, Mrs. Locke moved, seconded by Mr. Riall, to establish the agenda and the proposed consent agenda for the July 23, 2019 CPSB meeting as presented. Vote on the motion carried.

CONFIRM THE CONSENT AGENDA

Mrs. Locke, moved, seconded by Mr. Riall, to confirm the consent agenda. Vote on the motion carried. The following is a summary of the Board's action on the consent agenda items.

6.02 Personnel Transaction Report (Resignations). The Board approved the personnel transactions reports (resignations) as recommended by staff and submitted in the electronic mailout.

6.03 Administrative Contract Renewals. The Board approved the administrative contract renewals as recommended by staff and submitted in the electronic mailout.

6.04 Request For Leave Without Pay. The Board approved staff's recommendation to deny requests for leaves as submitted in the electronic mailout.

7.01 Purchasing Bids. The Board approved the following bids as recommended by staff and submitted in the electronic mailout on the bid tabulation sheets: (1) Borden, Jones Distributing & Oak Farms for Bid SFS-723 Milk and Dairy Products; (2) Foodway for Bid SFS-724 Fruit Juice; and (3) Flowers Baking, Bid SFS-725 Bread and Bread Products.

The bid tabulations are filed in the official papers of the July 23, 2019 meeting.

8.02 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 electronic mailout.

8.03 Consideration of Revisions to CPSB Policy DIDA Internal Auditing. The Board approved the proposed revisions to CPSB Policy DIDA Internal Auditing as recommended by the CPSB Audit Committee and submitted in the electronic mailout.

8.04 Consideration of CPSB Policy DJO-Opportunity Caddo/Fair Share. The Board approved the proposed revisions to CPSB DJO-Opportunity Caddo Policy as recommended and submitted in the electronic mailout.

8.05 Consideration of Revised CPSB Policy CCA Organizational Chart. The Board approved the revised CPSB Policy CCA Organizational Chart as submitted in the electronic mailout.

8.06 Consideration of Pupil Progression Plan for 2019-2020 School Year. The Board approved the 2019-2020 School Year Pupil Progression Plan as submitted in the electronic mailout by staff.

13.02 Legal Update on David Meshell, et al v. Caddo Parish School Board, Suit Number 556,756B, Claim #5417208. The Board approved the settlement of David Meshell, et al v. Caddo Parish School Board, Suit Number 556,756B, Claim #5417208 as submitted in the electronic mailout.

SUPERINTENDENT'S REPORT

Superintendent Goree made the following announcements: (1) Yazzy Student Performance Group will perform a tribute to Aretha Franklin on Friday and Ms. Lohnes will secure tickets for those interested in attending. (2) Caddo will hold "Unite the Spark", the Caddo Parish New Teacher Summit on August 6 and 7. (3) Attorney General Jeff Landry's office is offering the opportunity for Board members to earn credit as well as learn about the Civil Law Training Program. Available dates and locations are on the flyer at Board member stations. (4) Caddo's Retiree Celebration will be Thursday, July 25th, at Southwood High School from 3-4:30 p.m. (5) Dr. Goree updated the Board on Mr. Howard's recuperation. (6) The Superintendent reminded the Board of the scheduled Board Retreat on Tuesday, July 30th beginning at 8:30 and encouraged the Board's full participation in this retreat.

BOARD MEMBER ANNOUNCEMENTS AND REQUESTS

Mrs. Bell noted a thank you at Board Members' stations from Faith Johnson for supporting the Louisiana National History Day students from Huntington High School and represented the District in Maryland. She applauded them for their good job and for the Board members who contributed toward this trip. Mrs. Bell also asked everyone to keep the Gaut family in prayer as this parent's children are in Caddo Schools. (son at Byrd and daughter at Judson).

Mr. Nations announced that he will not be able to attend the "Unite the Shark" New Teacher Summit because of his work schedule. Mr. Riall clarified the Board's participation to meet and greet the new teachers is from 7 a.m. - 9 a.m.

Mr. Thompson reminded the Board that on August 3rd at Antoine Park, he will host the 13th annual back-to-school give away for the children in Allendale/Lakeside community from 11 a.m. - 2 p.m.

Mr. Abrams announced that Chief Judge Carl E. Stewart will receive the 2019 Devitt Award on October 17, 2019 in a ceremony at the U.S. Supreme Court. He added this is one of the highest recognitions awarded an Article III judge.

ADJOURNMENT

Mr. Riall moved, seconded by Ms. Green, to adjourn. Vote on the motion to adjourn carried and the meeting adjourned at approximately 5:24 p.m.

T. Lamar Goree, Ph.D., Secretary

Mary A. Trammel, President

July 30, 2019

The **Caddo Parish School Board (CPSB)** held a retreat on Tuesday, July 30, 2019 at approximately 9:00 a.m. at The Port, 6000 Doug Attaway Blvd., Shreveport, LA. Those in attendance were Board members Steve Riall, Jasmine Green, Lloyd Thompson, Don Little, Mary Trammel, Raymond Green, Denee' Locke, Barry Rachal, Tony Nations, John Albritton and Dottie Bell. Dr. Lamar Goree, superintendent, Reggie Abrams, legal counsel, and staff members Mary Wood, Keith Burton, Diane Atkins and James Woolfolk were also in attendance. Dr. Bonita Douzart was absent.

President Trammel called the meeting to order, welcomed everyone, and led in the prayer and Pledge of Allegiance.

Goals and Objectives. Superintendent Goree thanked everyone for taking the time to attend. He shared highlights of Caddo on the National scene, as well as of the 2018-2019 school year; and the areas of equity, innovation, implementation of curriculum with fidelity, recruiting/retention and fiscal responsibility were discussed as priorities for the 2019-20 school year. Board members participated in a small group rotation activity that allowed every Board member to participate and share ideas and ways to move forward in these areas of priority, including the pros and cons of suggestions, as well as prioritizing the work for success in moving forward for the children in Caddo Parish.

District Facilities. Dr. Goree shared highlights of efforts to right-size the District and addressed the population shifts and declines with a focus of sending students to better learning environments than where they were. Information on school closures and consolidations, district properties for sale and/or lease, and utilization of current facilities was discussed.

One Board/One Voice. President Trammel highlighted CPSB Policy BBBF adopted by the Board in 2014 establishing a process for Board members speaking with the media regarding Board actions and work in the school system. The importance of the Board's message to the community being consistent was stressed.

Strategic Planning. Since the creation of Caddo's strategic plan in 2014, the District has met approximately 95% of its goals; and it is now at a point where the Board must make important decisions in updating the strategic plan and aligning the work over the next 3-5 years. Board members participated in a strategic planning activity to share ideas on what must be included in the strategic plan in moving forward and seeing success.

Adjournment. The retreat adjourned at approximately 2:45 p.m.

T. Lamar Goree, Ph.D., Secretary

Mary A. Trammel, President

August 6, 2019
CPSB Audit Committee Meeting

Members present: John Albritton, chair; Denee' Locke, Raymond Green, Dr. Bonita Douzart; and Superintendent Lamar Goree and Board Attorney Reggie Abrams. Also present were Lloyd Thompson, Mary Trammel, Jasmine Green, Barry Rachal, and Dottie Bell, as well as staff members Kelli Duffield, Jeff Howard, James Woolfolk, and Keith Burton.

Chair Albritton called the Audit Committee meeting to order at approximately 3:00 p.m. and led the Invocation and Pledge of Allegiance.

Establish and Confirm the Agenda. *On motion by Mr. Green, second by Dr. Douzart, and carried, the agenda was established and confirmed as presented.*

Operational and School Audit Status/Updates. Chair Albritton stated this is the first Audit Committee meeting for sharing status updates with the committee; and he asked Kelli Duffield, chief internal auditor, to begin by sharing what some of the audit terms mean. A summary of the departmental audits was provided, and Ms. Duffield explained that the Auditing Department conducts operational audits (departments) and school audits, as well as investigates reported thefts, frauds, misappropriations and assists the school bookkeepers.

Ms. Duffield highlighted the timeline and process for conducting the audits, meeting with staffs on the audit, and presenting them to the Audit Committee. She provided a listing by department of all completed audits (14 from October 2011 through February 2019), and explained the timeline for departments to address any findings of the audit before a follow up is conducted.

When Mr. Albritton contacted her for an update on the audits, the Auditing Department reached out to the departments' directors, asking them to complete a provided template of the audit findings with the status of addressing the findings as well as an estimated date all findings will be resolved. Following this, they completed their audit-planning tool to include their action plan and a date that the Audit Department will actually perform the follow up. The action plan dates are based on the risk factors of each finding, and whether they are a low, medium or high risk to the District. The seven follow ups for the 2019-20 school year were listed, along with the five scheduled for the 2020-21 school year and two for the 21-22 school year, all based on dates given to the Auditing Department by the directors. The Auditing Department also allows a minimum of six months to address and implement corrections to findings.

Ms. Duffield reported that staff is looking at the NAPA agreement from the Transportation audit to determine if the terms of the agreement are being followed, if the numbers are where they need to be, and if we are saving money. A report should be available by the next meeting date.

She said at this point, the plan is to finish all the existing audits, conduct follow ups, and provide status updates to the Audit Committee before moving forward with anything new. Dr. Goree added the goal this academic calendar year is to hold quarterly committee meetings and bring an update on a number of audits at each meeting so these are completed this calendar year.

Dr. Douzart asked if we are restricted to two audits per year, and if it costs more to conduct additional ones per year. Ms. Duffield responded that is the average number in addition to the annual school audits conducted each year. She further explained that a departmental audit, depending on the department size, could take up to a year to complete because of the many elements within the department; but it does not cost any more. She added a third auditor was hired; and hopefully, the department will be able to complete more audits.

Dottie Bell asked for clarification on symbols and terminology used in the information presented, and Ms. Duffield highlighted and clarified this information. Mr. Thompson asked for clarification on the reference to "open findings"; and following staff's explanation, he requested that staff provide him with a copy of the referenced audit findings.

Ms. Duffield also provided an overview of the school audits and explained that they now address these with a more risk-based approach, addressing internal controls based on the risk level factor. Schools are placed on a rotation based on their volume, the principal, the bookkeeper, as well as their last audit report; and while every school is touched annually, it may be a more limited scope depending on the risk level of each school.

Mr. Thompson asked about the timeline in the areas where there has not been a review, and Ms. Duffield explained the plan is to complete final follow ups in 2022, maybe sooner; and at that point, focus on getting the remaining departments back on track. While some departments have not been audited, she added parts of departments have been audited. Dr. Goree also

added that in looking at Academics, there are areas in that division, i.e. SPED, testing, accountability, that will create some challenges when audited; but the goal is to complete the work in progress and get to a point in 2020 where we can prioritize and begin another audit.

Mr. Rachal asked if any of the departments/schools not audited are considered to be high risk, and Ms. Duffield responded that a risk-level has not been assigned to them at this time, but they do have an anticipated order in which they will conduct them. Mr. Rachal also asked Mr. Howard if he considers any a high risk, and Mr. Howard said while he would not say high risk, he would say he would like to audit Insurance because of the amount of money that goes through this division and the possibility that the director will retire in the near future. Also, he has asked Auditing to look at NAPA to determine if this agreement is saving the District money. Mr. Rachal also asked about the clarification of what will be done with the 7 audits, and Ms. Duffield explained that Auditing will do a follow up to the follow up since there are still open findings. He also asked about the length of time to do an audit, and Ms. Duffield stated they have not received from the director a date when he anticipates completing the remaining three findings. While this audit was a relatively clean audit when done, i.e. internal controls were in place and additional improvements made since follow up began, and in looking at Transportation and other departments, they believe Maintenance has a good handle on what they are doing. Understanding the amount of time involved to follow up, he asked if departments are providing any type of progress report on a regular basis relative to where they are in addressing the findings. Ms. Duffield stated they have not placed a definitive timeline on the departments but have depended on staff to enact the recommendations from Auditing; and they can only follow up when they have been given adequate time to address the findings. He said he believes requesting directors to provide a progress report quarterly on the findings might help in staying focused on meeting the requirement to address the findings in a timely manner.

Mr. Albritton reminded the committee that this is the beginning of a new process and modifications will be made in moving forward; and if the response is what we are hoping, the follow up will show zero open findings. He added we are comparing what they are doing to policy, and it has been years since the policies have changed. Also, it may be that what is being done is different from policy, but it is an open policy; and the new process is being recommended. He also clarified that in going through the process, Auditing is not running the school system and management, even though receiving the audit findings, may not agree with them; but directors are responsible for the different areas and determining if there is a better way.

Dr. Goree stated he is confident that over the past five years things have changed as a result of audits, yet it may not have been relayed back to Auditing. This is an opportunity to formalize the process so staff, as well as Auditing and the Board, knows what systemic improvements have been made. He also believes public reporting back on the audits will help improve the process. Dr. Goree added that while most fear auditors, this is helping create conversations.

Mrs. Bell noted the difference in high school and elementary school PTAs. Ms. Duffield stated that CPSB Policy DFA addresses Booster Clubs, PTAs, and outside organizations funds management, and the individual PTAs and Booster Clubs are responsible for maintaining and handling outside checking accounts in accordance with CPSB policy. She added that policy stipulates what they must adhere to in order to be considered a formal PTA or Booster Club, i.e. all fund raising must be approved by the principal even though they have their own outside checking account. They are a formal 501c3 corporation and are allowed to have raffles, and fund raise in the name of the school, but because they are using the name of the school, they must follow the guidelines set forth by the Caddo Parish School Board. Dr. Goree reiterated that some may work through the schools in smaller settings, but most operate independently. Ms. Duffield also stated that some of the smaller schools that do not have large PTAs or they do not have the people who want to handle the money may reach out to put it on the school's books, but it is restricted. Mrs. Bell asked who audits the PTAs, athletics, and school fund raising. Ms. Duffield explained that if the school's principal requests Auditing to audit the PTA funds, they will do so with full authority to do so based on Policy DKA. The internal audit department also audits all fund-raisers; and will pull samples of a school's fundraisers if they are considered a medium or high risk audit to make sure they are following policies and procedures in place. Mrs. Bell said she would like to see a copy of the policy. Also, policy requires that bank statements must be mailed to the principal at the school, and principals are trained how to look at and understand them.

Ms. Green announced that Green Oaks has an app and everything, dues, event tickets, etc. can be paid through this app. Ms. Duffield explained that approximately 5 years ago, the District researched and adopted the online payment vendor "Pay for It", and schools are being added gradually (currently at 22 of 58 schools using). She further explained that schools at all levels (elementary, middle and high) are added based on volume, turnover of the school's

bookkeeper, volume of participation at the school, and last year they collected \$1.2 million online from the 17 participating schools, with the money going directly into the individual schools' accounts. It also provides for parents to log-in and see their student's information, all the fees, etc., bookkeepers import the money daily and all information is housed on an external, secured site. A fund-raising portal was added last year with approximately 20 schools hosting/participating in approximately 40 events. Mr. Howard added that when attending State meetings, it is apparent that Caddo is leading the way as far as on-line payment options. Ms. Duffield also added that the cost for the program is zero but we do pay 10 cents per child to back up the information to the cloud (an annual cost of approximately \$6,000).

Mr. Thompson asked for clarification on bank statements being sent to the principal or is a copy sent to the principal? Ms. Duffield confirmed that it is sent to the principal at the school and it is the principal that opens the statement.

Dr. Douzart shared her experience in keeping the drivers' education records in a notebook.

Ms. Trammel clarified her understanding that staff will move forward with the follow ups and at the next meeting, more specific information will be provided in the grid, including the steps for conducting the difficult audits in Academics. Ms. Duffield stated that staff develops a plan before an audit, including what policy states about individual departments, state and federal guidelines, input from employee interviews for possible additional steps in the audit, and making sure the Board policies are followed efficiently and effectively.

Visitors. The following visitors addressed the Audit Committee: Jackie Lansdale, president, Red River United, policy on PTA audits and if the principal is the only one who can call for this audit.

Adjournment. There being no additional business, *Mr. Green moved, seconded by Mrs. Locke, to adjourn. Vote on the motion carried* and the meeting adjourned at approximately 3:52 p.m.

August 6, 2019
CPSB Executive Committee Work Session

Members present: Mary Trammel, Barry Rachal and Jasmine Green. Also present were Superintendent Lamar Goree, Attorney Reggie Abrams and Board members Steve Riall, Lloyd Thompson, Dr. Bonita Douzart, Raymond Green, Denee' Locke, Tony Nations, John Albritton and Dottie Bell.

President Mary Trammel called the meeting to order at approximately 5:00 p.m. The invocation and Pledge of Allegiance were omitted.

PRESENTATIONS

LifeShare. Phil Maxfield, account and social media manager for LifeShare Blood Centers, shared his appreciation for LifeShare to have the opportunity to work with the schools in Caddo. He reported their current efforts include a new pilot program (Life Scholar Program) in the high schools, which will help them in raising funds for the schools. He explained this program is based on percentage of actual attendance and if they collected units equal to 40% of ½ of the number of sophomores and all the junior and senior classes, the school will receive a \$500 scholarship. If they collect 50%, the school will receive a \$750 scholarship. In the disadvantage to the large high schools, he added they have attempted to put everything on level footing. He explained the schools have done an outstanding job in participating in the blood drives; and with the change in the program, those who have not received any money in the past, it is projected they could earn (collectively) \$8,600. Knowing that schools are always looking at different projects to earn funds, they believe this will help make that happen; as well as their efforts to team up with the PTAs in the schools. Mr. Maxfield added that in the Honor Cord Program, students who donate at least six units of blood during their high school years will receive their honor cord. This program also allows for family and/or friends of any high school student to donate on their behalf and the student will receive the credit. He also reported that LifeShare is strongly encouraging student field trips to the LifeShare Blood Center for them to see what happens when someone donates blood. New Regional Director for Northwest Louisiana Bobby Carnie, and Brandon Baker, who assists with Caddo Parish Schools, were introduced. Mr. Maxfield also reported there is a National crisis in available blood and LifeShare is reaching out to educate the teachers and students on this need and opportunities for them to participate in this program. He explained for a school to qualify for available grants, they must sponsor two blood drives during the year.

Mr. Rachal expressed appreciation for all that LifeShare does in the community to address this important need and for the opportunity for field trips to further educate everyone in the community.

Mr. Nations also thanked Mr. Maxfield for his presentation and for featuring Eric Harper, graduate of Captain Shreve on the cover of the LifeShare brochure.

Miles for Smiles. Jasmine Green stated that a couple of years ago she presented a dental health care provider and introduced Dr. & Mrs. Jeremy Alexander with Miles for Smiles. Anika Alexander, education coordinator for Miles for Smiles, introduced Kenya Roberts, principal at JS Clark, and Jesse Scott, principal at Southern Hills, who shared testimonies of the positive impact Miles for Smiles has had on the students in their schools. Ms. Alexander shared the Miles for Smiles' mission is to meet the needs of all the students; and as a full, comprehensive dental provider, they can do everything, i.e. exams, cleanings, sealants, on site and making certain they have parental consent before they commit to anything else for children. With the State of Louisiana ranking 47th in oral health satisfaction in adults, it is important that students have access to dental care and receive treatment as early as possible. Ms. Alexander also reported that Miles for Smiles is on school campuses all the time stressing the communication with the parents of the students about oral health. This program is available to all students and last year they saw approximately 3,000 students through various school system functions. She also reported on a presentation last year for Shriner's, as well as the many services offered last year to area parents and students. Dr. Jeremy Alexander thanked the Board for its

support of this program over the past three years and for the opportunity to bring this update to the Board. He stated he believes this program is definitely making a difference in the lives of children every day, and he continues to be committed to it. He reported they currently are the only dentist-owned mobile service with an educational component in the State of Louisiana with Caddo having the first successful mobile, school-based dental care in the State. Dr. Alexander expressed his appreciation for his support staff members and his wife.

Dr. Goree thanked Dr. Alexander for his service to the children in Caddo and for being a man of his word when making this commitment to provide this service to all students. Board members Rachal, Bell, Mr. Green, Trammel and Jasmine Green also expressed their appreciation to Dr. Alexander and his commitment to provide this much-needed service to all Caddo students.

ESTABLISH THE AGENDA AND CONSENT AGENDA FOR THE AUGUST 20, 2019 CPSB MEETING

Superintendent Goree highlighted the items for the Board's consideration at its meeting on August 20, 2019 and the following discussion ensued.

Consideration of Adding the Sale of Hillsdale, Barret and Vivian Resource Properties to Current Realtor Contract. Mrs. Locke asked about appraised values for these properties, and Dr. Goree explained that with Board approval to add these, we will then move to the appraisal process. Mr. Thompson added that once this is in place, we should be careful how we lease or rent Caddo's buildings if we are not going to sell them. Mr. Green stated his agreement with Mr. Thompson's statement. Ms. Green shared that she received a call from someone today regarding Hillsdale and asked if there is any knowledge on this. Dr. Goree stated that if the Board chooses to move forward with this, we will put this property with a realtor and have it appraised, then the realtor will mark the property for sale. At the Board's pleasure, staff would entertain the property for lease; however, the goal would be to sell the three properties. Ms. Green asked if Praise Temple owns the property around Hillsdale, and the Superintendent said he does not know. Dr. Goree also stated that the process is similar to putting your personal home up for sale and any party interested would work with the commercial realtor listing the property to make an offer.

Mr. Riall asked the superintendent about the possibility of adding the Hosston property, and Dr. Goree responded staff will follow up on this possibility.

Consideration of Offer to Lease the Alexander Learning Center at 154 Coty Street. President Trammel stated that in looking at the lease amount offer and cost, she believes it is important to be consistent. Dr. Goree explained that in looking at the properties for sale and this offer to lease one of the properties, staff recommends not to accept the offer along with reasons why it is not in the best interest of the District.

Mrs. Locke asked about the projected annual cost to the District for Alexander. Dr. Goree stated it is not in the provided information, but staff can provide it to the Board.

Mr. Nations asked about specifics on the use as a community outreach center. Ms. Trammel asked if, to fully understand all aspects in leasing of properties, this should have been submitted to the appropriate committee for a clearer understanding of how the District looks at each offer and if facilities will be leased at a price lower than its value.

Mr. Thompson stated he agrees we do not need to lease MJ Moore for more than what we agree to lease Alexander; however, being in the district he represents (Highland), he has talked with representatives from the Highland Center about their need for a new place. While he does not believe we should give our facilities away, he prefers to see a church or ministry in our facility that is an active part of the community and reaches out to those in need. However, if we lease the building, he agrees we should lease it at an amount close to what we have determined is fair and is consistent with all available facilities.

Dr. Goree noted that staff will provide the cost information to the Board, because at \$2,000 a month (\$24,000 annually), he knows this will not cover the District's cost to maintain the Alexander facility. He added staff also disagrees with the request to discontinue advertising the facility for sale, and has not entered into any agreement for lease where we could not continue to pursue a sale of the property, nor any agreement on the final negotiated price of \$370,000 for a building that appraised at \$700,000. Staff did make recommendations to the organization, but they declined and asked to come to the Board with their offer.

Mr. Rachal asked if Caddo Parish has a purpose for this building, and Dr. Goree said the purpose is to sell the school and receive the maximum profit for the children in Caddo. Mr. Rachal asked about the price we are advertising the property, and Dr. Goree said he does not have that information as the realtor works from the appraised value and toward finding an amount in the \$700,000 range. Mr. Woolfolk stated the property is advertised for \$770,000, which is the appraised price. Mr. Rachal asked how long has the property been advertised at this price. and Mr. Woolfolk confirmed since the day it was placed on the market; and discussions on reducing the price resulted in not reducing it at this time. Mr. Rachal said he would prefer seeing the building sold; but in the event it is not but placed back in the community, he cannot agree to the offer since the numbers do not match the market value. Dr. Goree stated the recommended lease amount is \$3,500 a month (\$42,000 annually) which would be in line with the lease for MJ Moore. He also reminded the Board that as the leaser, expenses for roof repairs, replacement, etc. are costs the District would have to incur; and he agreed the District does not want to be in the leasing business, but in educating children.

Mr. Thompson concurred with Mr. Rachal's comments to sell the facility, but asked if we can continue negotiations and hopefully reach an agreement to maybe lease to buy, because he has watched what this group does in the community and is what he would love to see remain in the community. Dr. Goree added that through the District's strategic planning process, the old bid laws, even though they tied the District's hands when looking at prices and when they could be lowered, we knew exactly when it could be lowered and to what. He stated through the current strategic planning process, something will be put into place so we know what will and will not be considered in leasing and selling the District's available properties.

President Trammel announced that Items 6.02, 8.03, 8.05-8.06 and 13.01 are the consent agenda items. *Mr. Rachal moved, seconded by Ms. Green, to establish the agenda and consent agenda for the August 20, 2019 CPSB meeting as presented. Vote on the motion carried unanimously.*

POLL AUDIENCE

Randy Scoggins, Chairman of the Highland Center Corporation, introduced John Henson, pastor of Church for the Highlands, Chaplain for Volunteers for America; and co-director with Highland Center Ministries. Mr. Henson addressed their purpose for use of the Alexander facility and highlighted the work of their efforts to unite the churches and organizations in the Highland-Stoner Hill neighborhood to focus on the working poor demographic in this area and provide a sustainable program of community services at the Highland Center. Chris Currie, pastor of First Presbyterian Church, reiterated this collaboration of all the churches in the community.

ANNOUNCEMENTS

Ms. Green asked for clarification on multiple speakers on one subject and the yielding of time, and Ms. Trammel explained that because one of the speakers yielded his 3 minutes to the one speaker addressing the Board, it gave him 5 minutes.

Mrs. Bell reminded everyone that the Ring the Bell Back to School celebration is scheduled for 10:00 a.m. Monday, August 12th at Booker T. Washington High School. This celebration will also recognize the 50th anniversary of integration in Caddo Parish.

Ms. Green thanked the representatives from Miles for Smiles for their presentation and

asked staff to look into and get with Robert Jackson with Voter Registration Drive about a new program.

Mr. Thompson thanked Ms. Green and Dr. Douzart for attending the Back-to-School event for students in the Allendale-Lakeside area.

Mrs. Locke asked the Superintendent to extend thanks to those in charge of organizing the new Teacher Orientation and the amazing way Caddo's new teachers were welcomed. Dr. Goree also expressed appreciation to the Board members who took time from their schedules to participate in this event.

Ms. Trammel thanked everyone who helped with the backpack give away at Woodlawn as well as the Child Nutrition Program's Back-to-School kick-off.

Dr. Goree also expressed appreciation to Mayor Perkins, Dollar Mania, Furniture Express and Frost Bank for helping provide students in the Transformation Zone uniforms, backpacks and school supplies, as well as a \$50 voucher for each teacher in these schools to purchase supplies.

Adjourn. *Ms. Green moved, seconded by Mr. Rachal, to adjourn. Vote on the motion to adjourn carried and the meeting adjourned at approximately 6:17 p.m.*

August 6, 2019
CPSB Special Session

The **Caddo Parish School Board (CPSB)** met in special session on Tuesday, August 6, 2019 at 4:30 p.m. in its offices at 1961 Midway, Shreveport, Louisiana. Board members present constituting a quorum: Steve Riall, Jasmine Green, Lloyd Thompson, Dr. Bonita Douzart, Mary Trammel, Raymond Green, Denee' Locke, Barry Rachal, Tony Nations, John Albritton and Dottie Bell. Don Little was out of town. Also present were Superintendent Lamar Goree and Legal Counsel Reginald Abrams. Mrs. Locke led the prayer and Pledge of Allegiance.

VISITORS

RESOLUTION DECLARING PUBLIC EMERGENCY FOR REPAIRS TO KEITHVILLE ELEMENTARY/MIDDLE SCHOOL

Mr. Rachal moved, seconded by Mrs. Locke, to approve the resolution certifying public emergency repairs at Keithville Elementary/Middle School and to authorize staff to begin repairs.

Superintendent Goree recognized Steve White, director of capital projects/construction, who shared an overview of this project at Keithville. He outlined the timeline in discovering the problem at Keithville; and explained that after investigating, and because repairs exceed the dollar amount which by law requires a formal bid, a resolution certifying the emergency need to forgo the bid process and address the repairs before school begins is needed. At this time, the goal is to have everything, with the exception of the auditorium, cleaned, cleared and ready for the opening of school on the 12th.

Mr. Rachal asked about the limits in moving forward, and Mr. White explained there are none. Dr. Goree stated the uniqueness in this situation is if the cost exceeds \$150,000 and it is not declared an emergency, we would not be compliant with the bid law. Because of the sensitive nature, repairs needed to begin immediately and this resolution is needed in moving forward. While the cost has not exceeded this at this time; staff is choosing to be transparent in the event the roof repairs push the total repair cost above \$150,000. Mr. Rachal ask if there is an estimated cost at this time, and Mr. White explained that he does not currently have all the costs on what needs to be done to the roof. Mr. Rachal asked if the cost is coming out of capital projects, and Mr. White responded that repairs are being paid from the savings on other jobs throughout the year. He also reported on damage to materials inside the building (i.e. musical instrument cases, some instruments, bulletin boards, paper, etc.) that cannot be replaced with capital project funds.

Mr. Thompson encouraged staff to keep in mind small businesses in the city that could work on these projects. Mr. White responded that he has and an Opportunity Caddo business is doing the cleanup behind the contractors. Regarding the abatement, he said there is no one that is Opportunity Caddo and certified to do this type work; but two larger companies were used and the work broken into smaller jobs. Mr. Thompson expressed his appreciation for staff's efforts.

Ms. Green asked staff how often these type checks are taking place in Caddo schools. Mr. White responded that he and Mr. Woolfolk have discussed what is in place and the need for possible additional procedures for these type inspections taking place and reporting concerns, even though they believe this issue resulted from a series of things over a number of years.

Superintendent Goree expressed appreciation to Mr. Woolfolk and Mr. White for orchestrating and executing the work for this project as expeditiously as possible. Mr. White also thanked Mr. Roy Dowling with Sims Environmental and his staff for the job in overseeing this project.

Vote on the motion carried and the following resolution for emergency repairs was approved unanimously..

**RESOLUTION DECLARING PUBLIC EMERGENCY FOR REPAIRS TO KEITHVILLE
ELEMENTARY/MIDDLE SCHOOL**

Whereas, on the 24th day of July, 2019 portions of Keithville Elementary/Middle School were subjected to roof leaks that caused extensive indoor air quality issues in the cafeteria, auditorium, locker rooms, band room and other surrounding areas; and

Whereas, a preliminarily assessment of the damages has been performed and it is estimated that the damages will exceed the contract limit for public works requiring formal bids under LSA-RS 38:2211 et. seq.; and

Whereas, school is scheduled to open on the 12th day of August, 2019 and teachers are scheduled to return to school two weeks before school opens; and

Whereas, time is of the essence in order to have the damages completely assessed and repairs made prior to school opening; and

Whereas, the Caddo Parish School Board has determined that a public emergency exists and desires to move forward with the repairs to Keithville Elementary/Middle School without following the public bid law as contemplated in LSA-RS 38:2212 P; and

Whereas, the Caddo Parish School Board hereby certifies that a public emergency exists for the repairs to Keithville Elementary/Middle School and that Notice of such public emergency be published within ten (10) days in the official journal of the Caddo Parish School Board declaring such public emergency.

Therefore be it resolved, that the Caddo Parish School Board hereby certifies that a public emergency exists for the repairs to Keithville Elementary/Middle School and that Notice of such public emergency be published within ten (10) days in the official journal of the Caddo Parish School Board declaring such public emergency.

ADJOURNMENT

Mrs. Locke moved, seconded by Mr. Thompson, to adjourn. Vote on the motion to adjourn carried and the meeting adjourned at approximately 4:55 p.m.

T. Lamar Goree, Ph.D., Secretary

Mary A. Trammel, President

August 20, 2019
Caddo Parish School Board Meeting

Members present: Steve Riall, Jasmine Green, Lloyd Thompson, Don Little, Dr. Bonita Douzart, Mary Trammel, Raymond Green, Denee' Locke, Barry Rachal, Tony Nations, John Albritton, and Dottie Bell. Also present were T. Lamar Goree, Ph.D., Secretary, and Reginald Abrams, legal counsel.

President Trammel called the meeting to order at approximately 4:30 p.m. and Denee' Locke led the invocation and Pledge of Allegiance.

CONSIDERATION OF MINUTES OF THE JULY 23, 2019, JULY 30, 2019 AND AUGUST 6, 2019 CPSB MEETINGS

Mr. Rachal moved, seconded by Mrs. Bell, to approve the minutes of the July 23, 2019, July 30, 2019 and August 6, 2019 CPSB meetings/retreat as submitted in the electronic mailout. Vote on the motion carried unanimously.

PRESENTATIONS AND RECOGNITIONS

Mary Nash Wood, director of Communications and Strategic Initiatives, recognized the following and the Board President and Superintendent presented a certificate to each for their achievement(s). Family members, friends and administrators present were also recognized.

Music presented by Calvin Alexander, Jr. Calvin Alexander, Jr., freshman at Caddo Magnet High School and Caddo's Middle School Student of the Year, Shreveport's Spelling Bee Champion, and finalist in the Scripps National Competition, performed a solo on the violin, accompanied by Mr. Larry Myer on the piano.

2018-2019 Caddo Parish Counselors of the Year. The following were recognized as the 2018-19 school counselors of the year as selected by the Caddo School Counselors' Association: Melissa Williams, elementary counselor, South Highlands Elementary Magnet; and Connie Barnes, high school counselor, Woodlawn Leadership Academy.

Newly Appointed Administrators. Charles Lowder, director of certified personnel, introduced the following newly appointed administrators: Michele Hendrix, 504 Specialist; Shelia Gladney, Special Education Alternative Education Specialist; Ashley Atkins, assistant principal, University Elementary; Pauline White, assistant principal, University Elementary; Joshua Sims, assistant principal, North Caddo Elementary/Middle; Phyllisia Mason-Hollins, assistant principal, Caddo Middle Magnet; Esther Otu-Nyarko, assistant principal, Booker T. Washington High; Robert Middleton, assistant principal, Huntington High; Ashley Norwood, assistant principal, Huntington High; Nicolas Cunningham, interim principal, North Caddo Elementary/Middle; and Beverly Cole, supervisor of school compliance & program improvement, Title I.

VISITORS

The following visitors addressed the Board on issues and matters of interest/concern: Danielle Handrop, Choca Sullivan, Tiffany Graham, and Matt Rowland (bus transportation for Herndon students to Trinity Heights Day Care after school, Transportation Dept., buses without A/C, overcrowded bus); Jackie Lansdale, Red River United (Teacher salary schedule, distribution of raise, school funding programs, benefits, student debt relief, privatizing); and Roxann Johnson, update on Cross Bayou Point project.

Superintendent Goree announced that the transportation issue at Herndon was resolved. He asked Mr. Daigle to meet with this group of parents and reported he spent time in his cabinet meeting today discussing these issues.

Mrs. Bell left the meeting at approximately 5:40 p.m.

ESTABLISH THE AGENDA AND THE PROPOSED CONSENT AGENDA

Superintendent Goree highlighted items for the Board's consideration; and President Trammel announced the following as consent agenda items: 6.02-6.03, 8.02-8.03, 8.05-8.06, and 13.01. *Mr. Rachal moved, seconded by Mrs. Locke, to establish the agenda and consent agenda for the August 20, 2019 CPSB meeting as presented. Vote on the motion carried unanimously.*

CONFIRM THE CONSENT AGENDA

Mrs. Locke moved, seconded by Mr. Rachal, to confirm the consent agenda. Vote on the motion carried unanimously. The following is a summary of the Board's action on the consent agenda items.

6.02 Administrative Contracts, August, 2019. The Board approved the administrative contract renewals (August 2019) as recommended by staff and submitted in the electronic mailout.

6.03 Requests for Leaves. The Board approved requests for leaves as recommended by staff and submitted in the electronic mailout.

8.02 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 electronic mailout.

8.03 Consideration of Department of Exceptional Children 2019-2020 Interagency Agreements and Contracts. The Board approved the Department of Exceptional Children Interagency agreements and contracts for the 2019-20 school year as submitted in the electronic mailout.

8.05 Consideration of YEP Contract Renewal for 2019-2020 School Year. The Board approved renewal of the Youth Enrichment Program (YEP) Contract for the 2019-2020 school year as recommended by staff and submitted in the electronic mailout.

8.06 Consideration of Agreement with Coca Cola for Lee Hedges Stadium. The Board approved the agreement with Coca Cola for Lee Hedges Stadium as recommended by staff and submitted in the electronic mailout.

13.01 Student Readmission Appeal Hearings. The Board approved the appeal of student CS as recommended by staff and submitted in the electronic mailout and whose parent is in agreement.

PERSONNEL RECOMMENDATIONS

Mrs. Locke moved, seconded by Mr. Rachal, to approve the personnel recommendations as recommended by the superintendent and submitted in the electronic mailout. Ms. Green asked the Superintendent if the Controller position is new, and Dr. Goree explained it is a new position approved during the budget process. He added that a senior supervisor position was eliminated when that person resigned and the funds will be used for this new position. Ms. Green asked if this person's salary will be the same as that eliminated position, and Dr. Goree responded it is not the same pay grade, but it is in a higher salary range. Ms. Green asked about this person's responsibilities, and the Superintendent responded that concerns were expressed relative to how the major divisions in finance were being managed, so this person will daily look at accounting, payroll, accounts payable to make sure the communication between them is strong, as well as assist in special projects to insure our investments are providing the highest yields and tying everything together in the school district. Dr. Goree added that Mr. Howard, in his CFO position, is the visionary leader; but this person will do the field work to make sure things are happening as the senior leadership brings ideas. Ms. Green asked about the number of supervisors in the Accounting Department. Dr. Goree stated he does not know, but can provide that information (number of people reporting directly to this position). He also confirmed that this position is very much in line with strong business management to help with daily operations in a business the size of Caddo. Mr. Abrams clarified that both positions were approved by the Board and the motion before the Board is to approve the individuals for those positions.

Ms. Green said she did not believe the assistant director position was to be filled and asked Dr. Goree to explain. The Superintendent clarified staff stated on record that this position would be filled; and when the State freed up some additional revenue, staff presented a plan to the Board to fill both positions and reiterated the move forward in filling them. Ms. Green asked about the expectation of the persons in these positions, and Dr. Goree explained that in creating the

position, staff looked at how the position could be created with longevity and how we can make sure everything needed is covered. Ms. Green stated her expectation to see a lot more maximizing of the District via social media, and she supports a new person capitalizing on this. The superintendent reiterated the many positive things implemented around the positive initiatives and this additional support is critical; and he confirmed that Board members will see a difference in Caddo's presence on social media. *Vote on the motion carried unanimously.*

PROPERTY/BUS RENTAL REQUESTS

Mr. Rachal moved, seconded by Mrs. Locke, to approve requests for use of Caddo Parish School Board property and/or buses as recommended by staff and submitted in the electronic mailout. Mrs. Locke asked about compensation to the District for use of property/buses. Dr. Goree explained there is an approved schedule for outside entities using CPSB facilities. Mrs. Locke asked, because of the transportation issues, if we are comfortable with approving the use of a bus for two days. Dr. Goree responded absolutely; and with Caddo currently transporting over 24,000 students on 275 routes, etc., it takes time to iron out the issues, and this in no way is meant to be disrespectful to the families. She asked if she is correct in assuming the same is true for the use of Barret, and Dr. Goree answered it is and the District will capture approximately \$3,800 a month for the lease of this property.

Mr. Little asked about the rental of Barret and the fact a dollar amount is not listed in the lease agreement, and if the agreement is conditional since it is currently listed for sale. Dr. Goree stated with our goal to sell off-line facilities, any lease of these properties at this time stipulates the priority to sell. Mr. Little asked if there is a copy of the contract to review, and Mr. Woolfolk stated that it will be used on a temporary basis and the cost is based on the Board's policy which states how much they will pay and is not a formal lease. Mr. Little asked if, based on the use of Lakeshore, there is a projected revenue stream, and Mr. Woolfolk said she paid approximately \$2,000 a month at Lakeshore and she is aware it is more than that based on the number of rooms she will use. Mr. Woolfolk said he can provide an invoice based on the breakdown of what she is using in the facility.

Mr. Abrams confirmed that any long-term use of a facility follows the Board's policy. Mr. Riall asked if he remembers correctly that Barret was donated to the District by the family, and Dr. Goree clarified that research determined the school is eligible for sale.

Mr. Rachal asked about clarification on the terms and cost per room, and Mr. Woolfolk again stated that CPSB Policy KF dictates the amount charged for use of a facility. Mr. Rachal said he would like to know what this policy states, and staff responded they would provide the Board with a copy. Mr. Rachal said if policy is followed, he does not believe the Board needs to delay approving this request.

Vote on the motion carried.

ADDING THE SALE OF HILLSDALE, BARRET, RODESSA AND VIVIAN RESOURCE PROPERTIES TO CURRENT REALTOR CONTRACT

Mr. Rachal moved, seconded by Mr. Riall, to approve adding the sale of Hillsdale, Barret, Rodessa and Vivian Resource properties to the current realtor contract as recommended by staff and submitted in the electronic mailout. Dr. Douzart noted a letter to Board members from the Northwest Louisiana Community Development Corporation relative to their interest in purchasing Hillsdale. *Vote on the motion carried unanimously.*

CONSIDERATION OF OFFER TO LEASE THE ALEXANDER LEARNING CENTER AT 1545 COTY STREET

Mr. Rachal moved, seconded by Mr. Riall, to approve staff's recommendation to deny the offer to lease the Alexander Learning Center as provided in the electronic mailout.

Mr. Thompson asked why the lease is being denied, since he understood we would look at it. Dr. Goree said staff's recommendation to deny is based on the offered price, the request that we not continue to sell the facility, as well as future cost for maintenance of the building. Staff did meet with this group and offered 2 weeks to come back with an offer; and upon checking with the

U.L. Coleman group before the meeting today, no other offers were made. He added it also is his belief the church has other arrangements.

Vote on the motion carried unanimously.

CONSIDERATION OF MENTAL HEALTH INTERAGENCY AGREEMENTS AND CONTRACTS

Mr. Rachal moved, seconded by Mr. Riall to approve the proposed mental health interagency agreements and contracts for the 2019-20 school year as recommended by staff and submitted in the electronic mailout.

Mr. Thompson said he visited with Dr. White, and he expressed his concerns and the need to look closer and determine if all the agencies are providing the needed services for Caddo students or if they are only getting the refund from Medicare/Medicaid in the name of helping the students. While he knows there is a need, he asked the Superintendent to research and determine if all on the list are needed and if they are meeting the needs of the students. Dr. Goree explained that staff established a rubric and agreed to take all the agencies that apply through this method; and if the agency meets the rubric requirements, they are added to the list. The list is actually shorter than it used to be and minimal requirements were established that are required by all on the list.

Mr. Abrams clarified that the list of agencies presented are the ones the staff has determined meet the minimum requirements; however, state law does not allow the District to limit parents from selecting whomever they want to use. A couple of years ago a law was passed; and if a parent requested a mental health agency not on the list, they are allowed to use them, thus we cannot limit the use of a provider. Dr. Goree also said this limits the agencies in our Caddo schools. Mr. Nations said he believes it also should be noted if any Caddo student(s) currently has a relationship with any of these approved providers. Dr. Goree responded while they are all approved, he can't guarantee that every one of the agencies has a relationship with a Caddo student. He also does not know if all the agencies approved are actually set up and providing services in a Caddo school; but even if an agency is set up in a school, the parent has the right to choose any health provider they like and we will work with them to service our students. Mr. Thompson shared that he received a call from a parent whose child was seen by a counseling agent and she did not know the agency nor had they been to her house to see her, so he believes there needs to be stronger rules and regulations in place whereby the agencies contact the parent. Dr. Goree added there should not be any case like this, because the parent must sign off before a child is seen by a counselor; and the parent can speak with the agency to discuss what they want the service to look like. He added there are systems in place to make sure a child is not seen by a counselor without parental consent.

Vote on the motion carried unanimously.

ANNOUNCEMENTS AND REQUESTS

Ms. Green announced Chris Pierman would like to start a program in Caddo Parish bridging Caddo with Grambling State University. He will be in town and she is interested in sitting down and discussing his plan and learn more about this possible partnership. Ms. Green also commended everyone for the smooth beginning of this school year.

Mr. Riall said he only had the one issue (transportation) this year and expressed appreciation to Mr. Daigle and his team for their outstanding work. He also announced that he officially no longer has any grandchildren in Caddo Parish schools.

Mr. Thompson asked for information on when specs for the new buses will be sent to possible vendors as well as work for the first phase of the bond issue.

Mr. Nations thanked Mr. Burton and Mrs. Wood for informing him about the back-to-school events in District 10, and he will attend the 7th and 8th grade back-to-school activities at Ridgewood when he leaves the meeting. While he likes to attend as many events as possible, it is difficult to cover all events when graduation and other events are happening at the same time.

Mr. Rachal asked for a committee meeting to look at the material from the Energy Conservation program. Mr. Rachal also complimented the Transportation Department and the outstanding job done this year, and he asked staff to contact the City regarding the traffic on Youree Drive at University Elementary. Mary Trammel echoed the same concerns for Eden Gardens and encouraged staff to look at ways to help manage the carpool and traffic problems.

Dr. Goree reminded the Board that on Tuesday, August 27th, at 6:00 p.m. at Caddo Magnet High, the graduation will be held for 15 Caddo summer graduates.

Mr. Thompson added his interest in the energy conservation update.

Ms. Trammel commended everyone involved in this year's Ring the Bell festivities. The celebration was very well received by all in attendance.

Mr. Green encouraged members of the Board to visit Oak Park Elementary School and see what is going on at this school.

Dr. Douzart announced she had the opportunity to visit all the schools in her District and all had a smooth start to the school year.

Adjournment. *Mr. Riall moved, seconded by Mr. Nations, to adjourn. Vote on the motion carried and the meeting adjourned at approximately 6:10 p.m.*

T. Lamar Goree, Ph.D., Secretary

Mary A. Trammel, President

September 3, 2019
CPSB Executive Committee Work Session

Members present: Mary Trammel, Barry Rachal and Jasmine Green. Also present were Superintendent Lamar Goree, Attorney Reggie Abrams and Board members Steve Riall, Lloyd Thompson, Don Little, Dr. Bonita Douzart, Raymond Green, Denee' Locke, Tony Nations, John Albritton and Dottie Bell.

President Mary Trammel called the meeting to order at approximately 4:30 p.m. Board member Barry Rachal led the invocation and Pledge of Allegiance.

PRESENTATIONS

Annual Report/Update on ReImagine Caddo: A Plan for Excellence. Carolyn Spaht-Gonzalez announced that Caddo is currently in the 2019-20 school year and the last year of the District's 5-year strategic plan, and she shared an update on the District's progress in meeting its goals and objectives to date (through 2018-19). She noted that having given the annual update in July or August in the past, this year's report will be complete for the 18-19 school year. Mrs. Gonzalez explained that as the evaluator she helps staff work on identifying their targets as well as the action steps (total of 118) to reach those targets. She meets with them to receive updates on the progress in meeting each one, including supporting documentation. From these meetings with staff, she creates a scorecard labeling each a green (target met), yellow (not met target, but made progress from the baseline), or red (no progress).

In 2018-19 (year 4 of the plan), Mrs. Gonzalez reported that approximately 1/3 of the 27 objectives were green or red, and about 40% were yellow. She noted that as an evaluator, when a target is red, she looks to determine if the person in charge of the work understands why it is red, and if there is a plan of action to fix it, which is the case for the eight reds reported.

Highlighting the progress over the past four years and how staff worked to move all targets to green, Mrs. Gonzalez noted there were more reds than she would like to see, but there is a theory of action for each of them. She further explained the reds this year were driven primarily by finance (one red in the bond rating, one in the fund balance). Staff is tracking bus drivers and on-time/late buses, which continues to be up and down. With customer satisfaction, she reported this is the first full year it was measured in an objective way and a plan of action is in place to address this initiative. She also highlighted objectives to reach by the end of the 19-20 school year explaining goals set and how staff is working to improve the numbers, i.e. response time to voiced concerns, improve bond rating back to AA-, kindergarten ready students, on-time buses, more drivers, positive Caddo stories, etc.

Ms. Green asked how the success/progress in Communications is measured. Mrs. Gonzalez clarified her report that staff is doing a good job determining if the customers are happy. In terms of marketing, she said she does not believe Caddo is where it wants to be, and this could possibly be because this area is understaffed, but she commends the measuring tool used to go deeper and not only look at the data to report it, but use it to tailor training.

Mr. Rachal noted the improved graduation rate and his belief the 20% increase in this number over the past 3 years should be a banner for the school district. He also asked if Mrs. Gonzalez could note on the report the goals that were met but are labeled yellow because the goal was increased once it was met, and she said she would. Mr. Rachal also asked if the Let's Talk initiative is doing what we want it to. Dr. Goree responded yes, but it is a new implementation and we did not see the "traffic" we would like to see; however, it has been rolled out to the schools and staff anticipates increased numbers and tracking and will provide this information to the Board. He added one area staff saw great success in was Transportation and an increase in the number of transportation concerns/questions through the Let's Talk application. Mr. Rachal asked if the progress has changed under the action step to increase retention of classified personnel within zero to three years of employment, an exit survey created, and applications placed online. Dr. Goree said it has not changed because personnel and responsibilities in Human Resources were restructured, and this is something they will continue to work toward. He added staff could have removed some of these steps, but continues to hold itself accountable. The development of a quality exit survey has been a challenge for staff and resources were not available to have someone from outside to help. Mrs. Gonzalez responded the report should say applications are on line now and not "being put online". Regarding the exit survey, staff created one, but it was too lengthy and staff is now in the process of shortening it. Mr. Rachal said there are

only about three questions needed on an exit survey; and Dr. Goree agreed, but it is important to have the correct questions in order to receive usable information. Mr. Rachal suggested that staff roll something out and make adjustments as needed.

Ms. Green asked how often community input is sought. Mrs. Gonzalez explained she is not doing community input anymore, but she received community input in the beginning with Mr. Delaney. At this time, community input is being received through the Let's Talk application and during the revamp of the strategic plan this year, she believes the superintendent intends to get large community input. Dr. Goree agreed, and since the strategic plan was developed around five-year goals, and we are now at year five, it is now the appropriate time to look at the plan. While it is important to hold true to those things that we still need to accomplish, staff will analyze where the District needs to go, add appropriate goals to accomplish them over the next five years, and involve the community in the process.

In summary, Mrs. Spaht-Gonzalez stated she believes Mr. Rachal is correct and the phenomenal graduation rates should be a banner in the District, as well as the Virtual Academy's continued growth, the strength of technology and suspension improvements in the plan, and the positive stories and strategic partnerships in the schools. Additional good news is the District has more areas in which it is doing well, and it is continuing to make progress in the other areas. She commended the board on four strong years of strategic plan performance, and she reported that while in the past four years staff would take this information and revise the strategic plan accordingly and present it to the Board, this year will be a larger revamp that will also include the Board and community input for the next five-year plan.

Mr. Riall asked if there is any specific area that needs more focused attention, and Mrs. Gonzalez responded the area of finance, because this area has two significant reds, which she understands staff has a plan to address.

Mrs. Bell asked about the preK program, campus alignment, and preK registration online and if it is possible to have parent orientation before the start of school. Dr. Goree agreed it is possible and he too has received calls about this process, so the Academic team pulled a group to review this and we have seen an increase in the number of registered students result from personal phone calls. He added staff will do a debriefing of the entire process and how it can be improved moving forward.

Up With People. Mary Nash-Wood introduced representatives from Up With People, a travel-based educational organization whose mission is to inspire young people and make a difference. She announced that at the end of September students will have the opportunity to interact with participants in Up With People as well attend their show and see what they are doing at Centenary College and in the community. Paula Girton, who is from Germany, and Yelmen from Belgium, promotion representatives for Up With People in Shreveport, shared a brief video on this organization, and outlined activities they will participate in while in Shreveport September 23 through 30. They will stay with host families while here, participate in community service and work with many schools in the District, as well as perform a show at Centenary College on September 28th. Their trip is hosted by Centenary College and the Downtown Rotary Club, and they also will work with Centenary students at Common Ground, the Food Bank, Holy Angels and a few others. Dr. Goree announced emails were sent out with information about this event, and Rotarians also will host Up With People participants in their homes.

Mrs. Trammel confirmed this is an invitation for the Board to attend this event.

MineKraft University. Mrs. Wood explained that last year staff entered into a great partnership with Minekraft University to work with students on coding skills and exploring their creativity. Mr. Hennessey stated they started as a free summer camp at SUSLA in 2017, and in 17-18 they started two clubs. Last year a pilot program for the classroom was implemented; however, because there are very few metrics that can be used to measure this program, they built their own and do a pre and post test. In direct comparison, they learned application of what they really already knew and laptops were awarded to 50 students at a banquet. Mr. Hennessey announced that he and Keith Hanson started this a couple of years ago; and even though Mr. Hanson left to work for the City, they are still in Huntington and Green Oaks and are very excited about expanding the program and bringing industry-based certifications as a part of this four-year plan. Mr. Thompson asked why this program is not in any District 3 school.

Katherine Laster, head nurse for Caddo Parish, discussed the effort to continue offering free flu vaccines as school illness is a huge contributor to school

absenteeism. She reported that CDC reported 186 pediatric deaths during the 2017-18 flu season, and 80% of those were students who did not receive the vaccine. With a lack of resources, and with transportation, insurance, and time being a large hurdle for Caddo, she explained that school-based clinics can offer flu vaccines to not only those who do not have the means but also assist in helping the working parent who cannot take time off from work. Mrs. Laster noted the Board last year approved the Healthy Schools program to provide the flu vaccines to the district, along with TDAP (tetanus, diphtheria and pertussis) for the 11 and 12-year old students, and last year approximately 3,600 students received this vaccination. Due to budget cuts, they will no longer be providing this service; however, staff is recommending Health Hero as an alternative program for providing free in-school flu vaccines. Anissa Gunn, last year's regional coordinator for Healthy Schools, as well as Dr. Vincheri, pediatric infectious disease specialist at Oschner, presented Health Hero to her as a possible alternative provider in Caddo. Liberty Duke and Gerald Dial were present to answer questions about the program. She also shared with the Board information on the Health Hero program and services they offer. Ms. Duke also commended the Board on its 20% improved graduation rate and encouraged the District to continue what it is doing. Dr. Goree reminded the Board this service was in Caddo schools last year and staff is bringing this presentation and agenda item because that provider is no longer in business. He further said because we believe this service is positive for students, families, and attendance rates, staff is recommending this provider as an option. Mr. Rachal asked if he understands they have been approved to do this, and Dr. Goree said because the provider the Board approved last year is no longer in business, staff is bringing Health Hero as an alternative for providing this service, and it will be on the September 17th agenda for action. Mr. Rachal asked if Health Hero is providing this service to other Louisiana districts, and Ms. Duke said Caddo and Jefferson Parishes will be their first pilots in Louisiana, but they do provide the service in 14 other states. Mr. Rachal also asked how long Health Hero has been providing this service, and Ms. Duke stated since 2011, beginning in Alabama and now serving 94% of the schools in Alabama. Mr. Little asked if this is a needs-based service, and Ms. Duke explained no and they take care of everyone. Mr. Little asked how they avoid duplication for students who have primary insurance and receive the vaccine by their personal physician; and Ms. Duke explained it is a voluntary program and the guardians must provide their consent. If they administer the vaccine, it goes in their registry and doctors have access to verify the child has received the vaccine. Dr. Goree verified the form will include all this information; and some will choose to still take their children to their personal physician, so their child will not be pulled for the shot. Dr. Goree shared his appreciation to Health Hero for making this available to all students. Mr. Nations asked about the connection with Oschner, and Ms. Duke said Dr. Vincheri is their medical director.

ESTABLISH THE AGENDA FOR THE SEPTEMBER 17, 2019 CADDO PARISH SCHOOL BOARD MEETING

Superintendent Goree highlighted the agenda items for the Board's consideration at its September 17, 2019 meeting and the following discussion ensued.

Revisions to CPSB Policy GAHB Political Activities. Mr. Riall asked if this is on the agenda to address a specific problem. Mr. Little stated the goal of this change is to prevent someone abusing their authority over their employees to persuade them to vote in a certain manner and it protects the individual from being coerced to vote a certain way in any election. He believes it is important that we do not lose public trust, even if it is incidental, or violate that trust by persuading an individual to vote what may or may not reflect their personal conscious. He noted the proposed revisions also include consequences for violating law and policy. Mr. Riall shared his communication with employees who believe they would be in violation by being involved in any politics (putting signs in personal yards), which is not true. Dr. Goree confirmed employees can place signs in their personal yards; and when this item originally was brought forth, it was referred to staff to meet with the teacher/employee organizations. He expressed appreciation for the three groups coming together with staff to work on something to meet the needs of the law and Board policy as well as being sensitive to employees. He added this is an opportunity to provide a stronger language so employees know they cannot participate in any political activities while at work, but only on personal time. Mr. Riall stated with this clarification, he withdraws his request to leave this off consent.

Ms. Green shared her agreement with using the word "may"; and Mr. Little said he hopes the ruling rationale would be intentionality, because if someone misinterprets something said to be coercion, he would hope there would be some mercy for that. However, if someone is using their authority to encourage those that work under them to vote a certain way, it needs to be addressed. If approved, he also hopes it

is incorporated into some type of ethics training or awareness. Mr. Abrams stated he talked with the District Attorney since this was prepared, and he made it clear that "use of public funds" means "using public funds" in order for there to be a fine plus imprisonment. Ms. Green further stated her understanding of Mr. Little's intent in bringing these revisions, but asked how staff will communicate this to employees. Dr. Goree stated that in addition to the annual ethics training, it can be added to the District's regular training for principals working with employees. Also, if there is a political campaign in which employees are involved, i.e. bond proposal, staff will continually repeat it to those employees and hopefully avoid an employee being caught in a situation where they are compromised.

Mrs. Bell asked that this be communicated/posted in all the District's facilities. Dr. Goree confirmed staff will follow through, and that what is being added to the policy is something that always could have happened, but it was not specifically spelled out. Ms. Trammel shared her experience when working in Communications and learning you could not tell any employee to vote a specific way, and the importance of having proof if someone is accused.

Revisions to CPSB Policy(ies) IKA Grading Scale. Mr. Rachal asked for clarification on the grading scales in the policy stating 90-100 is an A, etc., because he thought the state had districts on a mandated 7-point scale. Keith Burton, chief academic officer, explained the grading scale for regular courses is a 7-point scale (A is 93-100; B is 85-92), but the grading scale for enriched and advanced course work is a 10-point scale. He further stated this was in the Pupil Progression Plan approved by the Board in July. Mr. Rachal asked about the basis for the changes, and Mr. Burton explained every year the Board updates the District's Pupil Progression Plan; and after the recent approved updates, staff determined that Policy IKA did not reflect the previous updates/revisions approved by the Board in its Pupil Progression Plan. As a result, the Pupil Progression Plan stated the promotion detail and grading scale but it was not in line with existing policy, so staff is attempting to bring Policy IKA in alignment with the language in the Pupil Progression Plan approved by the Board. Mr. Rachal asked if there has been discussion with BESE about going back to a 10-point scale, and Mr. Burton responded there has and Dr. Goree tried through the Superintendents' Group, but there is no traction through the state to do so. Mr. Abrams said the Bulletin provides for a second scale and this has come up before, and Mr. Burton explained state policy only allows for it in advanced and AP course work. Mr. Rachal said he believes we are handicapping our children and we should continue efforts with BESE to correct this. Dr. Goree confirmed the Superintendents' Association has pushed this and he will bring it up again.

Ms. Green asked if Mr. Rachal brought this to the Board in the past, and he confirmed he did, but after two years, the state said we could no longer do it. Ms. Green asked staff to clarify this again, and Mr. Burton explained that each year the Board recommends parents to serve on a parent review committee to review what staff is recommending for grading and promotion policies. This review is presented to the Board as proposed revisions to the District's Pupil Progression Plan for approval. Staff learned that Policy IKA (Grading Scales) had not been brought current with past-approved revisions to the District's Pupil Progression Plan, thus Policy IKA was not consistent with the current Pupil Progression Plan. Staff is attempting to bring Policy IKA current with what the Board approved in the District's Pupil Progression Plan.

Dr. Douzart asked Mr. Burton if athletes must still carry a 2.5 GPA or is it 1.8. Mr. Burton clarified the District follows the LHSAA guidelines and as LHSAA changes the requirements, we mirror those requirements in Caddo through Mr. Tisdale's office.

Mrs. Bell asked Mr. Burton for clarification about state mandates for districts to be on a specific grading scale, and he confirmed that any student taking advanced course work, gifted course work, advanced placement is on a 10-point scale, and those not are on a 7-point scale. Mrs. Bell shared her feeling that this is not fair and asked if the Board has thought about getting a petition signed by parents to present to the state. Dr. Goree stated while that is an option, another option would be for the Board to adopt a resolution for the record supporting this change.

Mr. Abrams clarified this agenda item on is an attempt to revise CPSB Policy IKA so it reflects the same information in the Board-approved Pupil Progression Plan.

Recommendation to Approve the Position of CNP Purchasing/Inventory Coordinator and Proposed Job Description. Mr. Rachal asked for additional information on this request. Dr. Goree stated that as conversations take place around efficiencies and right-sizing the District's budget, this is an example of creative behavior that will

help the District with fiscal responsibility. Kaye Lynch, director of Child Nutrition Programs, explained she is recommending combining the positions of chief purchasing clerk/inventory manager and senior buyer into one position. She explained the senior buyer trained the person currently in the chief purchasing clerk position, and she was the backup person for the inventory manager. While the current employee would be the perfect candidate to do this job, if the Board approves this, it will be posted and hopefully, we can hire someone who can do all three jobs, which she believes would be in the District's best interest. Ms. Lynch also explained that the Rahmberg evaluation shows his agreement with the combining of the responsibilities of the chief purchasing clerk, inventory manager and senior buyer, and it would be a good combination that one person could do. She said two of the positions are currently vacant, and combining these three positions into one would be a dramatic savings to the district. Mr. Rachal asked what two positions are vacant, and Ms. Lynch said the inventory manager and the senior buyer; and these functions are still needed. Mr. Rachal asked if we are looking at hiring for this position or using present staff. Dr. Goree said current staff will be considered, but if we can't identify the appropriate person, then the position will be posted. He also stated that it will not result in anyone being unemployed. Mr. Rachal asked if we will be spending more money because we have not been spending the money for the two vacant positions, and Dr. Goree said that is correct, but the combined salary paid will be greater than if they were in any one of the three positions. However, it will be a drastic savings if you add up the cost of all three positions. Mr. Rachal asked Mr. Howard to make a note when we enter the budget process that we eliminated two positions.

Mr. Howard clarified these are not General Fund positions, but positions funded by the Child Nutrition budget.

Ms. Green stated she is convinced staff does not like them as Board members because the Board will have to deal with the public on hiring three new people to fill three new positions. Dr. Goree clarified that is not correct, but three positions will be combined into one position. Ms. Green asked if the one position will be \$115,000, and Dr. Goree clarified that amount is how much filling all three positions would cost the District, but combining them into one position at a cost of \$57,000 provides a total savings of \$87,000 to the District. Ms. Green asked how soon will this be filled, and Dr. Goree explained that if approved by the Board on September 17, staff will move forward. Ms. Green asked how the needs of this job are filled at this time, and Ms. Lynch explained there is a current employee doing all three individual jobs at this time. Dr. Goree further clarified the attached backup up which shows staff added the salaries of the three positions (\$115,000), but this proposal would allow the combined one job to be done for \$57,000 with a savings to the District of \$87,900. He further explained that the job description combining the three positions changes the pay grade to one that is 2-3 levels higher than one of the positions, and this position was graded following the same grading system used for all other positions through the Rahmberg-Stover group. Ms. Green said she only wants to make sure when the public comes to her she is able to explain it.

Mr. Thompson again asked who is doing this work now, and Ms. Lynch explained an employee classified as the chief purchasing clerk. Mr. Thompson asked if this person would continue to do the job if the Board does not combine them, and Dr. Goree said if they are not combined, staff will post all three positions because we cannot continue to ask someone to do all three jobs for the salary of one. Mr. Thompson stated he continues to get calls about the shortage of cafeteria workers; and if we spend this kind of money to hire one person to do three peoples' jobs, he questions why we are not making sure the campuses are well equipped with cafeteria workers. Dr. Goree explained staff is looking at an alternative position and way of staffing someone who could work with the cafeteria and buses, and will bring something to the Board for consideration. He further stated that we are in a better position today in staffing the cafeterias than we have been in many years. Ms. Lynch responded that in response to Mr. Thompson's questions, at least 27-28 CNP employees retired or resigned during the 18-19 school year, and she has filled 32 positions since school started. She further explained she just now has approximately three subs because her focus was getting permanent positions filled. With maybe 5 schools being short-staffed, she is working with HR to go through over 150 applicants as quickly as possible to fill these.

Mr. Albritton commended Ms. Lynch on what she is doing and what she has brought to the Board. He said his only concern is hearing there may be a management problem and making a job around an individual as opposed to the nature of the work to be done; because if we lose that person, we lose the expertise in three areas. He said he believes our five-year plan should include an evaluation of all positions. Dr.

Goree said in working with Rahmberg we are establishing that this is a national trend, it is something that is doable, and is something the District has done by continuing the relationship with them.

Mr. Nations stated the importance in evaluating the person doing these three jobs and if this person is a strong candidate should the Board approve combining all three positions, and Ms. Lynch confirmed they are.

Mrs. Bell said she agrees with President Trammell that cross training in all departments is something needed across the district. Ms. Trammel said she questions if in two years it is possible to learn that the responsibilities of these three positions are too much for one person. Ms. Lynch clarified this was not a rush decision, but they evaluated the work for an entire year (2018-19) to determine if consolidation would work before bringing it to the Board. Dr. Goree added that as the organization gets smaller, it must look at areas in which consolidations will work and take advantage of vacancies out of respect for the people.

ADDITIONS

Mrs. Bell requested that *Consideration of Cyber Insurance Policy* be added to the agenda. She reported the Insurance and Finance Committee met today and approved a recommendation for Board action.

President Trammel announced that the Consent Agenda Items are 8.03-8.08, 8.10, and 13.01. *Mr. Rachal moved, seconded by Ms. Green, to approve the proposed agenda and consent agenda for the September 17, 2019 CPSB meeting as presented. Vote on the motion carried.*

ANNOUNCEMENTS

Mr. Thompson reported on visits to Back-to-School nights.

Ms. Green also commented on all schools in her district holding Back-to-School nights on the same day; and asked if staff/the schools could look at spreading these out for parents with students at multiple schools.

Mr. Little announced that Heritage of the Ark-La-Tex (HARK) Festival (student competition) will be accepting applications now until September 27th. It is entertainment, handicrafts, visual arts and writing.

Mrs. Trammel announced the 183rd CC Antoine birthday celebration is this weekend. She said this is a great event recognizing the history of their neighborhood and it will be held in the park. Ms. Trammel also announced that this weekend is Battle on the Border and Caddo has three teams playing this year.

Mr. Rachal announced that Captain Shreve will hold its 40th class reunion this year. He also asked staff to provide him with more information on the dental health care offered to students in our schools, because he received calls that someone else is going into schools offering the same services. Mr. Rachal also requested a copy of the Cenergistic reports provided to staff to make determination of the cost and expense we are paying them.

Mr. Riall commented on summer graduation and that the number of summer graduates is an indication of our growing graduation rate. Mrs. Bell reiterated the need to market our increased graduation rate and possibly place a banner at each high school.

Mr. Nations announced he was unable to attend summer graduation due to a previous commitment to attend the Spirit of Southern Hills event. Southwood's football team, dance line, cheerleaders, etc. were recognized, as well as Forest Hill and Ridgewood.

Ms. Trammel also commented on District 6 Back-to-School nights. Mr. Green announced that the Bethune graduates recently celebrated their 50th class reunion.

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

September 3, 2019
CPSB Insurance and Finance Committee

Members present - Chair Dottie Bell, Don Little, Steve Riall, Raymond Green and Denee' Locke. Also present were Superintendent Lamar Goree and Attorney Reggie Abrams; Board members Mary Trammel, Lloyd Thompson, Jasmine Green, Dr. Bonita Douzart, John Albritton, Barry Rachal, and Tony Nations; and staff members Jeff Howard, Keith Burton, Diane Atkins, James Woolfolk, Mary Wood, Sharon Golett and Randy Watson.

Mrs. Bell called the meeting to order at approximately 3:00 p.m. The Invocation and Pledge were led by Steve Riall.

Establish the Agenda as Submitted. *On motion by Raymond Green, second by Denee' Locke, the agenda was established as submitted.*

Mrs. Bell expressed her appreciation to Jeff Howard for reaching out to her as chair regarding the necessary meetings and discussing with her the agenda. Mrs. Bell explained that the floor will be open for questions after all reports/presentations are heard.

2018-19 Financial Statement Review. Chief Financial Officer Jeff Howard highlighted the 2018-19 financial statement. He reminded the committee that in June the Board approved a proposed budget revision to move \$12.1 million from one of the IT reserve funds to cover expenses exceeding revenue. Mr. Howard announced that because operations were better than expected, it was only necessary to transfer \$2.6 million, largely due to an increase in the amount the District received in sales taxes and Medicaid revenue being more than we budgeted. He further highlighted some of the larger variances, i.e. MFP, Federal Impact Aid, and indirect costs; and he pointed out that the District completed the year being \$2 million less in expenditures, mainly because teachers and SPED teachers' salaries totaling over \$1 million. He highlighted some of the expenditures in the budget comparing amounts to previous years' budgets and reasons why some expenditures were more and why some were less.

Mr. Riall asked for clarification on the District spending more for operations/utilities than we budgeted when we have an energy program. Mr. Howard explained that having been in meetings where this was explained, the usage is down; however, the cost per unit is up. Mr. Woolfolk added that the District uses over 60 million kilowatt hours, and a small increase in the cost will hit the District hard. He also reported that water and electric increased, but gas decreased. Mr. Little asked what the cost would be if the cost to Cenergistic was removed? Mr. Howard explained that if what we paid Cenergistic were removed for 18-19, we would have paid \$9.7 million compared to \$9.7 million the year before; but we do not know if the usage would have been as low as it was the year before. Dr. Goree expounded on the numbers stating that even if the usage stayed the same, we would need to look at the cost versus the amount the usage was reduced, which staff can bring back to the Board. Prior to Cenergistic, principals at each school were responsible for making sure lights, computers, HVACs, etc. were shut down during holidays, but it was not enough.

Mr. Rachal asked about the \$2.6 million transferred this year and was it \$5.8 million last year, and Mr. Howard explained that was primarily transferred in from the health insurance reserve fund last year for the raise. Mr. Howard also noted the last page of the budget which reflects we lost \$8.4 million. Mr. Rachal requested to see the raw reports Cenergistics provides staff because he knows there are other companies that would like to review this. Mr. Rachal also asked about the grants amount under Indirect Costs and is it an increase because we were able to get more administrative fees. Mr. Howard reported that staff is taking a hard look at the grants to make sure we are charging for everything and getting maximum reimbursement rather than leaving anything on the table. In response to Mr. Rachal's question on how many years can the District go back and adjust this, Mr. Howard said he believes three years but he will confirm this. Dr. Goree explained that while we do not have a grant writer, the District does have an Academic Department that focuses on grants and bringing in academic dollars.

Ms. Trammel noted the double payment for the graduation fees to use the Convention Center in 2018 and 2019. While this was before his tenure began as chief financial officer, Mr. Howard stated that he will research this. Ms. Trammel asked if staff believes in the research they may find anything else, and Mr. Howard responded he hopes not but he believes it will take approximately 2 years to go through and straighten everything out.

Insurance Updates. Randy Watson, director of insurance, explained that each year staff looks at the District's plans and carriers, as well as options, and presents these to the Board for approval; however, there are not going to be any changes this year to vote on and everything remains the same until March 2021. Mr. Watson further explained that when the

2019-20 budget was approved in June, our healthcare management strategies were continuing to outpace inflation, resulting in growing healthcare reserves, so staff is not projecting any additional funding for healthcare expenses. He announced that with no increases or changes, this brings the timeframe to four years the District has not seen an increase in insurance premiums or out-of-pocket expenses. He did report that needed legal changes, enhancements, formulary adjustments and/or medical management changes for all plans are made as needed and required by Blue Cross, Office of Group Benefits and Affordable Healthcare Act, but they do not affect Caddo's core benefits and often increase our coverage. Members will be notified and these will go into effect on April 1, 2020.

Mr. Watson announced that staff recommends maintaining the same level of coverage on the reinsurance, and a specific stop-loss deductible of \$750,000 and will seek three bids in February and select the lowest premium. Further, he reported there are no changes in premiums or benefits for the District's dental, life and disability plans; nor are there changes in costs or services under the health administrative services.

Mr. Green asked for clarification of what happens when a provider is not a part of the network when the employee was led to believe it was. Mr. Watson explained that benefits are paid for in and out of network providers; and because being in the network is voluntary, the doctor agrees not to balance bill the employee for more than what the insurance company allows. Once the deductible is satisfied and the co-pay is paid and the insurance pays, the provider can only bill an employee the balance owed to pay what insurance allows. He further stated that is why the majority of users select providers in the network since they accept what the insurance pays and do not bill the user for additional money. Dr. Goree further clarified that as he understands it, if an employee accidentally sees a provider that is not in the network, the District is not responsible for the coverage, and only is in the event of an emergency. Mr. Watson also explained if an employee goes to an out of network provider, the District will usually pay less money; but in an emergency, the District will pay a higher level and the provider will bill the user for the difference.

Mr. Little asked if there had been discussion about looking at patients with higher health care costs and transferring them to a secondary insurance rather than paying from the District's insurance reserve. Mr. Watson explained that generally, before an insurance company will provide a quote, they will be asked for all information; and typically in these type situations, the reinsurance company will say they are not going to cover. He further stated that Caddo has not had this problem, but he would love to sit down with the Board and Blue Cross because he has worked with Blue Cross's medical team on some innovative ideas in managing chronic, acute cases. Mr. Little also referenced organizations offering incentives for employees who engage in healthy practices. Mr. Watson explained they have looked at these possibilities and possible lower out of pockets for members who are compliant with their meds, tier the cost of the doctors, higher premiums for smokers, etc., because we do not have a free market system.

Cyber Security Insurance Policy. CFO Jeff Howard shared that with recent cyber incidents and specific attacks against school systems, staff contacted Gallagher who sought out and received quotes from two companies that offer cyber security insurance policies. He stated that Sharon Golett, director of Caddo's technology department, was included in meetings and agreed with the need for this type coverage. Mr. Howard reported that staff is recommending to the committee that Chubb's Option 1 quote of \$14,668.52 a year for this type coverage be presented to the Board for approval. Mr. Howard highlighted areas this policy covers, i.e. stolen information held for ransom. Mr. Joey Sylvester, cyber insurance specialist for Gallagher in this region, confirmed the increase in the number of cyber attacks and incidents and most recently attacks on school systems, and explained that if student or employee information is compromised, there is a time limit for notifying the Attorney General without a risk of being charged fines and penalties. This insurance not only gives the holder financial backing, but the claims and risk management aspects as well so when something happens, a number is called and the breach coach will guide the District through everything that needs to be done step by step. He also highlighted the coverage for each type of incident offered in this option.

Mr. Sylvester responded to Mr. Abrams clarification of coverage for funds transfer fraud explaining that Chubb offers \$50,000 after Travelers pays \$100,000. Mr. Little asked for explanation of the term betterment, and Mr. Sylvester said it is unique coverage to Travelers and in the event of a breach, they will pay up to \$100,000 for upgrading a system to hopefully avoid a future breach.

Relative to ransom, Mr. Riall asked if there is a breach of our system and employee/student information is stolen, do they lock up the information so we cannot use it or do they actually have access to the information. Mr. Sylvester said it can happen both ways, but usually they have access to it and they lock it down. Mr. Riall asked for clarity on what happens when they receive the ransom, since they still have the information. Mr. Sylvester

responded that potentially could happen; and while there is no guarantee, the pre-response cost is for those negotiating to do everything possible to make sure the information is returned, but stressed the importance of notifying the Attorney General's office and those affected as well about the breach.

Mrs. Locke inquired about the media coverage, and Mr. Sylvester explained this covers copyright infringement, i.e. harm to someone in some way through something published on the web.

Mr. Howard noted that the Board approved insurance renewals approximately a month ago; however, this coverage was not included since the information was not available at that time.

Mr. Rachal asked if this was put out for bid, and Mr. Sylvester explained they reached out to the markets for quotes and came with the most competitive. Mr. Rachal asked if the board has to put this out for bid, and Mr. Abrams responded no as this is a service contract and it is the only way to reach out for this type service, i.e. you hire a professional who knows the market, solicit the amounts for different types of coverage, and provide the information to the Board for a decision. He added Gallagher is already our agent and this is an add-on to what we already have. Mr. Rachal asked how many quotes were received, and Mr. Sylvester said three or four. Mr. Rachal also asked about telecom fraud; and Mr. Sylvester responded he is weak in his understanding of this particular coverage, but he believes it is already in the policy. Dr. Goree again clarified that Gallagher is our insurance company and this is Caddo adding an additional coverage on the policies we currently carry. Mr. Abrams clarified Gallagher is a broker firm that seeks coverage by soliciting from known markets to provide the best coverage at the best price based upon their expertise on what is available.

Mr. Thompson asked if they are the only broker the School Board can use to solicit these quotes? Mr. Abrams responded Gallagher is the District's broker firm; and since they brought the coverage to the Board for this year, they were asked to go back and find coverage to cover this portion (cyber). Mr. Thompson clarified his question did we seek bids for a broker, and Mr. Abrams explained that going out for bids is different than saying we could use someone else. You do not bid insurance coverage, but solicit quotes.

Mr. Nations asked if blanks on the quotes indicate "no coverage", and Mr. Sylvester explained that companies deliver areas of coverage differently, and this could mean it is under another title. Mr. Nations also asked about the closest competitive bid being \$8,000 a year; and in our efforts to save money, are we saving in premiums but leaving ourselves open to not having adequate coverage.

Mr. Riall inquired as to who levies fines for incidents not reported, and Mr. Sylvester responded the State does. Mr. Riall also asked how these funds are collected, and the response was through the Attorney General's Office.

Mrs. Locke moved to approve staff's recommendation of Chubbs' Option 1 for cyber insurance coverage and that the committee recommend approval at the next Board meeting. Motion seconded by Mr. Little, and vote on the motion carried.

Adjourn. *On motion by Mr. Little, second by Mr. Green, the meeting adjourned at approximately 3:57 p.m.*

September 10, 2019
CPSB Executive Committee Meeting with Employees

Members present: Mary Trammel, Barry Rachal and Jasmine Green. Other Board members in attendance were Lloyd Thompson, Don Little, Dr. Bonita Douzart, Raymond Green, Denee' Locke, Tony Nations and Dottie Bell. Also in attendance was Reggie Abrams, Legal Counsel.

President Trammel called the meeting to order at approximately 5:00 p.m. and Barry Rachal led the invocation and Pledge of Allegiance.

President Trammel announced the special session was scheduled in accordance with policy to allow employees to share their concerns and suggestions with the Executive Committee. She also stated that Board policy does not allow for the Board members to respond or have dialogue in this meeting, however, the Board's secretary will record employees' comments and concerns and she (Board President) will meet with the Superintendent to discuss them.

The following employees addressed the Executive Committee and Board members present with their concerns/issues/suggestions: Katie Barr, Rachel Miller, Frances Harrell (Inequities in evaluation system (VAM) and Top Gains incentives); Chris LeGrand (unfair hiring practices); Brenda Brown-Crump (pay scale/steps and unfair placement on pay scale); Penny Hogan (condition of parking lot between Central Office and Professional Development Center); Shelley Rogers (bus drivers positive meeting with new transportation director who listened, has already made some changes and belief he will continue to address issues); David Bellar (concerns over policies and process for employees paying back overpaid money); and Pamela Williams (para and teacher flight and being told in a staff meeting they are not worth anything).

President Trammel again announced the Board secretary will record their comments and concerns and as the Board President she will meet with the Superintendent to discuss them. She thanked everyone for coming today and voicing their concerns, as well as the work they do for Caddo Parish Public Schools.

There being no additional speakers, *Mr. Rachal moved, seconded by Ms. Green, to adjourn* and the meeting adjourned at approximately 5:30 p.m.

September 17, 2019
CPSB Meeting

Members present: Steve Riall, Jasmine Green, Lloyd Thompson, Don Little, Dr. Bonita Douzart, Mary Trammel, Raymond Green, Denee Locke, Barry Rachal, Tony Nations, John Albritton, and Dottie Bell. Also present were T. Lamar Goree, Ph.D., superintendent, and Reggie Abrams, legal counsel.

President Trammel called the meeting to order at approximately 4:30 p.m., and Barry Rachal led the invocation and Pledge of Allegiance.

MINUTES

Mrs. Locke moved, seconded by Mr. Rachal, to approve the minutes of the August 20, 2019, September 3, 2019, and September 10, 2019 CPSB meetings as submitted in the electronic mailout. Vote on the motion carried.

PRESENTATIONS AND RECOGNITIONS

Mary Nash-Wood, director of communications and strategic initiatives, recognized the following and the Board President and Superintendent presented a certificate to each for their achievement(s). Family members, friends and administrators present were also recognized.

Music by C. E. Byrd Choir. Members of the C.E. Byrd Choir, under the direction of Rebecca Vacha, performed a musical number for the Board and audience.

Presentation by Commissioner Foster Campbell's Office. Bill Robertson of Public Service Commissioner Foster Campbell's office presented the Board President and Superintendent a check for \$126,000. Mr. Robertson explained this check represents a grant awarded to Caddo for replacing the lights in seven high school gymnasiums with LED lights. Dr. Goree expressed appreciation on behalf of the Board and announced that Caddo will seek the 2nd grant.

Perfect ACT Scores. The following students were recognized for scoring perfect on the ACT: Emma Dong and Sameer Tirumala of Caddo Parish Magnet High School.

National Council of Teachers of English Achievement Award in Writing. The following Caddo students were recognized for winning the National Council of Teachers of English Achievement Award in Writing: Kennedy Carey-Prescott, Emily Dunham, Ceara Johnson and Emily Miller all of C.E. Byrd High School. She further announced that Kennedy Prescott was also named a National Merit Semi Finalist last week.

United Way Donation for Transformation Zone Schools. Ninety-eight boxes of school supplies were donated to Booker T. Washington High, Caddo Middle Career and Technology, Fair Park Middle and Woodlawn High schools in addition to each receiving a check for \$375 for teacher supplies. Dr. Wilson explained this represents the work of teachers and students from the Zone schools who volunteered their time at two Walmart Stores, and the citizens of Caddo Parish who donated 98 boxes of supplies and the money to give the schools.

National PTA Schools of Excellence. Torrie Parrott, president of the Caddo District PTA, shared the PTA's mission statement and announced the following four National PTA Schools of Excellence from Caddo: (1) A. C. Steere, Elementary; (2) C.E. Byrd High; (3) University Elementary; and (4) Captain Shreve High. Ms. Parrott explained that each school participates in and completes eight steps toward receiving this recognition.

National Educators of Distinction. The following Caddo educators were recognized at the 2019 Louisiana PTA Annual Convention as National Educators of Distinction: Darlene Alexander, Caddo Middle Magnet; Deann Bazzell, Eden Gardens Elementary Magnet; Emily Berg, Fairfield Elementary Magnet; Tina Burton, University Elementary, Lisa Johnson, C. E. Byrd High; and Carrie Lombardino, Captain Shreve High. Carrie Lombardino was also a state winner.

National School of Leadership Cohort IV Graduates. The following administrators were recognized as graduates of the National School of Leadership Cohort IV: Deborah Alexander,

principal at 81st Street ECE; Crystal Barnes, principal at Booker T. Washington High; Pam Bloomer, principal of Summer Grove Elementary; Beverly Cole, Title I supervisor of school compliance and program improvement; Kylie Cotton, principal of Pine Grove Elementary; Kim Derrick, principal, Magnolia Charter; Maria Edwards, assistant principal, Captain Shreve High; Michelle Franklin, principal, E.B. Williams Stoner Hill Elementary; Yolana Gibbs, principal, Forest Hill Elementary; Pamela Graham, principal, Fairfield Elementary Magnet; Steven Grant, principal, Green Oaks Performing Arts Academy; Thedra Green, assistant principal, Green Oaks Performing Arts Academy; Mary Harris, principal, South Highlands Elementary Magnet; Cassie Harwell, Human Resources specialist; Lisa Johnson, assistant principal, C. E. Byrd High; James Kennedy, administrator, Human Resources; Sandra Mack, assistant principal, Shreve Island Elementary; Mitzi Nix, assistant principal, Walnut Hill Elementary/Middle; Gregory O'Quin, assistant principal, Youree Drive Middle; Dr. Karon Rankin-Manning, principal, Judson Fundamental Magnet; Jesse Scott, principal, Southern Hills Elementary; LeAnn Skinner, principal, Summerfield Elementary; Dr. Grady Smith, principal, Woodlawn High; Tonya Smith, instructional coordinator, Northside Elementary; Dennis Spires, assistant principal, Northwood High; Dana Spyres, Jump Start and CTE programs; Emily Stanford, administrator, Human Resources; and Tarika Williams-Walker, assistant principal, Creswell Elementary.

Precious Memories Donation to Caddo Schools. Lynn Connor, Jr.; owner and CEO of Precious Memories Mortuary, was recognized for making a \$10,000 donation to Caddo Schools, \$1,000 each to JS Clark, Cherokee Park, Fair Park, Booker T. Washington, Werner Park, Midway, Huntington, 81st Street, Woodlawn and Oak Park. The funds will be used to support student services and incentives at each of these schools.

Newly Appointed Administrators. Charles Lowder, director of certified personnel, recognized the following newly appointed administrators: Karen Arbuckle and James Demery, assistant principals, North Caddo High; and Sommer Anderson-Picou, interim principal, Arthur Circle Elementary.

Al Graham, director of classified personnel, recognized the following newly appointed classified administrators: Charnae McDonald, assistant director of communications; and Kristi Willis, controller.

VISITORS

The following visitors addressed the Board on matters of interest and/or concern: Dr. Meghna Chadha (Fairfield Elementary Magnet multi-purpose room); Kimberley Jones and daughter Kimberley Harris (permanently assigned air-conditioned bus for Bus 493 route); and Jackie Lansdale, president of Red River United, VAM (evaluation system and belief it is within the Board's authority to change it, Board forum to hear from employees).

ESTABLISH THE AGENDA

Superintendent Goree highlighted items on the agenda for the Board's consideration and the following discussion ensued.

President Trammel announced that Item 8.08 "Proposed Revisions to CPSB Policy GAHB-Political Activities" is pulled and referred to committee for review", and Items 6.02-6.04, 8.02-8.07, 8.10-8.11, and 13.01 are the consent agenda.

Ms. Green asked if a motion must be made to remove an item from the agenda. President Trammel said if someone is not in agreement, then a motion will need to be made and voted on to remove it; and Mr. Abrams confirmed only if someone disagrees. Ms. Green said she asked only because she remembers how she was done. Ms. Trammel added it is being pulled to send to committee to discuss additional information and clear questions from one of the employee organizations.

Mr. Nations asked that 6.01 Personnel Recommendations be removed from consent.

Mr. Rachal moved, seconded by Mrs. Locke, to establish the agenda and proposed consent agenda for the September 17, 2019 CPSB meeting as presented. Vote on the motion carried.

CONFIRM THE CONSENT AGENDA

Mrs. Locke moved, seconded by Mr. Rachal, to confirm the consent agenda. Vote on the motion carried and the following is a summary of the Board's action on the consent agenda items.

6.02 Personnel Transactions Report-Resignations-August 2019. The Board approved the personnel transactions report (resignations for August 2019) as recommended by staff and submitted in the electronic mailout.

6.03 Administrative Contract Renewals -September 2019. The Board approved administrative contract renewals for September 2019 as recommended by staff and submitted in the electronic mailout.

6.04 Requests for Leave. The Board approved requests for leave as recommended by staff and submitted in the electronic mailout.

8.02 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 electronic mailout.

8.03 Consideration of Health Hero Vaccination Program. The Board approved the Health Hero Vaccination Program for Caddo Parish Public Schools' students as recommended by staff and submitted in the electronic mailout.

8.04 Consideration of Department of Exceptional Children 2019-2020 Interagency Agreements and Contracts. The Board approved the Department of Exceptional Children 2019-2020 Interagency Agreements and Contracts as recommended by staff and submitted in the electronic mailout.

8.05 Consideration of Additional Mental Health Interagency Agreement and Contract. The Board approved additional mental health interagency agreements and contracts for the 2019-20 school year as recommended by staff and submitted in the electronic mailout.

8.06 Authorization of Salvage Sale of Equipment & Supplies. The Board approved authorizing staff to hold salvage sale of equipment and supplies as listed in the electronic mailout.

8.07 Consideration of Louisiana Compliance Questionnaire. The Board approved the Louisiana Compliance Questionnaire as recommended by staff and submitted in the electronic mailout.

8.10 Consideration of Recommendation to Approve the Position of CNP Purchasing/Inventory Coordinator and Proposed Job Description. The Board approved the position and proposed job description of CNP purchasing/inventory coordinator as requested by staff and submitted in the electronic mailout.

8.11 Consideration of Cyber Insurance Policy (Insurance and Finance Committee). The Board approved a Cyber Insurance Policy as recommended by the Insurance and Finance Committee and submitted in the electronic mailout.

13.02 Student Readmission Appeals. The Board approved readmission appeals for students JD, ZJ, and SB as recommended by staff and submitted in the electronic mailout and whose parents are in agreement.

PERSONNEL RECOMMENDATIONS

Mr. Rachal moved, seconded by Mrs. Locke, to approve personnel recommendations as recommended by the superintendent and submitted in the electronic mailout. Mr. Nations stated that at the Battle on the Border, several bus drivers expressed concern about a letter directing them to park at a different location, and he asked who generated this unsigned letter on plain white paper (not letterhead). Dr. Goree explained the letter was sent from Bruce Daigle, director of transportation, and in speaking with him after receiving a call, he said it is a standard letter sent out. Mr. Albritton called for a point of order. President Trammel explained that a personnel matter is being discussed that is not a part of the motion, and she encouraged Mr. Nations to request this information. Ms. Green noted adjustments made in transportation and asked if we

will fill this person's position. Dr. Goree confirmed that position will be filled. *Vote on the motion carried with Board member Tony Nations abstaining.*

CONSIDERATION OF REVISIONS TO CPSB POLICY(IES) IKA

*Mr. Rachal moved, seconded by Mrs. Locke, to approve proposed revisions to CPSB Policy(ies) IKA as recommended by staff and submitted in the electronic mailout to reflect changes made in the board-approved Pupil Progression Plan. Mr. Rachal asked if the weighted grades are still in place, and Mr. Burton said it was noted as not being included in Pupil Progression Plan and staff wants it in Policy IKA and it will remain. Mr. Rachal asked if staff sees where any progress can be made with BESE or the State to correct this injustice (a 7-point scale) to the students. Dr. Goree stated that he discussed this with staff and the best way to utilize our voice and to make change, one being a resolution approved by the Board and sent to BESE, and also to have conversation with the School Board Associations, the Superintendent's Association, and the Administrators' Association and generate some energy behind it. Mrs. Bell stated her agreement with Mr. Rachal's comments; and while she believes conversations are important, sometimes a petition means the community is involved and concerned; and she believes in putting together a petition about these unfair grading practices to present to BESE at one of their meetings. Mr. Riall asked if any dialogue has taken place with District 4's BESE member, and Dr. Goree said he believes there was a conversation with Mr. Davis early in his tenure as our BESE representative as well as with Superintendent White, but not recently. Mr. Riall asked if he has reached out to Caddo in any way, and Dr. Goree said he has not. Mr. Thompson added that he talked with Mr. Davis last week and he will be in Shreveport next week. *Vote on the motion carried with Board member Dottie Bell opposed.**

SUPERINTENDENT'S REPORT

9.01 Cenergistic Monthly Report. Dr. Goree announced that 9.01 will be a standard item under his report to bring an update on Cenergistic. Mr. Little asked if placing the LED lights in seven Caddo gymnasiums will be noted on the report by adjusting the baseline to reflect what we did vs. something Cenergistic did, and Dr. Goree responded it will.

ANNOUNCEMENTS AND REQUESTS

Mrs. Bell asked that staff contact Huntington about the Auditorium and the Band Room leaking. Dr. Goree said staff is aware and is working on the repairs.

Mr. Thompson asked for an update on the Creswell A/C system before he leaves today.

President Trammel expressed condolences to Mrs. Bell and her family in the loss of her brother.

ADJOURNMENT

Mr. Riall moved, seconded by Mrs. Locke to adjourn. Vote on the motion carried and the meeting adjourned at approximately 6:00 p.m.

T. Lamar Goree, Ph.D., Secretary

Mary A. Trammel, President

October 1, 2019
CPSB Executive Committee Work Session

Members present: Mary Trammel, Barry Rachal and Jasmine Green. Also present were Superintendent Lamar Goree, Attorney Reggie Abrams and Board members Steve Riall, Lloyd Thompson, Don Little, Dr. Bonita Douzart, Raymond Green, Denee' Locke, Tony Nations, John Albritton and Dottie Bell.

President Mary Trammel called the meeting to order at approximately 4:30 p.m. Board member Tony Nations led the invocation and Pledge of Allegiance.

PRESENTATIONS

Human Resource Annual Update. Diane Atkins, chief human resource officer, shared with the Board an annual update on meeting the Strategic Plan's Human Resource goals to reduce September 1 counts of the school year by 10% annually, to increase retention of certified employees (teachers) with 0-3 years of employment; and increase retention of classified personnel with 0-3 years of employment. Human Resources Department directors and administrators present were recognized.

Mrs. Atkins announced that the Department of Teaching and Learning invited and welcomed 188 new teachers to Caddo on August 5th, and she thanked the Board members for also participating in this event; and she added that to date that number has increased to 206 new teachers. In reducing the vacancies by 10% annually, Mrs. Atkins announced that Caddo decreased vacancies the past school year by 11% and she recognized Dr. Karen Peace and her team members who worked so hard to meet and surpass this goal. A list of schools reporting the percentage of total staff, fill rate in the Core subjects (Math, Science, Social Studies and Language Arts) and the number of vacancies was also shared, and she reported that Caddo Parish Public Schools has no school that is less than 90% staffed in the Core subjects. She announced that Golden Apple Awards (100% staffed schools) were presented to 26 elementary schools, 1 elementary middle school, 1 middle school, 1 7th-12th grade school, and 5 high schools. Red Apple Awards (90% staffed schools) were presented to 8 elementary schools, 4 elementary/middle schools, 6 middle schools, and 6 high schools. She stated this has been accomplished by "growing our own" through the Caddo Teaching Academy, a partnership with Louisiana Tech University in a Master of Arts in Teaching Program, and the TNTP Program where teachers can receive certification in special education. Mrs. Atkins also shared a breakdown of the total number of new hires (certified and classified) by position for this school year.

In HR's work to increase the retention of classified personnel, Mrs. Atkins reported that retentions increased by 4% during the 2018-19 school year. Also, staff supports to make sure we continue to increase retention and reduce vacancies included new teacher fairs, Praxis Prep tutoring, use of student enrollment data, providing commitment letters, and master and mentor teachers as well as new teacher content coaches. Dates for job fairs, Praxis prep tutoring, and transportation job fairs were shared with the Board.

Mr. Rachal asked about the low number reported now versus past numbers, and Mrs. Atkins shared specific examples of schools filling vacancies in Core subjects and the choices teachers have, i.e. transfers and changing the transfer dates for teachers to request a transfer. Dr. Goree added that if one looks back five years, this number consistently was in the range of 120; and in the last two years, this number has been in the 80s, which is a measurable decrease. Mr. Rachal thanked staff for its diligent work in this area. Mrs. Atkins and Dr. Goree expressed appreciation for equitable opportunities the Board provided for the District's teachers, and for the hard work of HR and Academics in working on the retention numbers.

Mrs. Bell echoed Mr. Rachal's comments and complimented the staff for changing perceptions of teachers not wanting to go to certain schools. She also asked for clarification on one-on-one assistance for teachers preparing for the Praxis test. Mrs. Atkins confirmed the support staff provides is identifying areas in which someone struggles and providing concentrated professional development and support in that area. Mrs. Bell commended the Transformation Zone and asked if schools in her District are Title I, and Dr. Goree confirmed all but Walnut Hill. Mrs. Atkins reminded the Board that the Tier I curriculum is in place throughout the District.

Mr. Little complimented the HR team on the reported accomplishments and noted that one would not typically see these results in the commercial industry. He asked about the requirements/needs for staffing Transportation, the number of vacancies and the retention rate. Mr. Woolfolk responded that relative to the number of

routes, we are two more than what is needed; however, there are no subs, meaning if any bus driver is absent, we do not have drivers to drive the route. He believes we need approximately 10% over (30 subs) to cover the absences.

Dr. Douzart stated when she was coaching and there was a shortage of drivers, the coaches drove the buses. Dr. Goree said he is aware of similar situations and staff is working with Rahmberg & Associates to create a job description for utilizing people in different roles (cross training), i.e. cafeteria workers also driving a bus. Dr. Douzart also noted a number of calls she received prior to the start of school from those new to Caddo wanting more information on Caddo.

Mr. Nations commended staff on the reported numbers and noted that when losing and replacing an employee, it is not an even swap because of the significant cost to train employees.

Ms. Trammel reported on conversation with her school and the principal continuing to work hard to fill any sub position with a certified teacher in the classroom. She also will share this information in working to recruit and retain certified teachers in our classrooms.

Ms. Green asked Mrs. Atkins about zero vacancies for certified teachers at Green Oaks, and Mrs. Atkins explained that is correct in the Core areas. Ms. Green also asked how many teachers did we recruit this year. Mrs. Atkins responded on August 5th there were 188 new teachers; and as of today, 206 have been hired. Ms. Green asked Mrs. Atkins how many of these were recruited by Dr. Peace's team (CTA). Dr. Goree stated that all new teachers come through recruiting, and Ms. Green clarified by example that someone walks into Caddo one day and wants to teach but doesn't necessarily come through recruitment. Dr. Goree explained that even if someone shows up at a school wanting to teach, that person is referred back to the District's recruiting team to go through the process to bring them on board. Mrs. Atkins also stated that staff keeps the data on how many attend the job fairs and from this information, staff extracts how many actually become a teacher.

VAM Report. Chief Academic Officer Keith Burton shared with the Board an overview of the VAM system stating that because this is a complicated and emotional discussion that only comes up at certain times of the year, staff wants to make certain the Board receives the latest information on VAM. He began by stating that VAM stands for Value Added Measure, and the easiest way to understand is to visualize a student walking in a teacher's door in August, leaving in May, and determining the quantifiable instructional value for each throughout the year and through an assessment test, i.e. End of Course test or Leap 2025. He explained it is a percentile ranking for certain teachers (grades 4-8 ELA, Math and Social Studies, Algebra I, Geometry, English I and English II) that measures student success compared to similar peers year to year in the state. Mr. Burton further explained that next year we will add science teachers. These teachers represent approximately 20% of all teachers in the District (499) and receive a VAM score.

Mr. Burton further explained that once the student takes the assessment, VAM will show the extent to which a student's achievement was on target with what was expected based on certain factors. He added the misconception is the State believes no matter what environment a child is in, what their disabilities might be, and their discipline and attendance radius, the child should grow incrementally each and every year; however, this is not necessarily true. Based upon the student's situation, there are times when we could actually expect a student to decline and their VAM score targeted lower than the previous year. Key points to remember are:

- The value added for a student is the difference between their actual score and their expected score.
- For a teacher, his/her VAM score is the average of every student in the teacher's classroom.

Some of the factors considered when expecting whether or not a student will stay the same, increase or decrease include:

- Data on up to three years of the student's prior test history.
- Student's attendance.
- Student's socioeconomic status.
- Is the student labeled as a gifted student.
- Is the student labeled as a special education student with exceptional needs.
- Number of discipline referrals.

The state considers this information to forecast what they think the student's score should be. Mr. Burton cited an example of a 6th grade student and how that student scored (Approaching Basic) on testing, how students scored with a similar testing history throughout the state like this student to determine a skill score of 719. If this student has factors, i.e. special education receiving speech and English language therapy, missing 10 days of school, they typically will score an average of three points lower than their peers. When taking the Leap 2025, this student scores a 718 on her value add; and because students like this student were expected to score a 719, and students like this student typically score three points lower, the student was expected to score a 716. However, because this student scored a 718 (2 points above her peers), the student's value add was a plus 2.

Mr. Burton further explained how this impacts teachers' evaluations explaining that 50% of a VAM teacher's evaluation comes from professional practice (the principal/evaluator going into the teacher's classroom, observing instruction and complete an observation form, and a teacher's cumulative observations makes up this 50%). Fifteen percent (15%) comes from SLTs (student learning targets) which are mutually agreed-upon targets between the teacher and the principal/evaluator. The remaining 35% comes from the teacher's VAM score (which is the average of all the students' performance in the teacher's classroom). He again clarified this is only teachers in Grades 4-8 Math, ELA, Social Studies, Algebra I, Geometry, English I and English II, and next year Science will be added to these.

He also stated that based upon the teacher's VAM score, they are given a percentile rank (ineffective, effective emerging, effective proficient, highly effective). If all the students in a teacher's class score an average of plus 2, the teacher could be ranked an effective proficient teacher based on the impact the teacher made on the students compared to everyone else. He also noted the example of a middle school math teacher with 62 students, some of which had exceptionalities, a majority were economically disadvantaged, 15% of the 62 were expected to decline and 85% were expected to increase. The students were tested and it is determined that the teacher has a value add of plus 2 (two points higher than what was expected), ranking the teacher in the 58 percentile and receiving a VAM score of three (which is effective proficient).

Last year, Mr. Burton explained that of the 499 teachers who received a VAM score, 77 teachers (15.43%) were rated highly effective, 134 (27%) were rated effective proficient; 220 (44%) were rated effective emerging, and 67 (13.43%) were rated ineffective and only one teacher did not receive a score. These results reflect 42% of Caddo's VAM teachers receiving an effective proficient or highly effective rating.

Mrs. Bell asked for clarification on where VAM originated, and Mr. Burton confirmed it is from the State and is law. She asked staff to explain what happens when a teacher is rated ineffective, and Mr. Burton explained they will not be eligible for certain incentive pay; and if effective emerging, they would not be eligible for certain monies, and tenure could be affected. Dr. Goree added that in trying to make an extremely complicated system of data as simple as possible, it is important to remember that VAM is part of a whole evaluation; and the consequence is not based solely on the VAM score, but the entire observation. He further stated there may be teachers who did not do well in VAM even if the remainder of their evaluations were successful. He did agree with the statement that a teacher may not receive certain incentives; but, based on Board policy, a teacher will also be unable to move to the next pay step, in addition to affecting tenure status.

Mrs. Bell stated she believes it is unfair to the teachers who are teaching in low socioeconomic schools with low scores; and because she still does not understand this system as she would like to understand it, she will contact Mr. Burton about sitting down to discuss it further. Dr. Goree stated that the State put VAM into place the year before he returned to Caddo and did so with a lot of problems, a lot of which were in the magnet schools because teachers were at a disadvantage if they taught high scoring students with not much room to move higher. He said those who benefit the most from VAM are teachers in the schools described by Mrs. Bell because there is so much room for the students to move up, and those schools are benefitting the most. He also said the good thing about the new VAM model is it looks at a child and it does not say that one child has to grow the same as the others, but it looks at each child's situation adjustments are considered. Mrs. Bell stated her disagreement and her desire to understand more clearly the data before addressing the Legislature concerning this. Dr. Goree also reported that last year there were only two Caddo teachers whose *overall* evaluations ranked them as ineffective and these two teachers are no longer in Caddo.

Mr. Little asked about the gifted teachers who have advanced certifications and hundreds of hours of professional development and are receiving some of the lowest scores in the state. While he understands VAM is only a small portion of the total, it is very frustrating for these teachers when they put everything into teaching and score in the bottom 10%. He also noted the three teachers who approached the Board as well as shared a very comprehensive email with Board members, along with other educators, and he hopes attention is given to this particular component. Mr. Burton responded that the negative for many of these teachers is they have small class sizes, and they are compared with a large number of students across the state; however, Caddo has gifted teachers with incredible VAM scores, and teaching gifted doesn't necessarily place them at a disadvantage, since the gifted component of a child is taken into consideration. Dr. Goree also explained that when VAM was frozen for a few years, South Highlands played a major role in the conversations on how to revamp VAM, i.e. hold harmless and high scoring students with little room to advance. Mr. Little stated if there is an acknowledged deficit in higher performing scenarios, there must be a work around for these teachers since it is truly a disincentive for them; and many are feeling as if they have failed when in reality their students are advancing over the year with no way to quantify it.

Mr. Riall asked Mr. Burton to clarify the 499 teachers, and Dr. Goree explained it is the teachers who teach in tested areas (LEAP tests for Math, ELA, Social Studies, Algebra I, Geometry, English I and II); and next year Science will be added to these. Mr. Riall asked if he understands the only students judged are those in these teachers' classrooms, and Mr. Burton confirmed that to be correct. Mr. Riall also asked about the subjective matter, i.e. disability, poverty, and if this is a State determination. Mr. Burton said it is and simply that they look at students with specific conditions/characteristics and how they performed. Mr. Riall asked if a disability is graded/scored differently or is it just a condition that is considered. Mr. Burton confirmed that to be correct.

Mr. Rachal asked if there is any way Board members could see real examples with the names marked out, and Mr. Burton said he can and the two examples given were actual examples. Mr. Burton also recognized Melissa Mainiero, director of accountability, who is the person most knowledgeable of this. Mr. Rachal also asked if each student has a page listing their expectations, etc., and Mr. Burton clarified it is not a growth target where the teacher can look at where a student should be at the end of the year. VAM is different in that students have not taken the test and everyone must take the test before you can know how students with similar characteristics did. Again, he reminded the Board it is not a growth measure, but it is a value measure "at the end of the race". Mr. Rachal asked about the teacher with 62 students and in the end, the teacher is zero and does this mean the teacher is ineffective. Mr. Burton stated that it depends on how all the teacher's peers across the state did, and it is always a percentile ranking – I did better than blank number/percentile of people in the state. Dr. Goree added that the only way a teacher is ranked ineffective is if the teacher is in the bottom 10 percentile (or 90% of children like those the teacher taught did better than your students). Dr. Goree also stated that he appreciates the questions, but encouraged Board members to sit down with Mr. Burton and Mrs. Mainiero to work through understanding this system. Mr. Rachal asked if the Board needs to address specific areas of this system that need tweaked? Mr. Burton responded that while it is not the perfect system, and he does not believe we will ever get to a perfect system, a push from school boards across the state will be beneficial in the State continuing to refine the program so it is a fair, accurate measure that quantifies their impact on instruction. Mr. Rachal asked for specific changes the Board can push for, and Mr. Burton responded he would like to review any patterns in the data over the past 3 years and bring something to the Superintendent. Dr. Goree also added that Mr. Burton and his team are also looking at teachers that scored low on the VAM, but scored high on the other components of their evaluation and determine any patterns of flaws in the system.

Dr. Douzart asked if there is a formula, and Mr. Burton said he is not aware of a specific formula because the process is the State Department looks at a statistical analysis after all the schools are tested. Dr. Goree added it is all tied to a model on a computer. She further stated her belief if there was a formula for each category, it would reflect the fairness of the system and answer a lot of questions.

Mrs. Locke asked if this is based on what is established at the beginning of the year; and Mr. Burton again pointed out that nothing is set at the beginning of the year, but everything is based upon how students performed during the year, how they compare to one another as well as the past three years of data.

Mr. Nations thanked Mr. Burton for bringing this information and asked how long has VAM been in place, and staff responded approximately 7 years. Mr. Nations also asked about the concept of teaching to the test and if we are teaching to VAM. Mr. Burton stated every Core teacher is provided the Tier I Curriculum that is totally aligned to state standards, and if they trust the curriculum and attend provided professional development, they will be fine; however, the issue continues where students come to teachers with skill gaps as well as trauma experiences in their life. Mr. Nations asked about the general reception across the state and if this is the best way to measure success. Dr. Goree noted the importance of staff bringing a breakdown of all the teachers, because it is easy to hear a few people complain and assume that is the majority. He believes it is important to provide the Board with some data on the large number of teachers who have accepted VAM and are using it to help strengthen what they are providing children every day. He also said that because it is based on a three-year cycle, 3rd grade is the only year in which historic data is not available and thus those teachers are not a part of the VAM conversation. Also, one of the advantages of VAM is it has created the student progress part of the District's School Progress Score (SPS); and most schools are benefitting from this progress indicator. While he does not disagree about the need to continue tweaking this program/system, he believes as we gain knowledge about it, we can come up with a product that insures we are moving students forward and providing them with more opportunities.

Ms. Green asked about the changes and if any will be coming forward in the near future. Mr. Burton said he is not aware; however, if they develop a task force, Caddo will ask to be a part of the process. Ms. Green also asked about the level of communication between staff and the State Department, and Mr. Burton and Dr. Goree responded there is a lot of communication from the Superintendent sitting on the Superintendent's Advisory Council to a conversation even today with the State.

Mr. Riall asked about grades 1 through 3, and Mr. Burton responded students in 3rd grade begin testing with the Leap and test through 8th grade; however, VAM is grades 4th – 8th.

Ms. Trammel asked if VAM is nationwide or statewide. Mr. Burton responded that VAM is a Louisiana initiative (law); however, multiple states use a value added model. Ms. Trammel asked if we have looked at other states to determine what they are doing, and Mr. Burton responded we have and one can go online and look at what Kentucky, Tennessee, Texas, et.al. have done. Ms. Trammel asked about the issues stated by Board members relative to the unfairness and needed action to address these concerns. Mr. Burton said in looking at a test score along with additional data pieces across the board a student's score should never be a surprise since valued measures are taken to guide instruction, which should lead teachers to know how the student is performing. Also, all the teacher's classwork should lead them to know how the student is doing; however, if test day happens to be a bad day for a student, their score that day is still considered.

ESTABLISHING THE AGENDA AND CONSENT AGENDA FOR THE OCTOBER 22, 2019 CPSB MEETING

Superintendent Lamar Goree highlighted items for the Board's consideration at its meeting on October 22 and the following discussion ensued.

President Trammel announced that Items 6.02, 8.02-8.03 and 13.01 as the consent agenda.

Consideration of Revisions to CPSB Policies EBBC and EBBB. Mr. Abrams explained that last year a statute addressing student safety was provided by the Legislature when there is a threat of violence against the safety of a student, an act of terrorism, the Board is required to have a policy in place for addressing. He said CPSB implemented a policy that allowed administration to remove the student from the school anytime there was a threat of terrorism or safety of a child. It also would be referred to law enforcement and to a Judge for an evaluation by a doctor or psychiatrist to determine by definition if a child is an imminent threat. If so, the child is removed by law enforcement and not by the school system. The Judge takes it to the DA who has seven days to file a petition to have the child evaluated to determine if the child is a credible, imminent threat. The proposed revisions correct Caddo's policy to reflect this.

Mr. Thompson asked if 9.01 will be a written report to the Board, and Dr. Goree confirmed it will be and will be a standard report to the Board each month.

Mr. Rachal moved, seconded by Ms. Green, to approve the proposed agenda and consent agenda for the October 22, 2019 CPSB meeting as presented. Vote on the motion carried.

ANNOUNCEMENTS

Dr. Goree invited the Board to Caddo's Annual Teacher of the Year Banquet on October 10, 2019, 6 p.m. at the East Ridge Country Club, as well as to the United Way Kick-off Breakfast on October 4, 7:30 a.m. at East Ridge.

Mr. Rachal announced that a group of Captain Shreve graduates will celebrate their 40th class reunion this weekend.

Mrs. Bell requested staff to provide her with Caddo's bullying policy and the process followed when someone reports being bullied.

Mr. Little announced that absentee voting is September 28 through October 5, and election day is October 12, and encouraged all to exercise their right to vote.

Ms. Green commended this year's Soul Bowl event with Green Oaks winning the third consecutive year.

Dr. Douzart announced that tonight is National Night Out and she looks forward to visiting in the community.

President Trammel announced that several Board members attended the CUBE Conference in Miami and shared that one of the main issues throughout the conference was transportation and the shortage of drivers.

Adjournment. *Ms. Green moved, seconded by Mr. Rachal, to adjourn. Vote on the motion to adjourn carried and the meeting adjourned at approximately 6:15 p.m.*

**October 22, 2019
CPSB Meeting**

Members present: Steve Riall, Jasmine Green (arrived at approximately 4:35 p.m.), Lloyd Thompson, Don Little, Dr. Bonita Douzart, Mary Trammel, Raymond Green, Denee Locke, Barry Rachal, Tony Nations, and Dottie Bell. Also present were T. Lamar Goree, Ph.D., superintendent, and Reggie Abrams, legal counsel. Mr. Albritton was absent due to illness.

President Trammel called the meeting to order at approximately 4:30 p.m., and Tony Nations led the invocation. Caddo JROTC Corps Cadets posted the colors and led in the Pledge of Allegiance.

CONSIDERATION OF MINUTES OF THE SEPTEMBER 17, 2019 AND OCTOBER 1, 2019 CPSB MEETINGS

Mr. Rachal moved, seconded by Mr. Riall, approval of the minutes of the September 17, 2019 and October 1, 2019 CPSB meetings as submitted in the electronic mailout. Vote on the motion carried.

PRESENTATIONS AND RECOGNITIONS

Mary Nash Wood, director of Communications and Strategic Initiatives, recognized the following students and employees and the Board President and Superintendent presented a certificate to each for their achievement(s). Family members, friends and administrators present were also recognized.

JROTC Promotions. Col. Eric Sweeney announced the promotion of Cadet LTC Select Rachel Clottey from Captain Shreve High School as the 2019-20 JROTC Corps Commander. Cadet LTC Clottey also was awarded the Legion of Valor Bronze Cross Award. Col. Sweeney also recognized the following Brigade Commanders promoted to Colonel: (1) Cadet LTC Alex Walden, 1st Brigade Commander, Northwood High School; (2) Cadet LTC Andrew Wesley, 2nd Brigade Commander, Caddo Magnet High School; (3) Cadet LTC Trinity Hays, 3rd Brigade Commander, C. E. Byrd High School; (4) Cadet LTC Isaiah Roberts, 4th Brigade Commander, North Caddo High School; and (5) Cadet LTC Waylon Smith, 5th Brigade Commander, Southwood High School.

National Merit Semi-Finalists. The following students were recognized as National Merit Semi-Finalists: C. E. Byrd High School's Kennedy Carey-Prescott, James Rushing, and Robert Lawrence; Caddo Parish Magnet High School's Joshua Gill, Ian Golsby, Sloan Hall, Taylor Rosen, and Grace Sun; and Captain Shreve High School's Stewart Simon.

Samaritan Program. Mrs. Wood announced that every student in the following schools received a new pair of shoes in addition to having their feet washed as part of the Samaritan's Feet Program: Sunset Acres, Midway and Werner Park. Board member Raymond Green expressed appreciation to Renee' Ellis for the role she played in making this happen for students.

Oak Park Elementary. Mrs. Wood also announced that Oak Park Elementary recently received a \$25,000 grant from SWEPCO affording 1st through 5th graders the opportunity to weekly be a part of character education.

Administrative Appointments. Lisa Paine was recognized as the newly appointed Supervisor of Accounting and Accounts Payable.

VISITORS

The following visitors addressed the Board on matters of concern: Jackie Lansdale, president of Red River United, steps addressing transportation issues; James Richard, parent, support of bus drivers; Marquita Norton, transportation/bus concerns.

ESTABLISH THE AGENDA AND PROPOSED CONSENT AGENDA

Superintendent Goree highlighted items for the Board's consideration and the following discussion ensued. He announced that relative to Item 13.02, parents of both students (CV and AB) have withdrawn their request to present their child's expulsion to the Board.

Mrs. Trammel announced the Consent Agenda as follows: 6.01-6.03, 8.01-8.03, 13.01 and 13.03.

Mrs. Locke moved, seconded by Mr. Rachal, to establish the agenda and consent agenda for the October 22, 2019 CPSB meeting as presented. Vote on the motion carried.

CONFIRM THE CONSENT AGENDA

Mrs. Locke moved, seconded by Mr. Rachal, to confirm the consent agenda. Vote on the motion carried and the following is a summary of the Board's action on the consent agenda items.

6.01 Personnel Recommendations. The Board approved personnel recommendation(s) as recommended by the superintendent and submitted in the electronic mailout.

6.02 Consideration of Requests for Leaves. The Board approved requests for leaves as recommended by staff and submitted in the electronic mailout.

6.03 Personnel Transaction Reports (Resignations). The Board approved personnel transactions reports (resignations) as recommended by staff and submitted in the electronic mailout.

8.01 Property/Bus Rental Requests. The Board approved the request for long-term use of Barret Elementary Auditorium as recommended by staff and submitted in the electronic mailout.

8.02 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 electronic mailout.

8.03 Consideration of Proposed Revisions to CPSB Policies EBBB and EBBC. The Board approved the proposed revisions to CPSB Policies EBBB and EBBC as submitted in the electronic mailout.

13.01 Student Readmission Appeal Hearings. The Board approved readmission appeals for students TL, SW, and JB as recommended by staff and whose parents are in agreement with staff's recommendations.

13.03 Legal Update: Jamarcia Ginn, Individually and obo Her Minor Child, J.G. v. CPSB and Penny Anderson 597,738A, 1st JDC, Caddo Parish, Claim #6417584. The Board authorized resolution of matter in accordance with the recommendations of staff and Board Counsel.

STUDENT EXPULSION APPEALS

Superintendent Goree announced that the parents of both students (AB and CV) have called and requested to withdraw their expulsion appeals before the Board.

ANNOUNCEMENTS AND REQUESTS

Mrs. Bell asked staff for an update on addressing the destroyed baseball field at Huntington High School.

Mr. Little asked staff for additional information on the LHSAA attendance zone information as tryouts at many schools will begin next week.

Mr. Riall reminded everyone to attend one of the Veterans' Day programs that will take place in many of our schools.

Dr. Douzart reported on one of the programs she attended at Werner Park, one of the District's Transformation Zone schools.

Dr. Goree noted the updated copy of Caddo's "Roadmap to Success" at Board members' stations and encouraged Board members to pick up copies and share them at places of business in the community.

Mr. Nations expressed appreciation to Dr. Goree for the very informative news conference today relative to transportation and the steps to rectify the situation.

Mr. Green echoed Mr. Nations' comments regarding Dr. Goree's presentation to the public on transportation.

Adjournment. *Mr. Rachal moved, seconded by Mrs. Locke, to adjourn. Vote on the motion to adjourn carried and the meeting adjourned at approximately 5:23 p.m.*

October 29, 2019

The **Caddo Parish School Board (CPSB)** held a luncheon meeting with State BESE Representative Tony Davis on Tuesday, October 29, 2019 at 12:00 noon in Room One of the CPSB Central Office, 1961 Midway, Shreveport, LA. Those in attendance were Board members Jasmine Green, Lloyd Thompson, Don Little, Dr. Bonita Douzart, Mary Trammel, Raymond Green, Denee' Locke, Barry Rachal, Tony Nations, John Albritton and Dottie Bell. Dr. Lamar Goree, superintendent, Reggie Abrams, legal counsel, and staff members Mary Wood, Keith Burton, Diane Atkins, Jeff Howard and James Woolfolk were also in attendance. Steve Riall was absent.

President Trammel called the meeting to order, welcomed everyone, and thanked Tony Davis for taking the time to meet with the Board to discuss important educational matters. Tony Nations led in the prayer and Pledge of Allegiance.

Discussion of Educational Matters. Superintendent Goree opened the discussion by thanking Mr. Davis for taking time from his schedule to discuss some of the issues the school system faces. Educational matters presented and discussed included (1) Uniform Grading System; (2) Teacher Evaluations, (3) Teacher Certifications/Preparations, (4) Charter Schools/Vouchers; and (5) Innovative Programs.

Mr. Burton highlighted the areas of the grading scale and teacher evaluations, and Mrs. Atkins highlighted the area of teacher certifications and preparations. Each pointed out changes made and now embedded in law, how changes are affecting the students, their GPAs and college scholarship opportunities, as well as the changes in laws are affecting the District's work in attracting and retaining highly qualified, certified teachers for Caddo's classrooms. Board members also stated their concerns relative to the negative effects of charter schools and vouchers on districts, as well as unfunded mandates, and implementation and continuous turnover of programs. They also shared what Caddo would like to see happen in an effort to address these issues that continue to make it difficult for the District (and districts across the state) to meet the State's mandates and still provide the best education possible for all students. Staff also shared they were hopeful consideration would be given to convening a task force that will seek and provide feedback on these issues as well as utilize BESE's Superintendents Advisory Council to provide input from large, rural, and small districts in discussing the impact of these changes on students.

Mr. Davis thanked the Board for inviting him to hear from Caddo on these matters of concern and challenges faced. While he does not have all the answers, he said he believes receiving as much information as possible so he is as informed as possible will help in discussions with other BESE members and districts across the State. In moving forward, he added he will be in communication with Dr. Goree as he further researches these matters of concern.

Adjournment. The luncheon adjourned at approximately 1:35 p.m.

T. Lamar Goree, Ph.D., Secretary

Mary A. Trammel, President

November 5, 2019
CPSB Audit Committee Meeting

Members present: John Albritton, chair; Raymond Green and Dr. Bonita Douzart. Don Little and Denee' Locke were absent. Also present were Chief Academic Officer Keith Burton, Board Attorney Reggie Abrams; Board members Lloyd Thompson, Mary Trammel, Jasmine Green, Barry Rachal, Tony Nations, and Dottie Bell, as well as staff members Kelli Duffield, Jeff Howard, and James Woolfolk.

Chair Albritton called the meeting to order at approximately 3:00 p.m., and Dr. Douzart led the Invocation and Pledge of Allegiance.

Establish and Confirm the Agenda. *On motion by Mr. Green, second by Dr. Douzart, the agenda was established and confirmed as presented.*

NAPA REPORT. Kelli Duffield, chief internal auditor, presented the NAPA report (which was emailed prior to the meeting). She reminded the committee that last year (June 2018) Caddo entered into an agreement with NAPA to serve as the primary supplier for transportation parts; and this report comes at the request of the CFO to look at the first year to determine if the District did save money. In looking at the results, she said the actual cost for maintenance parts during the first year declined 16% and since the Transportation buyer position was eliminated, the District also saw a cost savings in salary and benefits of approximately \$81,600, resulting in an overall 18% reduction. She explained the report consisted of several findings and they have met with all departments involved (Transportation and Finance) to review these with them and have received good responses from the CFO and COO with regard to the implementation of recommendations made in the report.

Ms. Duffield highlighted the findings as follows:

1. Operational costs. Review monthly statements.
2. Timeliness of payments made to NAPA to make sure there is no incurring of late fees. Finance is monitoring to insure payments are timely. A new process will be implemented December 1st providing for more timely payments.
3. Core prices (part of a part that has value). Turning these back in and receiving credit. Mr. Woolfolk is addressing the distribution and exchange of these products so we can insure we are accounting for all inventory and core prices which will also be implemented December 1st.
4. Inventory. Ms. Duffield explained that when NAPA took over our parts they valued our inventory and at the end of the year did an assessment and recount, valuing the difference of the parts Caddo had already purchased. If we had not used the inventory, we would have also spent this money, so this was a cost savings as well. She added that Transportation has also been asked to request a copy of the annual inventory which is written down to the actual cost at the end of the year.
5. Insurance and warranties. Make sure the carrier provides the appropriate insurance (liability, workers' comp and personal property). The procedures are in place for making sure the District is covered in the event of fire or other loss. Warranties. Tighten up procedures in place for capturing information for the warranties. Mr. Woolfolk is working with NAPA to make sure we are accounting for warranties on parts first.

Regarding the parts analysis, Ms. Duffield shared comparisons beginning in 2016-17 when Caddo managed its parts through the 2018-19 year when NAPA took over, showing \$3.4 million spent in 2016-17, \$3.2 million spent in 2017-18 and \$2.6 million in 2018-19 for a savings of \$595,000 or 18%. She noted possible additional savings if we had captured all the core credits. She said overall it is believed NAPA has done a great job; and while this year has been a learning curve working with Transportation and NAPA, NAPA has been extremely easy to work with and has bent over backwards for Caddo Parish.

Mr. Thompson shared that when he recently visited the Career Center he noted that Auto Zone, O'Reilly's, et.al. had donated parts and asked how we are giving others that donate to the Career Center the opportunity to bid. Ms. Duffield explained that the initial term of the current agreement is three years (beginning in June 2018 through the end of the 2020-21 school year), and it can be renewed for two successive one-year terms. Mr. Abrams clarified that the agreement is for the management and there are still bid requirements so others can bid on parts meeting the requirements. He also clarified that management was also bid and NAPA came in with the best bid. Mr. Thompson asked for clarification on if Auto Zone or O'Reilly's bid on a part needed for a bus how it works since NAPA also can provide parts. Mr. Abrams explained they are on state contract so they can just buy those parts; however, when the price exceeds a certain amount (i.e. \$30,000), NAPA must bid it out. Mr. Thompson asked if he understands

everything purchased for the Transportation Department is managed through NAPA; and if so, how can other parts vendors be at the table to make it known they want to bid on parts as well. Mr. Abrams said that is a separate issue; and if the Department is purchasing a large number of batteries for the fleet, the cost would be at an amount that would require it to be bid; and NAPA makes certain the request is bid. Mr. Woolfolk explained that NAPA owns all the inventory and Caddo requests parts from NAPA who provides the part at a price. He further explained if other vendors wish to sell parts they must negotiate with NAPA and NAPA must follow the Louisiana purchasing laws. Mr. Abrams also confirmed if it is something on State contract, it does not have to be bid; but if it is over \$30,000, NAPA must bid it the same as Caddo did.

Mr. Riall asked for clarification on how the State contract works, and Mr. Abrams responded there is a catalog of all the items with State negotiated prices and purchases can be made directly from the catalog.

Mr. Rachal noted the efficiencies resulting in a decrease in cost for parts, a decrease in Caddo's inventory; however, he asked if we are saving on the cost of the parts now versus before. Mr. Woolfolk said the almost \$1/2 million saved was mostly in parts. Mr. Rachal asked if the total cost decreased because we bought less, and Mr. Woolfolk said he believes it is a combination of what we purchased versus what it cost. Regarding inventory and the \$855,000 on the balance sheet, Mr. Rachal noted that the NAPA numbers disagree with what we have on-hand. Mr. Howard responded that is something we adjust only at the end of the year based on actual counts, and Mr. Woolfolk explained that when NAPA began we looked at the return rates of parts and pulled out the parts we believed were not of any value to us. Mr. Rachal asked if he understands correctly that inventory reduction dollars also include what we threw away. Mr. Howard explained that many of the old parts were sold at a recent salvage sale and the inventory reductions amount is the value of the parts Caddo had and used before NAPA took over. Mr. Rachal restated they said \$855,000 and we said \$243,000 and now we are saying we used \$98,000 and recommendation No. 4 states the inventory value on the financials of \$855,000 should be written off to the actual cost on hand of \$145,000, so do we agree with their number of \$243,000 rather than \$855,000. Mr. Howard explained that accounting did not write this down at the end of the 2016-17 school year, so because the inventory was not adjusted that year, the numbers do not match up. Mr. Rachal asked if he is correct in saying we are now more efficient with our inventory and staff responded very much so.

Dr. Douzart asked if we still purchase tires from the tire service on Line Avenue under the contract and Mr. Abrams stated he believes tires were excluded from the contract.

Mary Trammel asked about School Dude for submitting work orders and if we have reprogrammed this so staff can follow up, and Ms. Duffield explained the process for work orders is being changed to "by bus" so we can pull a bus and know how much work has been done on a particular bus. Ms. Trammel asked if in working with NAPA to make the department more efficient relative to its inventory, can we say we can now keep up with and monitor the inventory? She also asked if she understands we no longer should have to deal with late fees, etc. for the department, and Ms. Duffield said that is correct and that Mr. Woolfolk and Mr. Howard have worked together on this. Ms. Trammel also stated her understanding that with Accounting and Transportation working together we can make sure there is no drop in the process which will address inefficiencies.

Mr. Nations asked about the statement that "Transportation personnel are not performing a reconciliation of the parts assigned to work orders and paid by Accounts Payable," and he assumes this is no longer the case. Ms. Duffield responded that is correct and in working with Mr. Woolfolk, a process has been implemented to streamline this process. He also asked if there is a local contact with NAPA and Ms. Duffield confirmed there is; and relative to the cost of theft items, Ms. Duffield said this was in the 2016-17 school year and there was an individual in the Transportation Department in charge of the parts and this was the labor in the 2016-17 and 2017-18 years, and the approximate amount was \$250,000 which we were reimbursed this through our insurance. Mr. Woolfolk confirmed that with NAPA managing, NAPA owns all the inventory, and Caddo has no inventory to be stolen. Mr. Riall asked if NAPA keeps inventory onsite, and Mr. Woolfolk confirmed they do. Mr. Riall asked if the same thing is done for the Vivian garage, and Mr. Woolfolk said they own the inventory for Vivian also. Mr. Riall stated we need to make sure the inventory is organized.

Mr. Albritton said he hopes that when we see the CFO checking this that we have not taken the authority away from the administrators in these area, but we are holding administrators accountable because they are ultimately responsible.

Mrs. Lansdale asked what bus manufacturer is Caddo using, and Mr. Woolfolk said Blue Bird. She also asked about the warranties on the parts for the new buses and how this impacts the

NAPA contract. Mr. Woolfolk said there is a warranty on the buses to send it back to Blue Bird, so there is no impact on NAPA. Ms. Lansdale said she is only attempting to discern what the issue might be when bus drivers complain about NAPA products.

Student Fee Policy. Mr. Albritton explained that because of a December 1st deadline for districts to have this policy in place, the Audit Committee was asked to consider this proposed policy for recommendation to the Board in November. Mr. Burton explained this policy is brought as a result of Legislative action in 2019 (Act 240) requiring all school boards to adopt and post a policy that addresses the assessment collection of fees charged to students and/or parents/guardians. He said the Board will also have to revisit this policy each year and re-approve the fees coming forth. He noted this has been a very rushed process and Ms. Duffield and her team worked tirelessly to pull every fee across the Caddo District. He said this was a timely task not only because Caddo is a large district, but because Caddo offers many courses that many times fees are associated with as well as co-curricular activities. The fees presented are not new fees, but are fees that have been in the schools and passed on to families with schools working with families in difficult situations. This policy also has in writing possible waivers and what those waivers look like, as well as provisions for parents who are denied waivers to approach the Superintendent with their request.

Ms. Duffield shared with the committee the various aspects of the proposed policy, i.e. regulations set forth by the Legislature, the schedule of fees and how they are to be listed (must have a purpose, use and amount and how collected), teacher requested room supplies, damage to instructional materials/textbooks, unpaid fees and how they are collected. Ms. Duffield stressed that it also includes that students will never be denied use of a textbook, but if they damage the textbook, they will have to pay the cost of the textbook. On unpaid fees/debt and how they are collected, Ms. Duffield explained that principals are encouraged to encourage all students to pay these debts, but they will never be denied an education or participating in a field trip, etc. because they could not pay. She said she believes Caddo's principals have done an amazing job of making sure every child is included and not excluded.

Regarding the appendix and fees, she explained the schedule has been approved by Forethought Consulting (the company that writes Caddo's policies); and she has communicated with them over the past two months. At this time, she said it looks good that Caddo will meet the requirement and further that the Legislation is very clear that the policy needs to be consistent across the District and is why some of the things have been grouped together.

Mr. Rachal asked about recourse if someone does not pay, and Mr. Abrams said it would be turned over to a lawyer to review and make a determination if it is worth pursuing. Mr. Burton explained that from the principal's standpoint, the school conducts fundraisers to help cover and provide these services to the students. Mr. Rachal said he is referencing those who can pay but they have the attitude they pay taxes and are not paying anything else. Ms. Duffield further explained that schools with extra-curricular activities (homecoming), students are required to have all fees current in order to participate (on the high school level). Mr. Rachal asked if they have not paid what is considered to be regular fees (as listed in the policy), can a principal say a student has not paid and cannot attend the extra-curricular activity, and Ms. Duffield confirmed that to be correct.

Mr. Green said in these type situations, he believes how it is approached will determine the response. Regarding junior and senior fees, Mr. Abrams asked if this covers all junior or senior events. Ms. Duffield explained different schools do it differently, and some schools require a separate junior/senior fee and some do not. Mr. Abrams asked what is covered in this, and Ms. Duffield explained that when schools do assess these type fees, it is all encompassing. Mr. Burton further explained that this fee for one school in the District covers the student's diploma (cover), cap, gown, senior trip, yearbook, t-shirt, et.al., and the family can pay it out in installments. He also noted the policy states a "maximum" amount.

Mr. Riall asked about sports that students may participate in, i.e. football, basketball, baseball, cheerleader and if this fee includes these, and staff responded no it does not. Ms. Duffield added that the legislation only requires that curricular and co-curricular fees be put on schedule.

Ms. Trammel asked about the snack-fee for preK children, and as a grandparent she provides snacks once a month to Claiborne. Ms. Duffield stated that Claiborne does not assess a snack fee.

Mr. Rachal asked if we are tracking this now that lunches are provided? Ms. Duffield explained there are a couple of schools that do not participate in the CEP and is why staff included this in the policy. Mr. Rachal asked if the guidelines are still there if a school used to participate, and Mr. Burton explained Caddo still tracks the sub-groups of students that fall under poverty.

Mrs. Bell asked about the definitions and if waivers are granted for homeless students, including those in foster care as well as the directive that the waiver request must be presented within 5 days. Mr. Burton explained that the principal has 5 days to get back with the family. She also asked if a person's debt in fees is accumulated through the years (beginning in elementary, in middle) or is it year to year, and is graduation included in this decision of non-participation. Mr. Abrams responded that students cannot be denied participation even though it does state that students are to be accountable. Mr. Burton added that this is speaking to non-academic activities, ie. Prom, homecoming, etc., and we have a policy that states students will graduate and be given a diploma, but if there are discipline issue(s), we have restricted someone from "walking" and participating in the graduation ceremony. He also added we would never forbid a student from participating in graduation because of a lost library book or an outstanding fee. Mrs. Bell said we need to clarify the wording to parents so they understand and don't think their child will not be able to participate if they have an outstanding fee. Ms. Trammel stated that she believes most parents who see this will ask for an explanation on what it means. Mrs. Bell asked if once approved as policy will staff provide this to administrators and clarify it, and Mr. Burton said it already has been stressed with administrators and it will also be included in the Student Handbook, on our web site and the schools' websites. The Board also has the opportunity each year to re-approve this policy. She also asked about the fees being universal across the District, and Mr. Burton said some schools may not charge any fees for curricular or co-curricular activities higher than what the Board has approved. Mrs. Bell asked if the Board will approve the amount and Mr. Burton said that Ms. Duffield has contacted every Caddo school to pull all the information and compress it into one chart so the Board will know a range of fees. He also stated that staff learned that some of the high fees are one school; however, in attempts to be helpful by encompassing a lot into one fee, it has caused many in the public to say it is exorbitant (because they do not know what all is included). Mrs. Bell also asked about what we are doing to help someone with three students whose supplies are \$50 each. Ms. Trammel responded that the parents can request a waiver from the principal. Mr. Burton added we are working with the schools because we do not want to pull any experience from a child because of their inability to pay; and this is routed in the District's equity work and staff will continue to emphasize to principals to work with our families.

Dr. Douzart shared comments she has heard from new people moving into the City on how appreciative they are for what the District does to help children. Mr. Green suggested that a timeline be developed as to what point the Board is notified for assistance. Mr. Burton added that staff has discussed this and plans to bring something to the Board when bringing the next budget for consideration.

Mr. Green moved that the Audit Committee present this policy to the Board for approval. Motion seconded by Dr. Douzart and carried.

Adjournment. With no additional business to come before the Committee, Mr. Albritton announced the meeting adjourned at 3:55 p.m.

November 5, 2019
CPSB Executive Committee Work Session

Members present: Mary Trammel, Barry Rachal and Jasmine Green. Also present were Chief Academic Officer Keith Burton, Attorney Reggie Abrams and Board members Steve Riall, Lloyd Thompson, Don Little, Dr. Bonita Douzart, Raymond Green, Tony Nations, John Albritton and Dottie Bell. Denee' Locke was out of town.

President Mary Trammel called the meeting to order at approximately 4:30 p.m. Board member John Albritton led the invocation and Pledge of Allegiance.

PRESENTATIONS

Chief Academic Officer Keith Burton announced that Superintendent Goree is attending the Broad Academy, a two-year national fellowship.

Mary Nash-Wood, director of communications and strategic initiatives, shared with everyone a brief video announcing the 2020 Caddo Principals of the Year as follows: Elementary Principal – Lynette Hampton, North Highlands Elementary; Middle School Principal – Tom Thomas, Herndon Magnet; and High School – Dr. Grady Smith, Woodlawn Leadership Academy. She also announced and commended the academic team for the recognition of the great work in the early childhood education.

ESTABLISH THE AGENDA AND CONSENT AGENDA FOR THE NOVEMBER 17, 2019 CPSB MEETING

Mr. Burton highlighted the proposed items for the Board's consideration at the November 19, 2019 CPSB meeting and the following discussion ensued.

Mr. Burton also asked that "Proposed Revisions to CPSB Policy JS" be added to the agenda for the Board's consideration on November 19, 2019, as submitted in the Audit Committee meeting this afternoon.

Consideration of Recommendations for 2020-2021 Capital Projects and Designers.

Mr. Thompson asked for staff to explain how the capital projects list and designers were established as well as who is going to complete the painting at the BTW Stadium. Steve White explained staff followed the process in place by:

- Request each principal to submit their 3 requests.
- Compile a list of principals' requests with requests from the school maintenance department and the capital projects department of current projects that are not complete (3 this year).
- Meet with Mr. Woolfolk and the School Plant to go through complete list and compile a single document where everyone can see the requests made by all three entities to prioritize what needs to happen.
- Support services compiles a plan and submits it to the Superintendent's Cabinet for their feedback and input.
- Regarding designers, he reported that by law the District must advertise for anyone wanting to do business with the Caddo Parish School Board. All designers requesting to do business with Caddo and associated projects are presented to the Board for approval.

Mr. Thompson asked if staff would let him know the three suggestions made from Booker T. Washington because he can't believe waterproofing the home side of the stadium would take priority over other projects requested by BTW. Mr. White said BTW did not turn in paper work.

Mr. White stated that he has a spreadsheet in the Superintendent's Office that includes all the principals' requests; and he explained that the waterproofing request resulted from complaints that the classrooms under the stadium are leaking water. Mr. Thompson stated his concern that he thought someone told him they turned in requests for BTW.

Mr. Rachal asked about the only one heating and cooling; and that staff provide him a list of projects for University, Youree Drive and Captain Shreve. Mr. White stated there are a lot of HVAC requests from principals as well as from maintenance; however, the \$5.5 million in bond projects will be presented to the Board in December with his recommendation to finish Byrd and Turner, and prioritize the critical ones after that. Mr. Rachal asked for clarification of a Knox box, and Mr. White explained it is a device required on all public buildings for placing building keys for access by the Fire and Police Departments in emergencies. Mr. White shared his concern about placing master keys in one of

these boxes and it not being returned; and his recommendation is for those schools who have the magnetic card swipe to provide them with a magnetic card and if it is not returned, we have the ability to disconnect it. Also, his personal observation is he has never seen where the Fire Department has been stopped from breaking down doors to gain entry. Mr. Rachal asked Mr. Burton to respond and Mr. Burton shared his only question would be if using magnetic keys how a loss of power affects this method. Mr. White said ours default to lock when the power is down, and some will work and some will not (i.e. older school buildings where they are battery operated). Mr. Burton noted that in recent school visits in Colorado and Indiana, these boxes are on the outside of the schools. Mr. Rachal also asked for a list of jobs/projects that are phased so the Board can see the projects being done in phases.

Ms. Green asked Mr. White to clarify the waterproofing at BTW, and he said it is the classrooms under the home side of the BTW stadium. Ms. Green stated that Green Oaks does not have a stadium so she questions why it is listed, and Mr. White explained that Mr. Smith (Maintenance) brought this forward because of leaking around the windows they have been unable to identify. Ms. Green asked if it is anticipated the investigation into this will cost \$50,000; and Mr. White explained they are unsure what they may find until the investigation is done and if they do need to seal the windows, \$50,000 will not complete sealing all the windows. She also asked about the boilers and he clarified these are domestic boilers for hot water to the kitchen. She also asked about the walking track for Pine Grove, and Mr. White confirmed it is in the proposed list of projects. He added that many of the tracks at elementary schools are approximately ¼ mile, made of asphalt, 5-6 feet wide and are built around the school playground. Ms. Green asked if we allow public access to the walking trail, and Mr. White said that is not his call but is something handled at the school level.

Mrs. Bell thanked staff for the update on replacing the tornado-damaged baseball field at Turner, and Mr. White noted Mr. Smith is working on this project. She also asked about the auditorium at Huntington and will the damages be corrected (carpet and seating). Mr. White said they are proposing to pull up the old seating, sealing the concrete, and only carpet the runners.

Dr. Douzart asked about the recommendation for a canopy at Queensborough and if staff knows that some of the property at Queensborough belongs to the City. Mr. White stated to his knowledge Caddo Parish School Board owns all the property that the school encompasses; however, at one time it was thought that the CPSB owned the lot to the north of Queensborough, but it is owned by Willis Knighton Hospital. She also asked if the principal has requested a canopy, and Mr. White explained he has and he is wanting to run the canopy out the front door of the school covering the sidewalk to the point where the students are dispersed; however the School Board does not own the property beyond the fence. Mr. White added Queensborough also requested new auditorium seating and that is staff's recommendation.

Mr. Riall asked about the playground at Timmons and what the District did with the playground equipment at Oil City when it was closed. Mr. White explained they evaluated it to determine if it could be moved; however, it is not in good shape and moving it could cause more problems and ultimately liability.

Mr. Rachal thanked Mr. White for taking care of the "river" at University Elementary around the portable buildings. Mr. Rachal also asked about the four digital marquees which he believes is more of a want than a need, and how they made it to the top of the list. Mr. White explained these requests come from the principals list and they use them to communicate with the parents while parents are in car pool lines; and this request is a consistent desire of the schools throughout the parish. Mr. Rachal asked what type of needs did marquees move ahead of, and Mr. White referred to the list located in the Superintendent's Office and shared the example of Fairfield's request for additional paving on the drop-off side of the school; however, the limited green space does not allow space for paving. He also added that 2-3 years ago an additional drop-off space was added at Fairfield. Mr. Rachal also noted the fact that some of these were paid out of funds raised by the schools and not the School System.

Ms. Green echoed Mr. Rachal's comments and asked if she understands these priorities are the ones the principals requested, and Mr. White confirmed that is correct. She also asked about the principal at Green Oaks requesting a waterproofing investigation, and Mr. White said the principal did not, but it was requested by Tommy Smith from Maintenance due to continued calls regarding

windows leaking that they have been unable to identify or stop. He said Green Oaks principal requested a stadium and a rubberized track but new structures are not paid for out of the capital projects budget but from bond issues. They also requested new bleachers in the gym and new lockers in the boys P.E. and basketball locker room which is what staff determined to be most appropriate at this time. Ms. Green asked Mr. White how many persons are in the Capital Projects Department, and Mr. White said there are eight. Ms. Green also asked about the \$800,000 in salaries and benefits, the legal recording and tax collection. Mr. White explained the legal fees are for recording all the documents required, i.e. contracts, bonds, change orders, certificates of completion and is a very small percentage of the total. The largest amount will be the tax collection fees and that is what it has been running.

Mr. Thompson asked how projects can be added to this list. Mr. White said something would need to be cut, because staff has met with the CFO for the anticipated funding; and at this time the projected amount is \$20,500,000 and the anticipated budget for the projects presented is \$20,499,970. Mr. Thompson said he is for marquees, but he would like to see something done for the BTW track if nothing can be done for the football field. Mr. White reiterated at this point something would have to be removed from the budget if it is added. Mr. Thompson asked about the process for discussion of adding projects.

Mr. Little requested a priority list of HVAC systems, their current age and when they will be replaced and what matrix is being used to determine when they need to be replaced. Mr. White reported staff is currently working on this information and it should be brought to the Board next month. Mr. Little asked if there are some schools where we have continued to spend more on continual maintenance and repairs that we would have not if the system had been completely replaced, and Mr. White confirmed this is a portion of the information that will be presented to the Board on the spreadsheet. Mr. White also shared that when there is an issue, capital projects does not replace parts, but they typically address a wing in a school or sections of schools; however, if there is a single unit out (auditorium, cafeteria), they will replace them. He also explained how they track the priority systems with color codes, and noted that the oldest central system is Eden Gardens and it was built in the late 50s and still operates the original equipment, so he knows this will be a high priority when the system does fail.

Mrs. Bell noted the districtwide items are the largest, but she added that Board members can cut what they want to from their district, but not from her district.

President Trammel shared that she has been on some of the campuses and asked did Woodlawn submit requests, and Mr. White reported they requested replacing the carpet in the office and library, digital marquee, and auditorium seating, and staff is recommending the digital marquee and auditorium seating. Ms. Trammel asked if addressing the HVAC at Woodlawn will come in the bond issue, and Mr. White responded that is correct and staff will be recommending Turner and completion of Byrd leaving a small amount for emergencies.

Mr. Burton asked Mr. White to explain why an architect is paid when only painting the campus. Mr. White clarified that the State requires any formally advertised and awarded project, basically anything over \$150,000, to have an architect.

Mr. Riall asked what does the architect do and when do they get paid? Mr. White responded they are paid on the state fee schedule. Mr. Riall asked if a painting contractor gets a \$300,000 painting contract, what does the architect do? Mr. White said the architect will go into each classroom and develop a set of plans on what needs to be done and spec drawings are completed so there is consistent bidding. He then follows the project preparation on what paint is used, what primer is used, what is sanded and what is not as well as addressing issues such as lead-based paint and overseeing its removal.

Consideration of Revisions to CPSB Policy JS. Mr. Albritton explained that the Audit Committee reviewed this regulation from the State Legislature and this fee schedule must be approved by December 1st. The Audit Committee is recommending that it be accepted and added to the Board agenda for approval.

Ms. Trammel announced that the following items are consent agenda items: 7.01, 8.01-8.06, and 13.01. *Mr. Rachal moved, seconded by Ms. Green, to establish the agenda and proposed consent agenda for the November 19, 2019 CPSB meeting as submitted. Vote on the motion carried.*

POLL AUDIENCE

The following visitors addressed the Board: Jackie Lansdale, president, Red River United, on the Restoration Tax Abatement Information under Superintendent's Report.

ANNOUNCEMENTS

Mr. Riall noted the list of Veterans Day programs in Caddo high schools and encouraged Board members to attend one. He also congratulated Mr. Thomas at Herndon for being named Caddo's middle school principal of the year.

Mr. Thompson congratulated the District 3 North Highlands principal as 2020 principal of the year and a teacher at Cherokee Park as teacher of the year.

Ms. Trammel commended Woodlawn Leadership Academy for the great things happening at this school.

Mr. Rachal asked about the increase in lease royalties over what was budgeted.

Mr. Nations referenced the Early Childhood Honor Roll announced earlier today, seven schools in Caddo, two of which are in District 10.

Ms. Trammel announced that Broadmoor Middle will be closed on Wednesday, November 6th.

Mr. Burton announced that District Performance Scores will be released on Wednesday and he believes Board members will be pleased with the results. He added that the State informed the Superintendent last week that Caddo was the only district in the State that improved in every accountability area. Mrs. Bell encouraged this great news to be put out in the public.

Ms. Trammel also expressed her appreciation to so many for their expressions of love and concern in the loss of her brother.

Adjournment. *Ms. Green moved, seconded by Mr. Rachal, to adjourn. Vote on the motion carried and the meeting adjourned at approximately 5:41 p.m.*

**November 19, 2019
CPSB Meeting**

Members present: Steve Riall, Jasmine Green, Lloyd Thompson, Don Little, Dr. Bonita Douzart, Mary Trammel, Raymond Green, Denee' Locke, Barry Rachal, Tony Nations, John Albritton and Dottie Bell. Also present were T. Lamar Goree, Ph.D., superintendent, and Reggie Abrams, legal counsel.

President Trammel called the meeting to order at approximately 4:30 p.m., and John Albritton led the invocation and Pledge of Allegiance.

CONSIDERATION OF MINUTES OF THE OCTOBER 22, 2019, OCTOBER 29, 2019 AND NOVEMBER 5, 2019 CPSB MEETINGS

Mr. Rachal moved, seconded by Mrs. Locke, to approve the minutes of the October 22, 2019, October 29, 2019 and November 5, 2019 CPSB meetings as submitted in the electronic mailout.

PRESENTATIONS AND RECOGNITIONS

Mary Nash Wood, director of Communications and Strategic Initiatives, recognized the following students and employees and the Board President and Superintendent presented a certificate to each for their achievement(s). Family members, friends and administrators present were also recognized.

Music Presented by Walnut Hill Middle School Advanced Choir. Students from the Walnut Hill Middle School Advanced Choir performed the National Anthem and two additional musical arrangements for the Board and audience.

National AP Scholars. The following Caddo Parish students were recognized as 2019-2020 AP Scholars. C E BYRD – Landrum Anderson, Jordan Atchison, Lily Bales, Brooks Belanger, Nathan Robert Bohn, Emma Tess Booker, Andrew Briley, Kennedy Carey-Prescott, C'Elcey Carpenter, Emme Clark, John Cook, Bailee Creasey, Payton Doyal, Emily Dunham, Mayah French, Ashley Hight, Dazani Jackson, Ceara Johnson, Lillie Johnston, Kaitlin Jones, Robert Lawrence, Madeline Mackey, Porter May, Logan McMullen, Natalie Miller, Rory Mullins, Logan Noble, John Peterson, Emery Pratt, James Rushing, William Sanders, Shea Shockley, Harper Tompkins, Emma Turner, Claire White, Micah White, Hannah Williams, Elizabeth Wooldridge and Arjun Yusufji.

CADDO MAGNET – Elizabeth Alexander, Grace Barney, Abigail Boykin, John Todd Bridges, Caroline Crittall, Rohinton Dossabhoy, Jordan Fong, Biagio Garcia, Joshua Gill, Ian Golsby, Sloan Hall, Caymen Hawkins, Theresa Johnson, Ethan Kennedy, Sharon Li, Ashley Malick, Grant Muslow, Sophia Nicolosi, Taylor Rosen, Slater Gage Simpson, Grace Sun, Amjad Thaljah, Emma Thigpen, Mai Tran, Mallory Tucker, Zoe Walker, Ravdeep Warar and Kevin Zheng.

CAPTAIN SHREVE – Cora "Addie" Barnard, Keegan Coon, Olivia Hilburn, Morgan Hughes, Melissa Krzywanski, Stewart Simon and Gage Simpson.

Young Professionals Initiative 40 Under 40 Caddo Honorees. The following Caddo educators were recognized as participants in the 13th Annual Northwest Louisiana Young Professionals Initiative 40 Under 40: Devin White Rachels, Teacher, Captain Shreve; Spencer Kiper, Instructional Technologist, Curriculum; Phyllisia Mason-Hollins, Assistant Principal, Caddo Middle Magnet; and Dr. Candice Webert, Assistant Principal, Youree Drive Middle.

PUBLIC HEARING ON PROPOSED REVISIONS TO CPSB POLICY JG (STUDENT DISCIPLINE)

President Trammel announced the public hearing open on the proposed revisions to CPSB Policy JG (Student Discipline). There being no speakers, the public hearing was closed.

VISITORS

The following visitors addressed the Board on matters of interest and/or concern: Jimmie Underwood, Dixie Ag and Hunting Lease; William Boogaerts, Dixie Ag and Hunting Lease; Bruce Wilson, United Way; Lindsey Lewis, Fairfield Multipurpose Room; and Jackie Lansdale, Red River United, resolutions for local district control of extended sick leave, teacher evaluations, over focus on testing and adverse mental health effects, and unencumbered planning time.

ESTABLISH THE AGENDA

Superintendent Goree highlighted items for the Board's consideration, and following discussion, President Trammel announced the following items as the Consent Agenda: 6.02-6.04, 8.02-8.04, 8.06-8.07, and 13.01.

Mr. Rachal moved, seconded by Mrs. Locke, to establish the agenda and the proposed consent agenda for the November 19, 2019 CPSB meeting as submitted. Vote on the motion carried.

CONFIRM THE CONSENT AGENDA

Mrs. Locke moved, seconded by Mr. Riall, to confirm the consent agenda. Vote on the motion carried and the following is a summary of the Board's action on the consent agenda items.

6.02 Personnel Transaction Reports Resignations. The Board approved the personnel transaction reports (resignations) as recommended by staff and submitted in the electronic mailout.

6.03 Administrative Contract Renewal (November 2019). The Board approved the administrative contract renewal(s) for November 2019 as recommended by staff and submitted in the electronic mailout.

6.04 Requests for Leaves. The Board approved requests for leaves as recommended by staff and submitted in the electronic mailout.

8.02 Out of State Travel. The Board approved the requests for out of state travel (General Fund) as recommended by staff and submitted in the electronic mailout.

8.03 Consideration of Mental Health Interagency Agreement and Contract. The Board approved the request for mental health interagency agreement and contract as recommended by staff and submitted in the electronic mailout.

8.04 Consideration of Proposed New Policies and Proposed Policy Revisions. The Board approved the proposed new policies and proposed revisions to current policies as recommended by staff and submitted in the electronic mailout.

8.06 Consideration of Proposed Revisions to CPSB Policy JS (Student Fees and Fines). The Board approved the proposed revisions to CPSB Policy JS (Student Fees and Fines) as recommended by the Audit Committee and submitted in the electronic mailout.

8.07 Consideration of Adjustment to State Pay Raise Allocation. The Board approved the adjustment to State Pay Raise allocation as recommended by the Superintendent and submitted in the electronic mailout.

13.01 Student Readmission Appeal Hearings. The Board approved readmission appeals for students ZJ, BB, LC and TW whose parents are in agreement with staff's recommendations.

PERSONNEL RECOMMENDATIONS

Mrs. Locke moved, seconded by Mrs. Bell, to approve the personnel recommendation as recommended by the superintendent and submitted in the electronic mailout.

Ms. Green asked for clarification on discussion limitations on this item, and Attorney Abrams explained that no Board member can discuss anything about any employee and their ability, competency or character without giving 24 hours' notice to that person that the Board will be going into executive session. Ms. Green asked how can the Board go into executive session, and Mr. Abrams explained the Board cannot do so today because 24-hour notice has not been given as well as there must be a unanimous consent for the Board to go into an executive session. Ms. Green asked when the name was submitted. Dr. Goree explained the job was posted after the last person in the position left; and staff posted the position on numerous sites, and it was a nationwide search. He further explained the applications were handled the same as any other position with staff receiving the applications, staff screening them, selecting candidates (3 internal and 3 external candidates) to be interviewed by a diverse committee who made a recommendation to the superintendent. Dr. Goree reported the recommendation from the committee came to him last Thursday, he personally interviewed the candidate recommended, and he strongly supports this recommendation as the next director of transportation. He stated the final recommendation was posted on BoardDocs at 8:00 Monday morning (Nov. 18th) followed by an email to the Board explaining the process and the recommendation. Ms. Green stated in

the future she would like to know the date the name was submitted to the Board, and Mr. Abrams said the date can be given, but the Board cannot discuss the character or competency of any individual or their ability to perform the job. Mr. Abrams further clarified that the agenda item (Personnel Recommendation) was and is always on the agenda; and information can always be added to the item. Relative to the issue of timing on if and when questions can be asked, the Board can make a motion to postpone it and request that it be placed on another meeting agenda in an executive session, providing the minimum 24-hour written notice that this employee will be discussed during executive session, and allowing this employee the opportunity to say whether or not they wish it to be in closed executive session or open session.

Ms. Green said she believes when we have great people in place, we need to keep them in place or place them in positions where they can teach other people in their field. She has received many phone calls because they feel they have been through this before; and while she wants to put confidence in staff and their decision, she must answer to the constituents in here district. Dr. Goree thanked Ms. Green for her comments and noted that in communicating with people, it is important to look at the level of success of leaders and hope they demonstrate the same level of respect they had as a high school principal. He added the recommendation is unarguably one of the most successful principals he has experienced professionally and he believes we will see the same level of success in his new position.

Mr. Thompson said he also has received some serious concerns about this position; and in watching this position change hands during his 11 months on the Board, he too is concerned we may be continuing down the same street, but the wrong way.

Mr. Riall moved, seconded by Mrs. Bell, to call for the question. Vote on the motion to end debate carried with Mr. Rachal opposed.

Vote on the main motion carried with Board members Riall, Trammel, R Green, Locke, Rachal, Nations, Albritton and Bell supporting the motion and Board members J Green, Douzart, Little and Thompson opposed.

PURCHASING BIDS

Mr. Rachal moved, seconded by Mr. Thompson, to remove and postpone Bid 05L-20 (Agricultural Lease-Dixie) and approve all other bids (NASCO for Art Materials and Supplies, FOODWAY for Canned and Frozen Foods, FOODWAY for Fish, Poultry, Eggs, Meat & Specialty Items,, and VCC for Food Service Paper & Supplies) as presented. Vote on the motion carried. The bid tabulation sheets are filed in the official papers of the November 19, 2019 CPSB meeting.

PROPERTY/BUS RENTAL REQUESTS

Mr. Rachal moved, seconded by Mrs. Bell, to approve the requests for CPSB property/bus rentals as recommended by staff and submitted in the electronic mailout.

Ms. Green asked about the extra pricing for Southern's use of an additional part of Newton Smith. Dr. Goree explained the cost will be determined in accordance with the Board's policy that establishes the lease costs, staff will assess the square footage being added to what they are already using, the number of days it will be used, and charge them accordingly. He stated this usage will generate approximately \$30,000 in revenue based on the rental by Southern University. Ms. Green asked if they will continue the lease of the front part of the facility and Dr. Goree confirmed that is correct and will continue with the cost of that lease, and the \$30,000 is an additional cost to utilize the facility. Ms. Green requested that the upkeep of the facility be monitored so it does not become an eyesore in the community, and Dr. Goree reported he sent a message to staff today to look at this as well as how we can improve on it. Ms. Green also asked that staff report to her how much money Southern University will be paying Caddo for leasing Newton Smith.

Mrs. Bell expressed her appreciation for allowing Southern to use Fair Park for their ballgames when the Board of Regents closed down their gym for repairs.

Mr. Thompson noted he was aware Southern attempted to negotiate with SPAR but he is thankful Fair Park is doing this. He asked about insurance responsibility, and Dr. Goree explained as a lessee, Southern is required to maintain all appropriate insurance and this had to be submitted before entering into the lease.

Vote on the motion carried unanimously.

CONSIDERATION OF RECOMMENDATIONS FOR 2020-2021 CAPITAL PROJECTS AND DESIGNERS

Mr. Rachal moved, seconded by Mrs. Locke, to approve staff's recommendations for the 2020-2021 capital projects and designers as submitted in the electronic mailout.

Mr. Thompson asked Mr. White about the BTW principal's email and if it is her wish to do the bathrooms at BTW. Mr. White confirmed he did find the email and he met with the principal who requested that the bathrooms be a priority and noted which bathrooms. Mr. Thompson asked if the water issue at the stadium is still on the list to be corrected, and Mr. White confirmed it is still on the list.

Mr. Rachal asked for clarification on the changes from the initial list of projects submitted. Mr. White explained there were three items on the list for emergencies (general emergency repairs, emergency roof repairs, and emergency paving repairs). He explained \$100,000 was pulled from general emergency repairs, \$75,000 from roofing repairs and \$50,000 from paving repairs. He also noted the latest correction submitted this morning for an additional \$22,500 from the emergency general repairs to cover the architectural fees. Mr. Rachal asked if this will create any issues in other areas, and Mr. White said he cannot say as these funds are not dedicated for any specific projects, but are budgeted in the event of emergencies and hopefully this will not be the case for the coming year.

Mr. Little stated that at the last meeting discussion took place on a priority projects list and a matrix used to prioritize the bond projects. Mr. White explained that staff is looking to complete and present to the Board. Dr. Goree added that what staff develops will be submitted in committee at the first meeting in December.

Vote on the motion carried unanimously.

SUPERINTENDENT'S REPORT

President Trammel announced that everything under Superintendent's Report is submitted for the Board's information.

ANNOUNCEMENTS AND REQUESTS

President Trammel asked that the Board be in prayer for Mr. Abrams' family in the loss of his brother-in-law.

Mrs. Bell noted the invitation at Board members' stations to attend the annual event for foster children and their parents to celebrate Thanksgiving. She also announced and invited everyone to attend the Bayou Classic Bash on Friday; and that she recently addressed the Optimist Club.

Ms. Green requested that staff notify her when the schools and properties in her district are being used/leased. She also congratulated Green Oaks for winning their play-off game in Jena, Louisiana.

Dr. Douzart announced that she recently attended the LSBA Trailblazer in Natchitoches and complimented Diane Atkins and Keith Burton for their outstanding presentations during this workshop. She also noted the many compliments from others in surrounding states who participated on the great things happening in Caddo.

Mr. Thompson stated that being a foster child for 19 years, he looks forward to attending the event on Tuesday. He also noted his appreciation that Caddo has a former Caddo School Board member who will be fighting for education in Baton Rouge.

Mr. Green noted that Michael Chadwick Green went to Southern and was the captain of the team when they won their first national championship.

Mr. Nations echoed Dr. Douzart's comments about the Trailblazer Conference in Natchitoches and the many compliments heard from other state school districts in attendance on Caddo's many accomplishments. He also complimented the outstanding JROTC units from every Caddo high school participating in the Annual Veterans' Day Parade at the Fairgrounds.

Dr. Goree reminded the Board that on Wednesday, November 20th, Caddo's Transformation Zone will hold one of its first elimination rounds of the Amazing Shake beginning at 8:45 at the Community Foundation.

Mary Trammel invited Board members to participate in the annual Christian Services six hours of caring on December 3rd beginning at 4:00 p.m. at KTAL to answer telephones.

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

T. Lamar Goree, Ph.D., Secretary

Mary A. Trammel, President

December 3, 2019
CPSB Building, Grounds, and Security Committee

Members present - Chair Denee' Locke, Lloyd Thompson, Jasmine Green and Don Little. Mr. Albritton was absent. Also present were Superintendent Lamar Goree and Attorney Reggie Abrams; Board members Mary Trammel, Raymond Green, Tony Nations, Dr. Bonita Douzart, and Dottie Bell; and staff members Jeff Howard, Keith Burton, James Woolfolk, Diane Atkins, Mary Wood, Tommy Smith and Steve White.

Mrs. Locke called the meeting to order at approximately 2:00 p.m. The Invocation and Pledge were led by Don Little.

Confirm the Agenda. *On motion by Lloyd Thompson, second by Don Little, the agenda was confirmed as presented.*

Review of Process for Assigning Projects to Bond Issue. Superintendent Goree reported that staff has put into place a process to make sure we are equitable and fair in spending the bond dollars approved by the taxpayers. Mr. Woolfolk and Mr. White shared with the committee HVAC system needs and a plan to prioritize those needs to get all school systems at minimum a "good" rating and to make sure it is done fairly. He reminded the Board that it is a 10-year issuance and stated the importance of prioritizing these projects and where these monies are spent first. He also noted that the plan presented today is based on the monies issued in June as well as an opportunity, if the Board so chooses, to take advantage of a second issuing of bonds in January 2020 and be able to complete projects in the summer of 2020 as well as purchase an additional 25 buses before the start of the 2020-21 school year.

Mr. Woolfolk shared with the committee the process staff used to prioritize the schools in getting HVAC needs met. He explained that Mr. White asked an outside HVAC company to review and analyze all HVAC units throughout all Caddo schools over the past 8 months. Staff then took that report of the HVAC units in each school and developed a matrix of and the location of units, assigning it a number, its age and condition (poor, good, very good), if it can be moved, cost, etc. Staff also provided a summary sheet noting the total number of units needing replaced, how many are poor, good or very good, including each school's occupancy (not including temporary buildings) to determine what schools need to be first. Dr. Goree also clarified that when looking at replacements, it is only for brick and mortar and not any system in a temporary building. Mr. Woolfolk added that the goal is to get every school (HVAC) at good, very good or new. He noted that if a package unit goes out, only one room is affected; however, if a boiler or chiller goes out, the entire school is affected. Knowing that the amount of money received from the bond issue would never get us to all new; staff believes in being a good steward of the funds received and we need to get everything to at least good.

Mr. White clarified the difference between a "poor" and "good" system rating; and "replaced" could be a system that is still operating but in very poor condition or obsolete making it hard to get replacement parts. Systems rated as "poor" are those with possibly only a few years remaining in the units life cycle and "good" are those with some significant life remaining. The "very good" units are those replaced in the last 3-4 years and "new" would have been replaced in the last 1 to 2 years. He also added that the matrix developed will be continuously updated as systems are updated. Mr. Woolfolk also referenced the last page of the summary sheet which totaled approximately \$40 million to replace and get them to "good". He further stated they were replaced so all would be graded as "new", it would cost approximately \$98 million. Dr. Goree noted why it is important to explain systematically how projects are being prioritized.

In looking at prioritizing schools and HVACs, Mr. Woolfolk further explained that staff looked at doing all the repairs or pulling out chillers and boilers which are a higher expense, take more time to get them and when they go down, the entire school is affected, or do we want to do package units, which provides each room with a unit and when a unit goes down only that room is affected. He said it is staff's recommendation that we replace chillers and boilers so an entire school does not have to be shut down when one fails and explained their recommendation in replacing chillers and/or boilers and getting these schools at minimum "good". Mr. White also explained why replacing boilers and chillers at one school might be recommended due to corroding pipes and how staff takes equipment from closed facilities and stores these at the warehouse to use the parts for repairs to remaining boilers/chillers, and Dr. Goree added that

based on this practice and equipment being purchased, regardless of the future in right sizing the district, they can be placed in the asset warehouse so they can continue to be used in managing systems in the future.

Mr. Woolfolk added that in closing, it is hoped that in two years everything on the list presented will be at “good” or better, and he shared the proposed two-year plan using the \$5 million from the first series of bonds; and, if the Board approves advertising for the second series of bonds in January, \$5 million of the funds received from the second year sale.

Ms. Green asked about the life expectancy for chillers and boilers, and Mr. White explained between 20 and 30 years. While she is glad to see a lot of her schools in “good” condition, she asked who determined the status of each school’s equipment. Mr. White responded that we contracted with Pioneer Comfort Systems and their technician graded the systems, but Tommy Smith provided the information on the boilers and the need to move those schools up on the priority list since we cannot get parts for them. Dr. Goree expressed appreciation to the Operations team for using an outside group and insuring there was no wrong perception.

Mr. Thompson asked if the situation at Creswell has been corrected because he received a number of calls regarding Creswell not having any air condition. Mr. White stated Creswell is completely packaged units, and Tommy Smith agreed and when we begin putting in packaged units, Creswell will probably be a priority on the list., but the ones that had a problem have been repaired. Mr. Thompson asked if we are using local AC vendors to do the work. Mr. White said if it is above the \$150,000 limit, it is advertised and publicly bid, and typically we receive bids from Shreveport-Bossier vendors.

Mr. Little complimented staff on the tremendous amount of work in this effort, and he believes the public would appreciate receiving this information as well in continuing to be transparent with the taxpayers. He also asked about extended warranties and the benefit in expending the amount for this. Mr. White responded that staff has seen 5 year warranties on compressors, for example, and if the budget allows for it, it is something the staff recommends. However, if budget is tight, it can be priced as an alternate bid (separate line item). He added that if the Board chooses, the warranties can be offered as an alternate bid. While he doesn’t believe units today are the quality they have been in the past, he noted properties in the District that are occupied at 50% or less and asked if, rather than doing HVAC repairs, is it possible to cut out zones in a particular school and move students to certain areas providing a savings to the District, by taking wings off-line. Dr. Goree said since most of the schools being talked about have a high occupancy, he believes the advantage of the plan as presented will mean equipment not being used can be stored; however the staff did not want this to be what drives the Board’s decision. Mr. Little asked if the new units have a higher efficiency and provide a savings on heating. Mr. White said while he has not run the numbers, there definitely will be a cost savings. Mr. Little asked if, as we are replacing roofs, we are using white roofs, which have proved to be more efficient, and Mr. White explained there is a white rubberized plastic that has been used. Mr. Little also asked if, when removing old, non-operational units, we are able to use any of the copper or auction it? Mr. White stated that those that have been removed to this point have been operational units; and, when doing a typical wing, the contractor has control on those units and any savings he can get on scrapping any copper is figured in to help him get the low bid; and this is something Caddo’s employees do not get involved in.

Mrs. Bell asked if Huntington was closed on Monday because of chiller problems, and Mr. White explained that a raccoon crossed the two high voltage lines coming into one of the transformers. She also asked about clarification on the number of things to be replaced at Walnut Hill, and Mr. White clarified they are packaged units. She also asked if something happened, is there money to replace those things that are labeled “poor” condition. Mr. White stated he believes they do; and he doesn’t anticipate 20 units failing with the same problem in one wing. Dr. Goree noted the \$3 million proposed to add into the second year to address some of these issues. She also asked for clarification that if something else happened, will it be handled as an emergency as it has in the past. Mr. White confirmed staff has always handled it in the past.

Ms. Trammel asked for clarification of replacing the units at Eighty-First Street, and Steve White explained that staff is attempting to address the larger (chillers and boilers) in the first year and 81st Street is all packaged so if something goes down , only that classroom is affected. Ms.

Trammel indicated that it would help the Board to know which schools are packaged and not chillers, and she asked if this could be added to the matrix. She also thanked Mr. White for placing Woodlawn on the list.

Ms. Green also asked if staff would add the attending and capacity on the matrix sheet. Mr. Nations noted a Facebook post about four new Caddo buses, and asked about the ability to provide to the public the big picture of what we are doing which he believes will be a good will gesture to the public, and Dr. Goree confirmed that staff can do that.

Mrs. Locke expressed appreciation to the staff for this report and pointed out how prioritization helps the maintenance budget. She also added she likes the document presented and asked if it is possible to auto date it.

Mr. Thompson moved, seconded by Ms. Green, to send this recommendation to the Board to place on the agenda. Vote on the motion carried.

Adjourn. *There being no additional business, the meeting adjourned at approximately 2:57 p.m.*

December 3, 2019
CPSB Executive Committee Work Session

Members present: Mary Trammel, Barry Rachal and Jasmine Green. Also present were Superintendent Lamar Goree, Attorney Reggie Abrams and Board members Steve Riall, Lloyd Thompson, Don Little, Dr. Bonita Douzart, Raymond Green, Denee' Locke, Tony Nations, John Albritton and Dottie Bell.

President Mary Trammel called the meeting to order at approximately 4:30 p.m. Board member Dottie Bell led the invocation and Pledge of Allegiance.

PRESENTATIONS

Mary Nash-Wood, director of communications and strategic initiatives, introduced Laura Alderman, executive director of Step Forward. Ms. Alderman explained how they track six critical indicators for student success in schools in the metro area (4 parishes) and the following Caddo schools are in the Top 10 schools in the metro area (four parishes) based on their growth from 2017 to 2018 in their graduation cohort: Booker T. Washington High School (#10), North Caddo High School (#6); Southwood High School (#5), Huntington High School (#4); and Woodlawn Leadership Academy (#3). Each school was presented with a banner for display at their schools. Ms. Alderman announced the following six Caddo elementary schools are in the Top 10 schools in the metro area for improvement in 3rd Grade reading (ELA): JS Clark Elementary (#10, improved 14 percentage points); Oak Park Elementary (#9, improved 15 percentage points); Stoner Hill Elementary (#6, improved 18 percentage points); Sunset Acres Elementary (#5, improved 20 percentage points); North Highlands Elementary (#3, improved 25 percentage points); and Queensborough Elementary (#1, improved 28 percentage points).

Superintendent Goree thanked Ms. Alderman and Step Forward for their support of education in Caddo.

ESTABLISH THE AGENDA AND CONSENT AGENDA FOR THE DECEMBER 17, 2019 CPSB MEETING

Superintendent Goree highlighted the proposed items for the Board's consideration at the December 17, 2019 CPSB meeting and the following discussion ensued.

ADDITIONS

The following items were added to the agenda: (1) To consider and take action with respect to adopting a resolution authorizing the advertising for bids for the purchase of General Obligation School Bonds, Series 2020, of Parishwide School District of Caddo Parish, Louisiana, and providing for other matters in connection therewith, OR (if the Board chooses to use a competitive sale.); (2) To consider and take action with respect to adopting a resolution authorizing the incurring of debt and issuance of \$9,800,000 of General Obligation School Bonds, Series 2020, of Parishwide School District of Caddo Parish, Louisiana, and providing for other matters in connection therewith (if the Board chooses to do a negotiated sale.); and (3) Approval of RFP for Bond Counsel.

Recommendations for 2019 Bond Phase I Proposed Projects Plan and Designers.

Mrs. Locke asked how much was spent on the first series and Dr. Goree responded \$2.5 million for the buses and security is currently going through the same process as was done for HVACs. Mrs. Locke asked how much remains and Dr. Goree said the \$9.8 million minus the \$2.5 million leaves \$7.3 for the additional \$5 million and security.

Student Expulsion Hearings. Mrs. Trammel announced that the one student whose parents are not in agreement will be listed as "Student Expulsion Appeal".

President Trammel announced the following items as the consent agenda: 7.01, 8.01, 8.03-8.04, 8.07-8.08 and 13.01. *Mr. Rachal moved, seconded by Ms. Green, to establish the agenda and consent agenda for the December 17, 2019 CPSB meeting as presented. Vote on the motion carried.*

POLL AUDIENCE

The following visitors addressed the Board: Mike Busada, presentation on bond law made at LSBA Workshop in Natchitoches; and Ken Antee, underwriter for bonds, advantage of negotiated bonds.

BOARD ANNOUNCEMENTS

President Trammel announced that evaluation forms for the Superintendent are at Board member stations and asked for them to be returned on December 10th.

Mrs. Bell announced Southern University won the Bayou Classic.

Mr. Thompson thanked the directors for taking time to come to the luncheon for District 3 principals and checks promised will be delivered to the schools next week.

Mrs. Trammel thanked all who donated coats in the recent coat drive.

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

December 3, 2019
CPSB Insurance and Finance Committee

Members present - Chair Dottie Bell, Don Little, Raymond Green and Denee' Locke. Steve Riall was absent. Also present were Superintendent Lamar Goree and Attorney Reggie Abrams; Board members Mary Trammel, Lloyd Thompson, Jasmine Green, Dr. Bonita Douzart, Barry Rachal, and Tony Nations; and staff members Jeff Howard, Keith Burton, Diane Atkins, James Woolfolk, and Mary Wood.

Mrs. Bell called the meeting to order at approximately 3:00 p.m. The Invocation and Pledge were omitted.

Establish the Agenda as Submitted. *On motion by Denee' Locke, second by Raymond Green, the agenda was established as submitted.*

Review of Financial Statements. Chief Financial Officer Jeff Howard shared copies of the October General Fund financial statement highlighting the following items.

- Under revenue, the sales tax for the first four months is up approximately 1%.
- Lease royalties are doing well.
- RDS (Retired Drug Subsidy) Medicare \$1.49 million up from what was expected.
- MFP (Minimum Foundation Program) expected to be down due to 650 less students from this time last year.
- Property taxes will not all be in until mid-January and we expect about \$100 million.
- Under expenses, two large items in the budget are teacher salaries (\$95 million) and SPED teacher salaries (\$29 million). He reported that staff is constantly analyzing this number to make sure we are not over hiring based on student counts.
- General administration – Self-insured claims are currently totaling approximately 50% of the budget and could possibly go over. He reminded the committee that when items do exceed the budget, staff brings a budget revision to the Board for approval sometime in the spring.
- Under Operations and Maintenance of Plants, the two bid accounts include the \$5,793,000 budgeted for supplies and services (which consists of many sub-accounts), and the \$4,689,000 transportation expenses. He reported that he is now meeting with Mr. Woolfolk and Tommy Smith, as well as Jeff Roberts, the new Director of Transportation, to go over these budgets and expenditures to make sure it is clear where each area is. He added that four months into this current year, approximately 29% of the transportation budget has been spent.
- Under Transfers Out, Mr. Howard noted the \$15.9 million in MFP funds taken in from the State and distributed to Magnolia Charter, AMI and Pathways.
- Additionally, charter schools (Linwood) expenses, Title I, Title II, IDEA, Child Nutrition and Capital Projects updates were highlighted.
- Staff has also begun to work on a regular basis with Sped Director and her staff, the Child Nutrition director and her staff, Capital Projects director and their staff to make sure they are staying within their budget.

Mrs. Bell announced that committee members will ask questions first following by non-committee members. She thanked Mr. Howard for bringing this information to the committee on a regular basis.

Mr. Little thanked the staff for their work and asked about the increase in royalties revenue, and Mr. Howard explained that because the School District owns an entire section of land out Ellerbe (old Carver property), and five new wells that came on-line in June bringing payouts to the district in July. Mr. Little stated he believes it is accurate to say we can expect the MFP to continue to be down each year and he would like to see us work with the BESE Board to hopefully open up attendance zones beyond the district that you live in. He believes this move will provide a function of choice, and Caddo Parish will be competitive and students in these districts (Bossier and DeSoto Parishes) may choose to enroll in some of Caddo's premiere schools which would help with our reduced MFP.

Dr. Goree explained that staff has discussed this and feel it could work both ways – some of our schools are at capacity and there may not be ample space for them; and it also opens up the gates for students to say they want to go to Bossier. So, before moving forward in championing this legislation, it will be important to look closely at this option. Mr. Little noted the capacities at Magnet High and C.E. Byrd High. Mr. Abrams reminded the committee that you may pick up the MFP dollars for these students; however, you will lose the tax dollars. Also, regarding the issue of crossing lines, the tax issue has not been litigated at this point. Mr. Little stated he believes Texas has worked this out and they start with under-performing schools, and Mr. Abrams explained that state statute already provides this. Dr. Goree added relative to the tax issue, the entire state of Texas is growing.

Mr. Green expressed his concern about a situation where we end up being over-staffed and it is not being addressed. He asked what, if anything, can be done when we must over staff a school and we do not receive funds for it. Dr. Goree said that is one of the District's biggest challenges and a lot of this goes to the diversity and size of the schools in the District. He further stated that several of Caddo's schools operate at smaller capacities and this has resulted in more staffing outside of what the staffing formula allots for that particular school. He said he has charged HR to look at a small school formula and situations created from small schools in the past and build it into the District budget upfront. If we do this, he believes it will address the issue referred to by Mr. Green. Also some schools do need more than what they are getting.

Mr. Rachal stated that while Mr. Howard reported we are currently running behind, the report does not specifically show this and he would like a spread sheet that states how much revenue was expected up to a certain point and the expenses so it is clear where we are in the budget projections compared to last year. Mr. Howard confirmed staff can provide this information. Dr. Goree added that this is a new process and an opportunity to be more transparent; and encouraged Board members to make these type suggestions so hopefully by mid-year we are looking at documents that matter most to the Board.

Mrs. Bell also stated that in losing students and the MFP funds that follow them, it is important to remember the students in AMI, at Ombudsman and Magnolia and that we want to get these students back, but the October 1st count is what determines the amount we will receive in MFP funds. She said she also would like to know the number of students in these charters and how much this represents when the students return to Caddo.

Ms. Trammel asked about the projections and the importance of not having any surprises at the end of the budget year, and she asked Mr. Howard if he sees a projection coming forth. Mr. Howard stated that the District is currently on track for where we want to be; and if he saw anything unusual, he would bring it to the Board's attention and is part of the reason for bringing these budget updates to the committee quarterly. Dr. Goree complimented Mr. Howard and members of the Superintendent's Executive Cabinet and the time spent in addressing the numbers.

Mr. Rachal complimented the Superintendent on what he has accomplished with the staffing numbers since becoming Superintendent (removing budgeted vacant positions) by approximately one-half.

Mr. Little asked about staffing and if there is a way certain arenas in teaching can have an itinerant position, and Dr. Goree explained we currently do this and shared some examples of where we do. Mrs. Bell also shared itinerant situations in her district's schools where itinerant teachers are used, but also why some special needs situations may require an extra person.

Discussion Regarding Issuance of 2nd Installment of General Obligation Bonds. Dr. Goree stated that the presentation in the Building, Grounds and Security Committee meeting was built around the opportunity for the District to issue the second round of bonds in January. This would mean for this summer's heating and air conditioning projects, there would be \$10 million as well as an opportunity to purchase an additional 25 new school buses before the start of school next year.

Mr. Howard added that taking advantage of this opportunity would allow for completion of more HVAC projects next summer. He stated that staff would like to get Board approval in December to advertise the bonds for sale, and he introduced Caddo's municipal advisor Lucius McGehee, Bond Attorney Grant Schlueter, and Jacquelyn Scott, bond co-counsel.

Mr. McGehee recapped where we were at this point last year in going to the voters to issue an \$88 million capital projects plan to be funded up to 5 mills and the financing plan for this is that in the first six years issue approximately \$9.8 million per year. Last June, via a competitive sale, Mr. McGehee explained the School Board went directly to the market, received three bids at 2.63% for 20 years. We are now at a place to do the second installment and shared a timeline showing how a second installment would work. At this time, the Bond Commission has approved moving forward and it is recommended that this be done by directly going back to the market. He further explained the two ways a public entity will borrow money in a bond issue: (1) competitive sale by going directly to the market; or (2) hire an underwriter to conduct a negotiated sale. One reason you would use an underwriter would be if there is trouble with your ratings, a complex bond issue, or you don't issue many bonds so the market does not know who you are. Also, the underwriter has flexibility as to when the bond goes to the market within a certain number of days. At this time and because of how well the first sale went, he still recommends a competitive sale and go to the market directly, but will do what the Board determines it wishes to do.

Deneé' Locke asked who was Caddo's underwriter the last time, and Mr. McGehee responded there was not one because we went directly to the market and Raymond James was the lowest bid. Mrs. Locke stated her surprise that we are not known in the community, and Mr. Howard clarified that one of the reasons we would use an underwriter for a negotiated sale is if we were not well known in the marketplace, but that is not true. Mr. McGehee stated that is one of the reasons he is recommending a competitive sale (because we are known in the marketplace).

Mr. Rachal noted the previous lengthy discussion on the new procedure and the Board's interest in getting bids from other bonding attorneys, and if possible local attorneys; and he is disappointed in not seeing a RFP sent out to begin this new process. Mr. Rachal stated he still believes we need to go out for a RFP and asked how waiting another 30 days will affect what can happen next summer.

Dr. Goree stated his agreement about the conversation with the last issuance of bonds over the summer; and if that is the direction the Board wishes to go in, staff will certainly be responsive to that. However, at this time there has been no action from the Board to move in that direction; and as soon as staff receives that action, staff will move in that direction. He again reiterated the issue of this being an important window of opportunity to get double the work done next summer in addition to purchasing an additional 25 new buses, but this all is at the pleasure of the Board.

Mr. Rachal again asked if 30 days will throw us out of the possible window. Dr. Goree noted the importance of getting with Mr. White about timeframe on completion of projects and also getting buses in for the start of school. Mr. White said the air conditioning will be a little more critical timeline because according to the law, the money must be in before the bid is advertised. Mr. Rachal reiterated his disappointment that this is just now coming to the Board with the discussions that took place. Dr. Goree again reiterated that until the Board gives direction to move forward, and staff has not received that direction, staff can do nothing. In looking at the timeline, Mr. Rachal said he assumes all timelines are set; and he asked for clarity on when we will receive the money; and Mr. Howard confirmed it would be around 3/11; and again Mr. Rachal asked if we will then receive bids from the bonds and wait a month before they are placed out on market. Mr. Schlueter explained the reasoning behind this is to secure the bond rating on the issue, a statement is prepared, and it is submitted to the rating agency followed by a conference call with representatives from the school district and this takes approximately 30 days. He also asked about waiting the 30 days, and Mr. White said, in his opinion, he doesn't believe 30 days later will allow opportunity to get them approved and completed by the start of school next year.

Dr. Goree stated in the past staff did not have to bring these issues to the full Board; and in all fairness, staff brought it to committee for the opportunity to hear what the Board wishes to do. Mrs. Bell confirmed that in 13 years this is the first time these matters have been brought to the Board for action.

Mr. Thompson stated he is prepared today to present a request to look at RFPs or resolution whereby local bond attorneys could be considered.

Mrs. Locke noted a similar conversation during the summer of the fact there is no room for error or for problems and questions, and she asked why this was not brought forward. She said while the last thing the Board wants to do is halt the process for being able to move forward in getting much needed projects done; she feels very strong about doing this differently in the future.

Ms. Trammel asked how the Board might move forward with writing a resolution or proclamation and not hinder the process brought before the committee today. Mr. Abrams explained the Board can place on the agenda in December items to not hinder the process for this sale of bonds as well as items to move forward and go out for bids, and to create a RFP to go out for bid for a legal bond counsel. Dr. Goree clarified the item on the agenda would be for bids for issuance of bonds 3 through 10 and how the process will be measured in the future. Mr. Abrams further stated the process would be to put out a RFP asking everyone interested to submit a proposal for partnerships using local vendors as well as input on how it can be done to be more inclusive, i.e. work with other law firms in order to perform the work and be creative. The committee can make a recommendation to create a RFP for bond counsel by asking that it be added to the agenda for December.

Mrs. Bell asked about clarification on the additional 25 buses and Dr. Goree said that is for bonds for years one and two. Mrs. Bell asked for clarification as to what the District can go out for after years one and two, and Dr. Goree said for issues three through 10 we would be able to put out a RFP for bids for new bond counsel and a new process of interviewing attorneys.

Mr. McGehee stated that one item that needs resolving in committee is whether the Board wishes to advertise for the sale of bonds and go to the market directly or to negotiate and hire an underwriter. Mrs. Locke said that would not be decided by this committee, but it would go to the Board, and Dr. Goree clarified that the recommendation from the committee would go to the Board if the committee decides it wishes to move forward.

Mrs. Locke stated she is not comfortable making that decision today because she still has a lot of questions. Mr. Little said he believes it merits further discussion and there is only 10 minutes left in the meeting. Dr. Goree clarified that the Board does not have to stick to the timeline if the Board is not comfortable with this happening now.

Mr. Green said he believes the proposal has been presented; and if we have the confidence this will get the job done, he believes we need to move forward.

Mrs. Bell added she needs more time and the Board can vote on this on December 17th. She said she will vote against a recommendation from the committee at this time. Ms. Trammel asked if the item will be placed on the agenda, and Mrs. Bell said it will so the Board can discuss it further.

Discussion was held on the committee recommending that it be added to the December Board agenda for further discussion; and Mrs. Locke stated there is not a recommendation and it is already on the agenda. Dr. Goree clarified it is not on the agenda at this point; and the thought process was when staff brought it to committee the recommendation would come out of committee, which is how the committee process should work. However, any Board member can choose to place it on the agenda at the work session. Mrs. Locke clarified that not everything on the agenda comes from the Board because staff adds items to the agenda. Dr. Goree agreed; however, by design, things would come out of committee. Mrs. Locke referenced Mr. McGehee's comment that the committee had to decide between negotiated or competitive bid, which the committee was not comfortable with today, and Dr. Goree stated staff can make a recommendation and place it on the agenda to be voted on by the Board.

Mr. Rachal asked if he is understanding that the committee is (1) not going to make a recommendation (not take a vote), or (2) vote to either recommend or not recommend it. Mrs. Locke stated that is not correct, but it is about putting it on the agenda. Dr. Goree said if it is the Board's desire to go through a RFP process before issuance number 2 happens, someone needs to add that to the agenda so staff can begin to respond to it because he is hearing that some Board members would like to have the RFP process complete even prior to the 2nd issuance of bonds. Mr. Abrams stated he is not hearing from the Board that they do not want the projects in the 2nd series to move forward.

Mr. Nations stated that as a Board member he recommends sticking with the plan and moving forward.

Mr. McGehee stated that he believes he understands we are staying within the timeframe; however there is a decision needed on whether we move forward with a negotiated sale or a competitive sale. Dr. Goree clarified that it doesn't have to be done today and staff will add it to the agenda and at that point the Board will have the luxury to do substitute motions, etc. before the Board votes. Mr. Abrams asked if the timelines have been approved by the Bond Commission, and Mr. Schlueter explained that the Bond Commission has approved the issuance of all the series of bonds authorized in the last election, the fees and professionals. The Board previously retained a municipal advisor and all the issues authorized by the election; including authorizing and executing a contract with Foley, Judell as bond counsel and Jacquelyn Scott as co-bond counsel for all the issues approved in the bond issue. The specific timing of the issues is not approved by the Bond Commission. Mr. Abrams asked if the Board decides to change bond counsel, would this have to be approved through the Bond Commission, and Mr. Schlueter confirmed it would have to be approved by the School Board and go back to the Bond Commission for approval. Mr. Abrams asked if the Board decides to use a rotation basis for bond counsel, does it mean it has to be approved by the Bond Commission each time or is there something that could be done annually. Mr. Schlueter stated they would hope the School Board would honor the existing contract with Foley, Judell; however, if the Board decides it wishes to do a RFP for any of the future issues, Foley, Judell would work with the Board and would also respond to it. Mr. Abrams asked if the Board decides to do a rotation and use several firms could the Commission approve that in one document each year. Mr. Schlueter explained that each time the School Board goes out for an issuance, if there is any variation in representation in the professionals, it means a subsequent State Bond Commission approval.

Mrs. Locke asked who created the timeline, and Mr. Schlueter responded he and the municipal advisor did to prepare for when the School Board would need to have funds

available. Mrs. Locke asked about the draft date of 8/1/19 and Mr. Howard explained he doesn't know about that date, but this was only first discussed with Mr. McGehee in November. Mr. Schlueter explained it may have been drafted that early in the event there was any indication the Board would proceed, but they had no indication the Board would proceed until fairly recently at which time staff stated the recommendation would be to first bring it to committee. Dr. Goree added there was no knowledge of this until conversations began about getting more buses. Mrs. Locke asked if the process could be more like "this is what we have coming" versus "doing something and then asking". Dr. Goree added there is still the option of waiting until next June, which would be a calendar year; however, the downside is we will be pushing the projects off another year. He also stated that in all fairness to staff, that is the space in which staff was operating; but this opportunity came up and Mr. Howard contacted bond counsel.

Mrs. Scott stated that she is grateful for being on the team; however, she is not receiving materials and was unaware of this meeting and would appreciate the opportunity to be more involved.

Mr. Rachal asked, from this point forward, that a RFP be issued, and Mr. Abrams explained a motion can be made recommending that the Board put on the agenda to issue an RFP. Mr. Rachal stated he understands the timing is tough and we are learning through this process as we go; but he believes it should be considered carefully before proceeding with the timetable with what is presented. He said he believes the Superintendent is saying he really wants to get this done, and he understands that; however, from this point forward, we need to look at should we do something different. Mr. Abrams clarified that he was not of the understanding the RFP would be to derail this particular one. Mr. Howard asked if the intent of the motion is to do a RFP for bond counsel and municipal advisor, and the committee clarified it is for bond counsel only. Mr. Little asked if this will violate the spirit of the current contract with the existing counsel, and Mr. Abrams said the School Board approved Foley, Judell as bond counsel in 2011 and attorneys work at the will of those who hire them. Mr. Schlueter verified that the School Board can terminate employment of representation at any time; but in response to the question, there is School Board action and a contract with their firm and Mrs. Scott for all the issues approved at the election. Mr. Rachal asked if that was approved or is that what you took, and Mr. Schlueter said it was approved. Mr. Little asked for clarification on hearing both "at will" and "contractual", and Mr. Abrams stated it was contractual; however, when discussed in the Board meeting it was stated that the Board could change counsel. Mr. Little said but statements do not control documents, and Mr. Abrams said it does if we are the parties.

Mrs. Locke moved to add this item to the agenda for further discussion and understanding the need for more information. Mr. Green seconded the motion and the motion carried. Mr. Howard asked that Board members needing additional information to clarify with him what they would like and he will provide it. Mrs. Locke stated for her personally, she would like to have all the documents the Board will be asked to approve at minimum three days prior to the meeting. Dr. Goree asked for clarification of the motion and that we are moving forward with the second issuance of bonds, and committee members confirmed that is correct.

Mrs. Locke moved, seconded by Mr. Green, to add to the agenda for December 17th to go out for a RFP for bond counsel for other issues. Vote on the motion carried with Mr. Little abstaining.

VISITORS

The following visitors addressed the committee: (1) Jackie Lansdale, Red River United, teachers at AMI and state raise; (2) Ken Antee, underwriter, advantages of competitive and negotiated bids; and (3) Alex Washington, negotiated bids.

Adjournment. *Mrs. Locke moved, seconded by Mr. Little, to adjourn. Vote on the motion to adjourn carried and the meeting adjourned at approximately 4:13 p.m.*

**December 17, 2019
CPSB Meeting**

Members present: Steve Riall, Jasmine Green, Lloyd Thompson, Dr. Bonita Douzart, Mary Trammel, Raymond Green, Denee' Locke, Barry Rachal, Tony Nations, John Albritton and Dottie Bell. Don Little was absent. Also present were T. Lamar Goree, Ph.D., superintendent, and Reggie Abrams, legal counsel.

President Trammel called the meeting to order at approximately 4:30 p.m., and Dottie Bell led the invocation and Pledge of Allegiance.

CONSIDERATION OF MINUTES OF THE NOVEMBER 19, 2019 AND DECEMBER 3, 2019 CPSB MEETINGS

Mr. Rachal moved, seconded by Mr. Riall, to approve the minutes of the November 19, 2019 and December 3, 2019 CPSB meetings as submitted in the electronic mailout. Vote on the motion carried.

PRESENTATIONS AND RECOGNITIONS

Mary Nash Wood, director of Communications and Strategic Initiatives, recognized the following students and employees and the Board President and Superintendent presented a certificate to each for their achievement(s). Family members, friends and administrators present were also recognized.

Eden Gardens Fundamental Elementary Magnet School Choir. Students in the Eden Gardens Fundamental Elementary Magnet School choir shared Holiday songs with the Board and audience.

2019 – 32nd Annual Greening of the Louisiana State Exhibit Museum. The following schools were recognized for placing in the 32nd Annual Greening of the Louisiana State Exhibit Museum: (1) Herndon Elementary Magnet, 4th Place; (2) Eden Gardens Magnet – 3rd Place; and (3) Atkins Elementary, 1st Place.

2019 Christmas in Roseland Winners. The following schools were recognized as winners in the 2019 Christmas in Roseland Christmas card competition: (1) Southern Hills Elementary, 3rd Place; (2) Riverside Elementary, 1st Place; (3) Caddo Middle Magnet, 2nd Place; (4) Youree Drive Middle, 1st Place; (5) Huntington High, 3rd Place; (6) North Caddo High, 2nd Place; and (7) Southwood High, 1st Place.

Veterans Celebration Committee. Commissioner Ken Epperson presented a \$1500 check for the JROTC Scholarship Program on behalf of the 2019 Veterans Celebration Committee to Colonel Eric Sweeney and the Caddo Parish School Board.

Newly Appointed Administrators. Jeff Roberts was recognized as the newly appointed director of transportation for the District.

VISITORS

The following addressed the Board on matters of interest/concern: Jackie Lansdale, president, Red River United, JROTC Instructors pay.

ESTABLISH THE AGENDA AND PROPOSED CONSENT AGENDA

Superintendent Goree highlighted items for the Board's consideration and the following discussion ensued. President Trammel announced the following as Consent Agenda items: 6.01-6.04, 7.01, 8.01-8.04, and 13.01. *Mrs. Locke moved, seconded by Mr. Rachal, to establish the agenda and the proposed consent agenda for the December 17, 2019 CPSB meeting as presented.*

CONFIRM THE CONSENT AGENDA

Mr. Riall moved, seconded by Mr. Rachal, to confirm the consent agenda. Vote on the motion carried. The following is a summary of the Board's action on consent agenda items.

6.01 Personnel Recommendations. The Board approved the personnel recommendation(s) as recommended by staff and submitted in the electronic mailout.

6.02 Administrative Contract Renewals. The Board approved administrative contract renewals as recommended by the superintendent and submitted in the electronic mailout.

6.03 Personnel Transaction Reports–Resignations. The Board approved the personnel transactions report (resignations) as recommended by staff and submitted in the electronic mailout.

6.04 Requests for Leaves. The Board approved requests for leaves as recommended by staff and submitted in the electronic mailout.

7.01 Purchasing Bids. The Board approved the following bids as recommended by staff and submitted in the electronic mailout: (1) Harrison Paint Co., Bid 06P-20-Paint, (2) Lott Oil Company, Bid 07A-20-Antifreeze; (3) Lott Oil Company, Bid 080-20-Oil; and (4) Don Feibel, Bid 05L-20 Dixie Agricultural Lease Dixie. *The bid tabulations are filed in the official record of the December 17, 2019 CPSB meeting.*

8.01 Property/Bus Rental Requests. The Board approved requests for use of CPSB property as recommended by staff and submitted in the electronic mailout.

8.02 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 electronic mailout.

8.03 Consideration of Proposed 2020-2021 SY Calendar. The Board approved the proposed 2020-2021 SY Calendar as recommended and submitted in the electronic mailout.

8.04 Recommendations for 2019 Bond Phase I Proposed Projects Plan and Designers. The Board approved the recommendations for the 2019 Bond Phase I Proposed Projects Plan and Designers as submitted in the electronic mailout.

13.01 Student Readmission Appeal Hearings. The Board approved readmission appeals for students AA, LB, DS, CN, XR, RS, DG, RS, CC and CS as recommended by staff and whose parents are in agreement.

CONSIDERATION OF PROCESS AND TAKE ACTION REGARDING RESOLUTION FOR THE PURCHASE OF GENERAL OBLIGATION SCHOOL BONDS, SERIES 2020, OF PARISHWIDE SCHOOL DISTRICT OF CADDO PARISH, LOUISIANA, AND PROVIDING FOR OTHER MATTERS IN CONNECTION THEREWITH

Mrs. Bell moved, seconded by Mrs. Locke, to adopt the resolution selecting Raymond James of New Orleans, Louisiana as underwriter and Crews & Associates, Shreveport, LA, co-underwriter, authorizing the incurring of debt and issuance of debt and issuance of \$9,800,000 of General Obligation School Bonds, Series 2020, of Parishwide School District of Caddo Parish, Louisiana, and providing for other matters in connection therewith as submitted in the electronic mailout. Vote on the motion carried unanimously and the following resolution was approved.

RESOLUTION

A resolution authorizing the incurring of debt and issuance of Nine Million Eight Hundred Thousand Dollars (\$9,800,000) of General Obligation School Bonds, Series 2020, of Parishwide School District of Caddo Parish, Louisiana; prescribing the form, terms and conditions of said Bonds; designating the date, denomination and place of payment of said Bonds; providing for the payment thereof in principal and interest; and providing for other matters in connection therewith.

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

SECTION 1. Definitions. As used herein, the following terms shall have the following meanings, unless the context otherwise requires:

"Agreement" means the agreement to be entered into between the Issuer and the Paying Agent pursuant to this Resolution.

"Bond" means any Bonds of the Issuer authorized to be issued by this Resolution, whether initially delivered or issued in exchange for, upon transfer of, or *in lieu* of any Bond previously issued.

"Bond Purchase Agreement" means the agreement to be entered into between the Issuer and the Underwriter in substantially the form attached hereto as Exhibit A.

"Bond Register" means the records kept by the Paying Agent at its principal corporate trust office in which registration of the Bonds and transfers of the Bonds shall be made as provided herein.

"Bonds" means the Issuer's General Obligation School Bonds, Series 2020, authorized by this Resolution in the total aggregate principal amount of Nine Million Eight Hundred Thousand Dollars (\$9,800,000), authorized at a special election held on May 4, 2019.

"Code" means the Internal Revenue Code of 1986, as amended.

"Defeasance Obligations" means cash or Government Securities.

"Executive Officers" means, collectively, the President and the Secretary of the Governing Authority.

"Governing Authority" means the Parish School Board of the Parish of Caddo, State of Louisiana.

"Government Securities" means direct obligations of, or obligations the principal of and interest on which are unconditionally guaranteed by the United States of America, which are non-callable prior to their maturity, may be United States Treasury obligations such as the State and Local Government Series and may be in book-entry form.

"Interest Payment Date" means March 1 and September 1 of each year during the period the Bonds are outstanding, commencing September 1, 2020.

"Issuer" means Parishwide School District of Caddo Parish, Louisiana.

"Outstanding" when used with respect to Bonds means, as of the date of determination, all Bonds theretofore issued and delivered under this Resolution, except:

1. Bonds theretofore canceled by the Paying Agent or delivered to the Paying Agent for cancellation;
2. Bonds for payment or redemption of which sufficient Defeasance Obligations have been theretofore deposited in trust for the owners of such Bonds, provided that if such Bonds are to be redeemed, irrevocable notice of such redemption has been duly given or provided for pursuant to this Resolution or waived;
3. Bonds in exchange for or *in lieu* of which other Bonds have been registered and delivered pursuant to this Resolution; and
4. Bonds alleged to have been mutilated, destroyed, lost or stolen which have been paid as provided in this Resolution or by law.

"Owner" or **"Owners"** when used with respect to any Bond means the Person in whose name such Bond is registered in the Bond Register.

"Paying Agent" means Argent Trust Company, in the City of Ruston, Louisiana, until a successor Paying Agent shall have been appointed pursuant to the applicable provisions of this Resolution and thereafter "Paying Agent" shall mean such successor Paying Agent.

"Person" means any individual, corporation, partnership, joint venture, association, joint-stock company, trust, unincorporated organization or government or any agency or political subdivision thereof.

"Record Date" for the interest payable on any Interest Payment Date means the 15th calendar day of the month next preceding such Interest Payment Date.

"Resolution" means this resolution authorizing the issuance of the Bonds, as it may be supplemented and amended.

"Underwriter" means, collectively, Raymond James & Associates, Inc. of New Orleans, Louisiana as Underwriter and Crews & Associates, Inc. of Shreveport, Louisiana as Co-Underwriter, the original purchasers of the Bonds.

SECTION 2. Authorization of Bonds; Maturities. In compliance with the terms and provisions of Article VI, Section 33 of the Constitution of the State of Louisiana of 1974, Part II of Chapter 4 of Subtitle II of Title 39 of the Louisiana Revised Statutes of 1950, as amended, and other constitutional and statutory authority, there is hereby authorized the incurring of an indebtedness of Nine Million Eight Hundred Thousand Dollars (\$9,800,000) for, on behalf of, and in the name of the Issuer, for the purpose of acquiring and/or improving lands for building sites and playgrounds, if necessary, including construction of necessary sidewalks and streets adjacent thereto; purchasing, erecting and/or improving school buildings and other school related facilities within and for the Issuer and acquiring the necessary equipment and furnishings therefor, and specifically for those projects in the "Capital Improvements Plan" approved by the Governing Authority on January 15, 2019, title to which shall be in the public, and paying the costs of issuance thereof. To represent said indebtedness, this Governing Authority does hereby authorize the issuance of Nine Million Eight Hundred Thousand Dollars (\$9,800,000) of General Obligation School Bonds, Series 2020, of the Issuer, authorized at the said election held on May 4, 2019. The Bonds shall be dated the date of delivery, shall be numbered consecutively from R-1 upwards, shall mature on March 1 in each of the years and in the principal amounts as shall be set forth in the Bond Purchase Agreement, may be serial bonds or term bonds with mandatory call provisions, as set forth in the Bond Purchase Agreement, and shall mature no later than March 1, 2040. The unpaid principal of the Bonds shall bear interest from the date thereof or from the most recent Interest Payment Date to which interest has been paid or duly provided for, payable on March 1 and September 1 of each year, commencing September 1, 2020.

The Bonds shall bear interest at a rate or rates of interest (not exceeding 6.00% per annum) and shall be sold at such prices, all as set forth in the Bond Purchase Agreement.

The principal of the Bonds, upon maturity or redemption, shall be payable at the corporate trust office of the Paying Agent upon presentation and surrender thereof, and interest on the Bonds shall be payable by check mailed by the Paying Agent to the Owner (determined as of the close of business on the Record Date) at the address shown on the Bond Register. Each Bond delivered under this Resolution upon transfer of, in exchange for or in lieu of any other Bond shall carry all the rights to interest accrued and unpaid, and to accrue, which were carried by such other Bond, and each such Bond shall bear interest (as herein set forth) so neither gain nor loss in interest shall result from such transfer, exchange or substitution.

During any period after the initial delivery of the Bonds in book-entry-only form when the Bonds are delivered in multiple certificates form, upon request of a registered owner of at least \$1,000,000 in principal amount of Bonds outstanding, all payments of principal and interest on the Bonds will be made by wire transfer in immediately available funds to an account designated by such registered owner; CUSIP number identification with appropriate dollar amounts for each CUSIP number will accompany all payments of principal and interest, whether by check or by wire transfer.

No Bond shall be entitled to any right or benefit under this Resolution, or be valid or obligatory for any purpose, unless there appears on such Bond a certificate of registration substantially in the form provided in this Resolution, executed by the Paying Agent by manual signature.

SECTION 3. Book-Entry Registration of Bonds. The Bonds shall be initially issued in the name of Cede & Co., as nominee for The Depository Trust Company ("DTC"), as registered owner of the Bonds, and held in the custody of DTC. The Secretary of the Issuer or any other officer of the Issuer is authorized to execute and deliver a Letter of Representation to DTC on behalf of the Issuer with respect to the issuance of the Bonds in "book-entry only" format. The terms and provisions of said Letter of Representation shall govern in the event of any inconsistency between the provisions of this Resolution and said Letter of Representation. Initially, a single certificate will be issued and delivered to DTC for each maturity of the Bonds. The Beneficial Owners will not receive physical delivery of Bond certificates except as provided herein. Beneficial Owners are expected to receive a written confirmation of their purchase providing details of each Bond acquired. For so long as DTC shall continue to serve as securities depository for the Bonds as provided herein, all transfers of beneficial ownership interest will be made by book-entry only, and no investor or other party purchasing, selling or otherwise transferring beneficial ownership of Bonds is to receive, hold or deliver any Bond certificate.

Notwithstanding anything to the contrary herein, while the Bonds are issued in book-entry only form, the payment of principal of, premium, if any, and interest on the Bonds may be payable by the Paying Agent by wire transfer to DTC in accordance with the Letter of Representation.

For every transfer and exchange of the Bonds, the Beneficial Owner may be charged a sum sufficient to cover such Beneficial Owner's allocable share of any tax, fee or other governmental charge that may be imposed in relation thereto.

Bond certificates are required to be delivered to and registered in the name of the Beneficial Owner under the following circumstances:

- (a) DTC determines to discontinue providing its service with respect to the Bonds. Such a determination may be made at any time by giving 30 days' notice to the Issuer and the Paying Agent and discharging its responsibilities with respect thereto under applicable law; or
- (b) The Issuer determines that continuation of the system of book-entry transfer through DTC (or a successor securities depository) is not in the best interests of the Issuer and/or the Beneficial Owners.

The Issuer and the Paying Agent will recognize DTC or its nominee as the Bondholder for all purposes, including notices and voting.

Neither the Issuer nor the Paying Agent are responsible for the performance by DTC of any of its obligations, including, without limitation, the payment of moneys received by DTC, the forwarding of notices received by DTC or the giving of any consent or proxy *in lieu* of consent.

Whenever during the term of the Bonds the beneficial ownership thereof is determined by a book entry at DTC, the requirements of this Resolution of holding, delivering or transferring the Bonds shall be deemed modified to require the appropriate person to meet the requirements of DTC as to registering or transferring the book entry to produce the same effect. If at any time DTC ceases to hold the Bonds, all references herein to DTC shall be of no further force or effect.

SECTION 4. Redemption Provisions. The Bonds maturing on March 1, 2031, and thereafter, will be callable for redemption by the Issuer in full or in part at any time on or after March 1, 2030, and if less than a full maturity, then by lot within such maturity, at the principal amount thereof, plus accrued interest from the most recent Interest Payment Date to which interest has been paid or duly provided for. In the event a Bond to be redeemed is of a denomination larger than \$5,000, a portion of such Bond (\$5,000 or any multiple thereof) may be redeemed. Bonds are not required to be redeemed in inverse order of maturity. Official notice of such call of any of the Bonds for redemption will be given by first class mail, postage prepaid, by notice deposited in the United States mails, or by accepted means of electronic communication, 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. Registration and Transfer. The Issuer shall cause the Bond Register to be kept by the Paying Agent. The Bonds may be transferred, registered and assigned only on the Bond

Register, and such registration shall be at the expense of the Issuer. A Bond may be assigned by the execution of an assignment form on the Bond or by other instruments of transfer and assignment acceptable to the Paying Agent. A new Bond or Bonds will be delivered by the Paying Agent to the last assignee (the new Owner) in exchange for such transferred and assigned Bonds after receipt of the Bonds to be transferred in proper form. Such new Bond or Bonds shall be in the denomination of \$5,000 or any integral multiple thereof within a single maturity. Neither the Issuer nor the Paying Agent shall be required to issue, register, transfer or exchange (i) any Bond during a period beginning at the opening of business on a Record Date and ending at the close of business on the Interest Payment Date, or (ii) any Bond called for redemption prior to maturity during a period beginning at the opening of business fifteen (15) days before the date of the mailing of a notice of redemption of such Bond and ending on the date of such redemption.

SECTION 6. Form of Bonds. The Bonds and the endorsements to appear thereon shall be in substantially the following forms, respectively, to-wit:

(FORM OF BOND)

Unless this Bond is presented by an authorized representative of the Depository Trust Company, a New York corporation ("DTC"), to the Issuer or their agent for registration of transfer, exchange, or payment, and any Bond issued is registered in the name of CEDE & CO. or in such other name as is requested by an authorized representative of DTC (and any payment is made to CEDE & CO. or to such other entity as is requested by an authorized representative of DTC), ANY TRANSFER, PLEDGE, OR OTHER USE HEREOF FOR VALUE OR OTHERWISE BY OR TO ANY PERSON IS WRONGFUL inasmuch as the registered owner hereof, CEDE & CO., has an interest herein.

As provided in the Resolution referred to herein, until the termination of the system of book-entry-only transfers through DTC and notwithstanding any other provision of the Resolution to the contrary, this Bond may be transferred, in whole but not in part, only to a nominee of DTC, or by a nominee of DTC to DTC or a nominee of DTC, or by DTC or a nominee of DTC to any successor securities depository or any nominee thereof.

No. R-_____ Principal Amount \$ _____

UNITED STATES OF AMERICA
STATE OF LOUISIANA
PARISH OF CADDO
GENERAL OBLIGATION SCHOOL BOND, SERIES 2020
OF
PARISHWIDE SCHOOL DISTRICT OF CADDO
PARISH, LOUISIANA

<u>Maturity Date</u>	<u>Interest Rate</u>	<u>Bond Date</u>	<u>CUSIP Number</u>
March 1, _____	_____ %	_____, 2019	_____

PARISHWIDE SCHOOL DISTRICT OF CADDO PARISH, LOUISIANA (the "Issuer"), promises to pay to:

REGISTERED OWNER: CEDE & CO. (Tax Identification #13-2555119)
PRINCIPAL AMOUNT: _____ DOLLARS

or registered assigns, on the Maturity Date set forth above, the Principal Amount set forth above, together with interest thereon from the Bond Date set forth above or the most recent interest payment date to which interest has been paid or duly provided for, payable on March 1 and September 1 of each year, commencing September 1, 2020 (each an "Interest Payment Date"), at the Interest Rate per annum set forth above until said Principal Amount is paid, unless this Bond shall have been previously called for redemption and payment shall have been duly made or provided for. The principal of and premium, if any, on this Bond, upon maturity or redemption, shall be payable at the principal corporate trust office of Argent Trust Company, in the City of Ruston, Louisiana, or successor thereto (the "Paying Agent") upon presentation and surrender hereof. Interest on this Bond is payable by check of the Paying Agent mailed by the Paying Agent to the registered owner at the address as shown on the registration books of the Paying Agent maintained for such purpose. The interest so payable on any Interest Payment Date will be paid to the person in whose name this Bond (or one or more predecessor Bonds) is registered at the close of business on the Record Date (which is the 15th calendar day of the month next preceding

an Interest Payment Date). Any interest not punctually paid or duly provided for shall be payable as provided in the Resolution (hereinafter defined).

During any period after the initial delivery of the Bonds in book-entry only form when the Bonds are delivered in multiple certificates form, upon request of a registered owner of at least \$1,000,000 in principal amount of Bonds outstanding, all payment of principal, premium, if any, and interest on the Bonds will be paid by wire transfer in immediately available funds to an account designated by such registered owner; CUSIP number identification with appropriate dollar amounts for each CUSIP number must accompany all payments of principal, premium, and interest, whether by check or by wire transfer.

FOR SO LONG AS THIS BOND IS HELD IN BOOK-ENTRY FORM REGISTERED IN THE NAME OF CEDE & CO. ON THE REGISTRATION BOOKS OF THE ISSUER KEPT BY THE PAYING AGENT, AS BOND REGISTRAR, THIS BOND, IF CALLED FOR PARTIAL REDEMPTION IN ACCORDANCE WITH THE RESOLUTION, SHALL BECOME DUE AND PAYABLE ON THE REDEMPTION DATE DESIGNATED IN THE NOTICE OF REDEMPTION GIVEN IN ACCORDANCE WITH THE RESOLUTION AT, AND ONLY TO THE EXTENT OF, THE REDEMPTION PRICE, PLUS ACCRUED INTEREST TO THE SPECIFIED REDEMPTION DATE; AND THIS BOND SHALL BE PAID, TO THE EXTENT SO REDEEMED, (i) UPON PRESENTATION AND SURRENDER HEREOF AT THE OFFICE SPECIFIED IN SUCH NOTICE OR (ii) AT THE WRITTEN REQUEST OF CEDE & CO., BY CHECK MAILED TO CEDE & CO. BY THE PAYING AGENT OR BY WIRE TRANSFER TO CEDE & CO. BY THE PAYING AGENT IF CEDE & CO. AS BONDOWNER SO ELECTS. IF, ON THE REDEMPTION DATE, MONEYS FOR THE REDEMPTION OF BONDS OF SUCH MATURITY TO BE REDEEMED, TOGETHER WITH INTEREST TO THE REDEMPTION DATE, SHALL BE HELD BY THE PAYING AGENT SO AS TO BE AVAILABLE THEREFOR ON SUCH DATE, AND AFTER NOTICE OF REDEMPTION SHALL HAVE BEEN GIVEN IN ACCORDANCE WITH THE RESOLUTION, THEN, FROM AND AFTER THE REDEMPTION DATE, THE AGGREGATE PRINCIPAL AMOUNT OF THIS BOND SHALL BE IMMEDIATELY REDUCED BY AN AMOUNT EQUAL TO THE AGGREGATE PRINCIPAL AMOUNT THEREOF SO REDEEMED, NOTWITHSTANDING WHETHER THIS BOND HAS BEEN SURRENDERED TO THE PAYING AGENT FOR CANCELLATION.

This Bond is one of an authorized issue aggregating in principal the sum of Nine Million Eight Hundred Thousand Dollars (\$9,800,000) (the "Bonds"), all of like tenor and effect except as to number, denomination, interest rate and maturity, the Bonds having been issued by the Issuer pursuant to a resolution adopted by its governing authority on December 17, 2019 (the "Resolution"), for the purpose of acquiring and/or improving lands for building sites and playgrounds, if necessary, including construction of necessary sidewalks and streets adjacent thereto; purchasing, erecting and/or improving school buildings and other school related facilities within and for the Issuer and acquiring the necessary equipment and furnishings therefor, and specifically for those projects in the "Capital Improvements Plan" approved by the governing authority of the Issuer on January 15, 2019, title to which shall be in the public, and paying the costs of issuance thereof, under the authority conferred by Article VI, Section 33 of the Constitution of the State of Louisiana of 1974, Part II of Chapter 4 of Subtitle II of Title 39 of the Louisiana Revised Statutes of 1950, as amended, and other constitutional and statutory authority, authorized at a special election held on May 4, 2019, the result of which election has been duly promulgated in accordance with law.

The Bonds are issuable only as fully registered bonds in the denomination of \$5,000 principal amount or any integral multiple thereof, exchangeable for an equal aggregate principal amount of bonds of the same maturity of any other authorized denomination.

Subject to the limitations of and upon payment of the charges provided in the Resolution, the transfer of this Bond may be registered on the registration books of the Paying Agent upon surrender of this Bond at the principal corporate trust office of the Paying Agent as registrar, accompanied by a written instrument of transfer in form and with guaranty of signature satisfactory to the Paying Agent, duly executed by the registered owner or his attorney duly authorized in writing, and thereupon a new bond or bonds of the same maturity and of authorized denomination or denominations, for the same aggregate principal amount, will be issued to the transferee. Prior to due presentment for registration of transfer of this Bond, the Issuer and the Paying Agent may

deem and treat the person in whose name this Bond is registered as the absolute owner hereof for all purposes, whether or not this Bond shall be overdue and neither the Issuer nor the Paying Agent shall be bound by any notice to the contrary.

The Bonds maturing on March 1, 2031, and thereafter, will be callable for redemption by the Issuer in full or in part at any time on or after March 1, 2030, and if less than a full maturity, then by lot within such maturity, at the principal amount thereof, plus accrued interest from the most recent Interest Payment Date to which interest has been paid or duly provided for. In the event a Bond to be redeemed is of a denomination larger than \$5,000, a portion of such Bond (\$5,000 or any multiple thereof) may be redeemed. Bonds are not required to be redeemed in inverse order of maturity. Official notice of such call of any of the Bonds for redemption will be given by first class mail, postage prepaid, by notice deposited in the United States mails, or by accepted means of electronic communication, not less than thirty (30) days prior to the redemption date addressed to the registered owner of each bond to be redeemed at his address as shown on the registration books of the Paying Agent

The Resolution permits, with certain exceptions as therein provided, the amendment thereof and the modifications of the rights and obligations of the Issuer and the rights of the owners of the Bonds at any time by the Issuer with consent of the owners of two-thirds (2/3) of the aggregate principal amount of all Bonds issued under the Resolution, to be determined in accordance with the Resolution.

This Bond shall not be valid or become obligatory for any purpose or be entitled to any security or benefit under the Resolution until the certificate of registration hereon shall have been signed by the Paying Agent.

This Bond and the issue of which it forms a part constitute general obligations of the Issuer, and the full faith and credit of the Issuer is pledged for the payment of this Bond and the issue of which it forms a part. Said Bonds are secured by a special ad valorem tax to be imposed and collected annually in excess of all other taxes on all the property subject to such taxation within the territorial limits of the Issuer, under the Constitution and laws of Louisiana, sufficient in amount to pay the principal of this Bond and the issue of which it forms a part and the interest thereon as they severally mature.

It is hereby certified, recited and declared that all acts, conditions and things required to exist, to happen and to be performed precedent to and in the issuance of this Bond and the issue of which it forms a part to constitute the same legal, binding and valid obligations of the Issuer have existed, have happened and have been performed in due time, form and manner as required by law, and that the indebtedness of the Issuer, including this Bond and the issue of which it forms a part, does not exceed the limitations prescribed by the Constitution and statutes of the State of Louisiana.

It is certified that this Bond is authorized by and is issued in conformity with the requirements of the Constitution and statutes of Louisiana.

IN WITNESS WHEREOF, Parishwide School District of Caddo Parish, Louisiana, has caused this Bond to be executed in its name by the facsimile signatures of the President and Secretary of its governing authority, the Parish School Board of the Parish of Caddo, State of Louisiana, and the corporate seal of said governing authority to be imprinted hereon.

PARISHWIDE SCHOOL DISTRICT OF CADDO PARISH, LOUISIANA

(facsimile)

(facsimile)

Secretary,
Caddo Parish School Board

President,
Caddo Parish School Board

(SEAL)

* * * * *

(FORM OF PAYING AGENT'S CERTIFICATE OF REGISTRATION
TO BE PRINTED ON ALL BONDS)

This Bond is one of the Bonds referred to in the within-mentioned Resolution.

ARGENT TRUST COMPANY,
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 7. Execution of Bonds. The Bonds shall be signed by the Executive Officers for, on behalf of, in the name of and under the corporate seal of the Issuer, which signatures and corporate seal may be either manual or facsimile.

SECTION 8. Pledge of Full Faith and Credit. The Bonds shall constitute general obligations of the Issuer, and the full faith and credit of the Issuer is hereby pledged for their payment. This Governing Authority does hereby obligate itself and is bound under the terms and provisions of law and the election authorizing the Bonds to impose and collect annually in excess of all other taxes a tax on all of the property subject to taxation within the territorial limits of the Issuer, sufficient to pay the principal of and the interest on the Bonds falling due each year, said tax to be levied and collected by the same officers, in the same manner and at the same time as other taxes are levied and collected within the territorial limits of the Issuer.

SECTION 9. Sinking Fund. For the payment of the principal of and the interest on the Bonds, the Issuer has established a special fund, held by the regularly designated fiscal agent of the Issuer (the "Sinking Fund"), into which the Issuer will deposit the proceeds of the aforesaid special tax and no other moneys whatsoever (other than investment earnings thereon). The depository for the Sinking Fund shall transfer from the Sinking Fund to the Paying Agent at least one (1) day in advance of each Interest Payment Date, funds fully sufficient to pay promptly the principal and interest falling due on such date.

All moneys deposited with the regularly designated fiscal agent bank or banks of the Issuer or the Paying Agent under the terms of this Resolution shall constitute sacred funds for the benefit of the Owners of the Bonds, and shall be secured by said fiduciaries at all times to the full extent thereof in the manner required by law for the securing of deposits of public funds.

All or any part of the moneys in the Sinking Fund shall, at the written request of the Issuer, be invested in accordance with the provisions of the laws of the State of Louisiana, in which event all income derived from such investments shall be added only to the Sinking Fund.

SECTION 10. Application of Proceeds. The Executive Officers are hereby empowered, authorized and directed to do any and all things necessary and incidental to carry out all of the provisions of this Resolution, to cause the necessary Bonds to be printed, to issue, execute and seal the Bonds, and to effect delivery thereof as hereinafter provided. The proceeds derived from the sale of the Bonds, including any premium derived from the sale thereof, shall be deposited by the Issuer with its fiscal agent bank or banks to be used (i) for the purpose for which the Bonds are issued and/or (ii) for deposit in the Sinking Fund to be used to pay principal and interest coming due on the Bonds.

SECTION 11. Bonds Legal Obligations. The Bonds shall constitute legal, binding and valid obligations of the Issuer, and shall be the only representations of the indebtedness as herein authorized and created.

SECTION 12. Resolution a Contract. The provisions of this Resolution shall constitute a contract between the Issuer and its successors, and the Owner or Owners from time to time of the Bonds and any such Owner or Owners may at law or in equity, by suit, action, mandamus or other proceedings, enforce and compel the performance of all duties required to be performed by the Governing Authority or the Issuer as a result of issuing the Bonds.

No material modification or amendment of this Resolution, or of any resolution amendatory hereof or supplemental hereto, may be made without the consent in writing of the Owners of two-thirds (2/3) of the aggregate principal amount of the Bonds then outstanding; provided, however, that no modification or amendment shall permit a change in the maturity or redemption provisions of the Bonds, or a reduction in the rate of interest thereon, or in the amount of the principal obligation thereof, or affecting the obligation of the Issuer to pay the principal of and the interest on the Bonds as the same shall come due from the revenues appropriated, pledged and dedicated to the payment thereof by this Resolution, or reduce the percentage of the Owners required to consent to any material modification or amendment of this Resolution, without the consent of the Owners of the Bonds.

SECTION 13. 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 14. 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 Louisiana."

SECTION 15. Effect of Registration. The Issuer, the Paying Agent, and any agent of either of them may treat the Owner in whose name any Bond is registered as the Owner of such Bond for the purpose of receiving payment of the principal (and redemption price) of and interest on such Bond and for all other purposes whatsoever, and to the extent permitted by law, neither the Issuer, the Paying Agent, nor any agent of either of them shall be affected by notice to the contrary.

SECTION 16. Notices to Owners. Wherever this Resolution provides for notice to Owners of Bonds of any event, such notice shall be sufficiently given (unless otherwise herein expressly provided) if in writing and mailed, first-class postage prepaid, to each Owner of such Bonds, at the address of such Owner as it appears in the Bond Register. In any case where notice to Owners of Bonds is given by mail, neither the failure to mail such notice to any particular Owner of Bonds, nor any defect in any notice so mailed, shall affect the sufficiency of such notice with respect to

all other Bonds. Where this Resolution provides for notice in any manner, such notice may be waived in writing by the Owner or Owners entitled to receive such notice, either before or after the event, and such waiver shall be the equivalent of such notice. Waivers of notice by Owners shall be filed with the Paying Agent, but such filing shall not be a condition precedent to the validity of any action taken in reliance upon such waiver.

SECTION 17. Cancellation of Bonds. All Bonds surrendered for payment, redemption, transfer, exchange or replacement, if surrendered to the Paying Agent, shall be promptly canceled by it and, if surrendered to the Issuer, shall be delivered to the Paying Agent and, if not already canceled, shall be promptly canceled by the Paying Agent. The Issuer may at any time deliver to the Paying Agent for cancellation any Bonds previously registered and delivered which the Issuer may have acquired in any manner whatsoever, and all Bonds so delivered shall be promptly canceled by the Paying Agent. All canceled Bonds held by the Paying Agent shall be disposed of as directed in writing by the Issuer.

SECTION 18. Mutilated, Destroyed, Lost or Stolen Bonds. If (a) 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 (b) there is delivered to the Issuer and the Paying Agent such security or indemnity as may be required by them to save each of them harmless, then, in the absence of notice to the Issuer or the Paying Agent that such Bond has been acquired by a bona fide purchaser, the Issuer shall execute, and upon its request the Paying Agent shall register and deliver, in exchange for or *in lieu* of any such mutilated, destroyed, lost, or stolen Bond, a new Bond of the same maturity and of like tenor, interest rate and principal amount, bearing a number not contemporaneously outstanding. In case any such mutilated, destroyed, lost or stolen Bond has become or is about to become due and payable, the Issuer in its discretion may, instead of issuing a new Bond, pay such Bond. Upon the issuance of any new Bond under this Section, the Issuer may require the payment by the Owner of a sum sufficient to cover any tax or other governmental charge that may be imposed in relation thereto and any other expenses (including the fees and expenses of the Paying Agent) connected therewith. Every new Bond issued pursuant to this Section *in lieu* of any mutilated, destroyed, lost or stolen bond shall constitute a replacement of the prior obligation of the Issuer, whether or not the mutilated, destroyed, lost or stolen Bond shall be at any time enforceable by anyone and shall be entitled to all the benefits of this Resolution equally and ratably with all other Outstanding Bonds. Any additional procedures set forth in the Agreement, authorized in this Resolution, shall also be available with respect to mutilated, destroyed, lost or stolen Bonds. The provisions of this Section are exclusive and shall preclude (to the extent lawful) all other rights and remedies with respect to the replacement and payment of mutilated, destroyed, lost or stolen Bonds.

SECTION 19. Discharge of Resolution; Defeasance. If the Issuer shall pay or cause to be paid, or there shall otherwise be paid to the Owners, the principal (and redemption price) of and interest on the Bonds, at the times and in the manner stipulated in this Resolution, then the pledge of the money, securities, and funds pledged under this Resolution and all covenants, agreements, and other obligations of the Issuer to the Owners of the Bonds shall thereupon cease, terminate, and become void and be discharged and satisfied, and the Paying Agent shall pay over or deliver all money held by it under this Resolution to the Issuer.

Bonds or interest installments for the payment of which money shall have been set aside and shall be held in trust (through deposit by the Governing Authority 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 20. Successor Paying Agent; Paying Agent Agreement. The Issuer will at all times maintain a Paying Agent meeting the qualifications hereinafter described for the performance of the duties hereunder for the Bonds. The designation of the initial Paying Agent in this Resolution is hereby confirmed and approved. The Issuer reserves the right to appoint a successor Paying Agent by (a) filing with the Person then performing such function a certified copy of a resolution or ordinance giving notice of the termination of the Agreement and appointing a successor and (b) causing notice to be given to each Owner. Every Paying Agent appointed hereunder shall at all times be a bank or trust company organized and doing business under the laws of the United States

of America or of any State, authorized under such laws to exercise trust powers, and subject to supervision or examination by Federal or State authority. The Executive Officers are hereby authorized and directed to execute an appropriate Agreement with the Paying Agent for and on behalf of the Issuer in such form as may be satisfactory to said officers, the signatures of said officers on such Agreement to be conclusive evidence of the due exercise of the authority granted hereunder.

SECTION 21. Arbitrage. The Issuer covenants and agrees that, to the extent permitted by the laws of the State of Louisiana, it will comply with the requirements of the Code in order to establish, maintain and preserve the exclusion from "gross income" of interest on the Bonds under the Code. The Issuer further covenants and agrees that it will not take any action, fail to take any action, or permit any action within its control to be taken, or permit at any time or times any of the proceeds of the Bonds or any other funds of the Issuer to be used directly or indirectly in any manner, the effect of which would be to cause the Bonds to be "arbitrage bonds" or would result in the inclusion of the interest on any of the Bonds in gross income under the Code, including, without limitation, (i) the failure to comply with the limitation on investment of Bond proceeds (ii) the failure to pay any required rebate of arbitrage earnings to the United States of America or (iii) the use of the proceeds of the Bonds in a manner which would cause the Bonds to be "private activity bonds".

The Executive Officers are hereby empowered, authorized and directed to take any and all action and to execute and deliver any instrument, document or certificate necessary to effectuate the purposes of this Section.

SECTION 22. Post-Issuance Compliance. The Executive Officers and/or their designees are directed to establish, continue, and/or amend, as applicable, written procedures to assist the Issuer in complying with various State and Federal statutes, rules and regulations applicable to the Bonds and are further authorized to take any and all actions as may be required by said written procedures to ensure continued compliance with such statutes, rules and regulations throughout the term of the Bonds.

SECTION 23. Not Qualified Tax-Exempt Obligations. The Bonds are **not** designated as "qualified tax-exempt obligations" within the meaning of Section 265(b)(3) of the Code.

SECTION 24. 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 Resolution, the signatures of such persons on such documents, certificates and instruments to be conclusive evidence of the due exercise of the authority granted hereunder.

SECTION 25. Appointment of Underwriter and Co-Underwriter. Raymond James & Associates, Inc. of New Orleans, Louisiana as Underwriter and Crews & Associates, Inc., of Shreveport, Louisiana as Co-Underwriter, are hereby appointed as underwriter and co-underwriter in connection with the issuance and sale of all or any portion of the Bonds, any compensation to be subsequently approved by the Issuer by execution of the Bond Purchase Agreement and to be paid from the proceeds of the Bonds and contingent upon the issuance of the Bonds; provided that no compensation shall be due to said underwriter and co-underwriter unless the Bonds are sold and delivered.

SECTION 26. Sale of Bonds. The Bonds are hereby authorized to be awarded to and sold to the Underwriter. So long as the terms of the Bonds do not exceed the parameters set forth in Section 2 hereof, the Executive Officers (or either of them) are hereby expressly authorized and directed to execute the Bond Purchase Agreement in substantially the form attached hereto as Exhibit A, which Bond Purchase Agreement shall be a binding agreement of the Issuer upon its execution and shall govern the price at which and the terms and conditions pursuant to which the Bonds are to be sold to the Underwriter. After their execution 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 27. Publication. A copy of this Resolution shall be published immediately after its adoption in one issue of the official journal of the Issuer.

SECTION 28. Continuing Disclosure. The Executive Officers are hereby empowered and directed to execute an appropriate Continuing Disclosure Certificate (substantially in the form set forth in Appendix H of the official statement issued in connection with the sale and issuance of the Bonds) pursuant to S.E.C. Rule 15c2-12(b)(5).

SECTION 29. 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 30. Effective Date. This Resolution shall become effective immediately.

This resolution having been submitted to a vote, the vote thereon was as follows:

School Board Members	<u>Yea</u>	<u>Nay</u>	<u>Absent</u>	<u>Abstaining</u>
Steve Riall	X			
Jasmine Green	X			
Lloyd Thompson	X			
Don Little			X	
Bonita Douzart	X			
Mary Trammel	X			
Raymond Green	X			
Denee' Locke	X			
Barry Rachal	X			
Tony Nations	X			
John Albritton	X			
Dottie Bell	X			

And the resolution was declared adopted on this, the 17th day of December, 2019.

/s/ Dr. Theodis Lamar Goree
Secretary

/s/ Mary Trammel
President

EXHIBIT A

**BOND PURCHASE AGREEMENT
\$9,800,000
GENERAL OBLIGATION SCHOOL BONDS, SERIES 2020
OF
PARISHWIDE SCHOOL DISTRICT OF CADDO PARISH, LOUISIANA**

_____, 2020

Honorable Parish School Board
Parish of Caddo, State of Louisiana
Shreveport, Louisiana

The undersigned, Raymond James & Associates, Inc. of New Orleans, Louisiana (the "Representative"), on behalf of itself and on behalf of Crews & Associates, Inc. of Little Rock, Arkansas (collectively, the "Underwriter"), offers to enter into this agreement (this "Bond Purchase Agreement") with Parishwide School District of Caddo Parish, Louisiana (the "Issuer"), which, upon your acceptance of this offer, will be binding upon the Issuer and upon the Underwriter.

This offer is made subject to your acceptance of this agreement on or before 11:59 p.m., New Orleans Time, on this date, which acceptance shall be evidenced by your execution of this Bond Purchase Agreement on behalf of the Issuer as a duly authorized official thereof.

Capitalized terms used, but not defined, herein shall have the meanings ascribed to them in the Bond Resolution (as defined below).

1. **The Bonds.** Upon the terms and conditions and the basis of the respective representations and covenants set forth herein, the Underwriter hereby agrees to purchase from the Issuer, and the Issuer hereby agrees to sell and deliver to the Underwriter, all (but not less than all) of the above-captioned bonds of the Issuer (the "Bonds"). The purchase price of the Bonds is set forth in **Schedule I** hereto (the "Purchase Price"). Such Purchase Price shall be paid at the Closing (hereinafter defined) in accordance with Section 7 hereof. The Bonds are to be issued by the Issuer, acting through the Parish School Board of the Parish of Caddo, State of Louisiana, its governing authority (the "Governing Authority"), under and pursuant to, and are to be secured and payable as set forth in a resolution adopted by the Governing Authority on December 17, 2019 and _____, 2020 (collectively, the "Bond Resolution"). The Bonds are issued pursuant to Article VI, Section 33 of the Constitution of the State of Louisiana of 1974, Part II of Chapter 4 of Subtitle II of Title 39 of the Louisiana Revised Statutes of 1950, as amended, and other constitutional and statutory authority (the "Act"). The Bonds shall mature on the dates and shall bear interest at the fixed rates, all as described in **Schedule II** attached hereto. [The scheduled payment of principal and interest on the Bonds when due will be guaranteed under a municipal bond insurance policy (the "Insurance Policy") to be issued concurrently with the delivery of the Bonds by [Insurer] (the "Insurer").]

2. **Establishment of Issue Price.**

[TO COME]

3. **Representative.** The individual signing on behalf of the Underwriter below is duly authorized to execute this Bond Purchase Agreement on behalf of the Underwriter.

4. **Preliminary Official Statement and Official Statement.** The Issuer hereby ratifies and approves the lawful use of the Preliminary Official Statement, dated _____, relating to the Bonds (the "Preliminary Official Statement") by the Underwriter prior to the date hereof and authorizes and approves the Official Statement and other pertinent documents referred to in Section 8 hereof to be lawfully used in connection with the offering and sale of the Bonds. The Issuer has previously provided the Underwriter with a copy of the Preliminary Official Statement. As of its date, the Preliminary Official Statement has been deemed final by the Issuer for purposes of SEC Rule 15c2-12 (the "Rule") under the Securities Exchange Act of 1934, as amended.

The Issuer has delivered a certificate to the Underwriter, dated _____, to evidence compliance with the Rule to the date hereof, a copy of which is attached hereto as **Exhibit B**.

The Issuer, within seven (7) business days of the date hereof, shall deliver to the Underwriter sufficient copies of the Official Statement dated the date hereof relating to the Bonds, executed on behalf of the Issuer by the duly authorized officer(s) of the Governing Authority (the "Official Statement"), as the Underwriter may reasonably request as necessary to comply with paragraph (b)(4) of the Rule, with Rule G-32 and with all other applicable rules of the Municipal Securities Rulemaking Board (the "MSRB").

The Issuer hereby covenants that, if during the period ending on the 25th day after the "End of the Underwriting Period" (as defined in the Rule), or such other period as may be agreed to by the Issuer and the Underwriter, any event occurs of which the Issuer has actual knowledge and which would cause the Official Statement to contain an untrue statement of material fact or to omit to state a material fact necessary in order to make the statements therein, in light of the circumstances under which they were made, not misleading, the Issuer shall notify the Underwriter in writing, and if, in the reasonable opinion of the Underwriter, such event requires an amendment or supplement to the Official Statement, the Issuer promptly will amend or supplement, or cause to be amended or supplemented, the Official Statement in a form and in a manner approved by the Underwriter and consented to by the Issuer so that the Official Statement, under such caption, will not contain any untrue statement of a material fact or omit to state a material fact necessary in order to make the statements therein, in light of the circumstances existing at the time the Official Statement is delivered to a purchaser, not misleading. If such notification shall be given subsequent to the date of Closing, the Issuer also shall furnish, or cause to be furnished, such additional legal opinions, certificates, instruments and other documents as the Underwriter may reasonably deem necessary to evidence the truth and accuracy of any such supplement or amendment to the Official Statement.

5. **Additional Requirements of the Issuer and Underwriter.** The Underwriter agrees to promptly file a copy of the final Official Statement, including any supplements prepared by the Issuer as required herein, with the MSRB through the operation of the Electronic Municipal Market Access repository within one (1) business day after receipt from the Issuer, but by no later than the date of Closing, in such manner and accompanied by such forms as are required by the MSRB, in accordance with the applicable MSRB Rules, and shall maintain such books and records as required by MSRB Rules with respect to filing of the Official Statement. If an amended Official Statement is prepared in accordance with Section 4 during the "new issue disclosure period" (as defined in the Rule), and if required by applicable SEC or MSRB Rule, the Underwriter also shall make the required filings of the amended Official Statement.

The Issuer covenants and agrees to enter into a Continuing Disclosure Certificate to be dated the date of Closing (the "Continuing Disclosure Certificate") constituting an undertaking (an "Undertaking") to provide ongoing disclosure about the Issuer for the benefit of Bondholders as required by the Rule, in the form as set forth in the Preliminary Official Statement, with such changes as may be agreed to by the Underwriter.

The Issuer hereby further covenants and agrees to enter into the Tax Compliance Certificate in the form required by Bond Counsel (the "Tax Certificate") on the date of the Closing.

6. **Representations of the Issuer.** The Issuer hereby represents to the Underwriter as follows:
- a. The Issuer has duly authorized, or prior to the delivery of the Bonds the Issuer will duly authorize, all necessary action to be taken by it for (i) the sale of the Bonds upon the terms set forth herein and in the Official Statement; (ii) the approval and signing of the Official Statement by a duly authorized officer of the Issuer; and (iii) the execution, delivery and receipt of this Bond Purchase Agreement and any and all such other agreements and documents as may be required to be executed, delivered and received by the Issuer in order to carry out, give effect to, and consummate the transactions contemplated hereby, by the Bonds, the Official Statement, and the Bond Resolution;
 - b. The information contained in the Preliminary Official Statement does not contain any untrue statement of material fact and does not omit to state a material fact necessary to make the statements therein, in light of the circumstances under which they were made, not misleading; and the information to be contained in the Official Statement, as of its date and the date of Closing, will not contain any untrue statement of material fact and will not omit to state a material fact necessary to make the statements therein, in light of the circumstances under which they are made, not misleading;
 - c. To the knowledge of the Issuer there is no action, suit, proceeding, inquiry or investigation at law or in equity or before or by any court, public board or body pending against or affecting the Issuer or the Governing Authority or threatened against or affecting the Issuer or the Governing Authority (or, to the knowledge of the Issuer, any basis therefor) contesting the due organization and valid existence of the Issuer or the Governing Authority or the validity of the Act or wherein an unfavorable decision, ruling or finding would adversely affect the transactions contemplated hereby or by the Official Statement or the validity or due adoption of the Bond Resolution or the validity, due authorization and execution of the Bonds, this Bond Purchase Agreement or any agreement or instrument to which the Issuer is a party and which is used or contemplated for use in the consummation of the transaction contemplated hereby or by the Official Statement, except as disclosed in the Official Statement;
 - d. The authorization, execution and delivery by the Issuer of the Official Statement, this Bond Purchase Agreement, and the other documents contemplated hereby and by the Official Statement, and compliance by the Issuer with the provisions of such instruments, do not and will not conflict with or constitute on the part of the Issuer a breach of or a default under any (i) statute, indenture, ordinance, resolution, mortgage or other agreement by which the Issuer is bound; (ii) provisions of the Louisiana Constitution of 1974, as amended; or (iii) existing law, court or administrative regulation, decree or order by which the Issuer or its properties are or, on the date of Closing, will be bound;

- e. All consents of and notices to or filings with governmental authorities necessary for the consummation by the Issuer of the transactions described in the Official Statement, the Bond Resolution, and this Bond Purchase Agreement (other than such consents, notices and filings, if any, as may be required under the securities or blue sky laws of any federal or state jurisdiction) required to be obtained or made have been obtained or made or will be obtained or made prior to delivery of the Bonds;
- f. The Issuer agrees to cooperate with the Underwriter and its counsel in any endeavor to qualify the Bonds for offering and sale under the securities or blue sky laws of such jurisdictions of the United States as the Underwriter may reasonably request; provided, however, that the Issuer shall not be required to register as a dealer or a broker in any such state or jurisdiction, qualify as a foreign corporation or file any general or specific consents to service of process under the laws of any state, or submit to the general jurisdiction of any state. The Issuer consents to the lawful use of the Preliminary Official Statement and the Official Statement by the Underwriter in obtaining such qualifications. No member of the Governing Authority, or any officer, employee or agent of the Issuer shall be individually liable for the breach of any representation or covenant made by the Issuer; and
- g. The Issuer acknowledges and agrees that (i) the purchase and sale of the Bonds pursuant to this Bond Purchase Agreement is an arm's-length commercial transaction between the Issuer and the Underwriter; (ii) in connection with such transaction, including the process leading thereto, the Underwriter's primary role, as an underwriter, is to purchase the Bonds for resale to investors, and the Underwriter is acting solely as a principal and not as an agent, municipal advisor, financial advisor or as a fiduciary of or to the Issuer; (iii) the Underwriter has neither assumed an advisory or fiduciary responsibility in favor of the Issuer with respect to the offering of the Bonds or the process leading thereto (whether or not the Underwriter, or any affiliate of the Underwriter, has advised or is currently advising the Issuer on other matters) nor has it assumed any other obligation to the Issuer except the obligations expressly set forth in this Bond Purchase Agreement; (iv) the Underwriter has financial and other interests that differ from those of the Issuer; and (v) the Issuer has consulted with its own legal, accounting, tax, financial and other advisors, as applicable, to the extent it has deemed appropriate in connection with the offering of the Bonds.

7. **Delivery of, and Payment for, the Bonds.** At [____ a.m.], New Orleans Time, on or about _____, 2020, or at such other time or date as shall have been mutually agreed upon by the Issuer and the Underwriter, the Issuer will deliver, or cause to be delivered, to the Underwriter, the Bonds, in definitive form as fully registered bonds bearing CUSIP numbers (provided neither the printing of a wrong CUSIP number on any Bond nor the failure to print a CUSIP number thereon shall constitute cause to refuse delivery of any Bond) registered in the name of Cede & Co., as nominee for The Depository Trust Company ("DTC"), duly executed and registered by Argent Trust Company, Ruston, Louisiana (the "Paying Agent"), together with the other documents hereinafter mentioned and the other moneys required by the Bond Resolution to be provided by the Issuer and, subject to the conditions contained herein, the Underwriter will accept such delivery and pay the purchase price of the Bonds in Federal Funds for the account of the Issuer.

Delivery of the Bonds as aforesaid shall be made at the offices of Foley & Judell, L.L.P., in New Orleans, Louisiana ("Bond Counsel"), or such other place as may be agreed upon by the Underwriter and the Issuer. Such delivery against payment of the Purchase Price therefor at the time listed above is herein called the "Closing." The Bonds will be delivered initially as fully registered bonds, one bond representing each CUSIP number of the Bonds, and registered in such names as the Underwriter may request not less than three business days prior to the Closing (or if no such instructions are received by the Paying Agent, in the name of the Underwriter).

8. **Certain Conditions To Underwriter's Obligations.** The obligations of the Underwriter hereunder shall be subject to the performance by the Issuer of its obligations to be performed hereunder, and to the following conditions:
- a. At the time of Closing, (i) the Bond Resolution shall have been adopted and shall be in full force and effect and shall not have been amended, modified or supplemented except as may have been agreed to by the Underwriter, (ii) the Bonds shall have been approved by the State Bond Commission and shall have been duly authorized, executed, authenticated and delivered,

(iii) the Issuer shall perform or have performed all of its obligations under or specified in any instruments or documents related to the Bonds (collectively, the "Bond Documents") to be performed by it at or prior to the Closing and the Underwriter shall have received evidence thereof, and (iv) there shall have been duly adopted and there shall be in full force and effect such ordinances or resolutions as, in the opinion of Bond Counsel, shall be necessary in connection with the transactions contemplated hereby; and

- b. At or prior to the Closing, (i) the Underwriter shall have received each of the following:
- (1) the approving opinion of Bond Counsel and Co-Bond Counsel, dated the date of the Closing, in the form attached to the Official Statement;
 - (2) a supplemental opinion of Bond Counsel and Co-Bond Counsel in substantially the form attached as **Exhibit C** hereto, dated the date of the Closing, addressed to the Issuer and the Underwriter, which supplemental opinion shall include, among other things, an opinion of Bond Counsel and Co-Bond Counsel that the Bond Resolution and each of the Bond Documents constitute the valid and binding obligations of the Issuer;
 - (3) certificates of the Issuer dated the date of the Closing, executed by authorized officers in form and substance reasonably satisfactory to the Underwriter, to the effect that (a) the representations of the Issuer herein and in the other Bond Documents are true and correct in all material respects as of the date of the Closing, (b) all obligations required under or specified in this Bond Purchase Agreement or in the other Bond Documents to be performed by the Issuer on or prior to the date of the Closing have been performed or waived, (c) the Issuer is in compliance in all respects with all the covenants, agreements, provisions and conditions contained in the Bond Documents to which the Issuer is a party which are to have been performed and complied with by the Issuer by the date of the Closing, and (d) the Issuer's execution of and compliance with the provisions of the Bond Documents will not conflict or constitute on the part of the Issuer a breach of or a default under any existing law, court or administrative regulation, decree or order or any other agreement, indenture, mortgage, loan or other instrument to which the Issuer is subject or by which it is bound;
 - (4) Evidence that Form 8038-G has been or shall be filed with the Internal Revenue Service with respect to the Bonds;
 - (5) the Tax Certificate containing provisions required by Bond Counsel under the Internal Revenue Code of 1986, as amended, signed by the duly authorized representative of the Issuer;
 - (6) the Official Statement, together with any supplements or amendments thereto in the event it has been supplemented or amended, executed on behalf of the Issuer by the duly authorized officer(s) thereof;
 - (7) a specimen of the Bonds;
 - (8) certified copies of the Bond Resolution and all other actions of the Issuer and the State Bond Commission relating to the issuance and/or sale of the Bonds, as applicable;
 - (9) [a copy of the Insurance Policy and documents related thereto as may be required by Bond Counsel and the Underwriter, including but not limited to an opinion of counsel to the Insurer in form and substance reasonably satisfactory to the Underwriter and its counsel;]
 - (10) a certificate of a duly authorized officer of the Issuer, reasonably satisfactory to the Underwriter, dated the date of Closing, stating that such officer is charged, either alone or with others, with the responsibility for issuing the Bonds; setting forth, in the manner required by Bond Counsel, the reasonable expectations of the Issuer as of such date as to the use of proceeds of the Bonds and of any other funds of the Issuer expected to be used to pay principal or interest on the Bonds and the facts and estimates on which such expectations are based; and stating that, to the best of the knowledge and belief of the certifying officer, the Issuer's expectations are reasonable;

- (11) a certificate of the Paying Agent as to its corporate capacity to act as such, the incumbency and signatures of authorized officers, and its due registration of the Bonds delivered at the Closing by an authorized officer;
- (12) a rating letter from S&P Global Ratings, acting through Standard & Poor's Financial Services LLC, providing for the following rating(s) on the Bonds:
- Underlying: "___"/_____ outlook[; and
 - Insured: "___"/_____ outlook];
- (13) other certificates of the Issuer required in order for Bond Counsel to deliver the opinions referred to in Sections 8(b)(i)(1) and 8(b)(i)(2) of this Bond Purchase Agreement and such additional legal opinions, certificates, proceedings, instruments and other documents as Bond Counsel may reasonably request to evidence compliance by the Issuer with applicable legal requirements, the truth and accuracy, as of the time of Closing, of their respective representations contained herein, and the due performance or satisfaction by them at or prior to such time of all agreements then to be performed and all conditions then to be satisfied by each; and
- (14) executed copies of each of the Bond Documents not listed above in this Section 8(b)(i).

(ii) All such opinions, certificates, letters, agreements and documents under Section 8(b)(i) will be in compliance with the provisions hereof only if they are reasonably satisfactory in form and substance to the Underwriter. The Issuer will furnish the Underwriter with such conformed copies or photocopies of such opinions, certificates, letters, agreements and documents relating to the Bonds as the Underwriter may reasonably request.

9. **Effect of Termination.** If the Issuer shall be unable to satisfy one or more of the conditions to the obligations of the Underwriter contained in this Bond Purchase Agreement and any such condition is not waived by the Underwriter, or if this Bond Purchase Agreement shall otherwise be terminated pursuant to Section 10 or Section 11 below, then the respective obligations hereunder of the Issuer and the Underwriter shall be cancelled and neither the Underwriter nor the Issuer shall be under further obligation hereunder, except that the Issuer and the Underwriter shall pay their respective expenses as provided in Section 13 hereof. Notwithstanding the foregoing, in order for either party to terminate or cancel its obligation to purchase or sell the Bonds as set forth herein, it must notify the other party in writing of its election to do so not less than 48 hours before the time for the Closing set forth in Section 7 hereof.
10. **Termination by Underwriter.** The Underwriter shall have the right to cancel its obligation to purchase the Bonds and terminate this Bond Purchase Agreement by written notice to the Issuer in accordance with Section 9 hereof, if, between the date hereof and the Closing, any of the following events shall occur: (i) legislation shall be enacted or favorably reported for passage to either House of the Congress by any committee of such House to which such legislation has been referred for consideration, or such legislation shall have been recommended to the Congress for passage by the President of the United States or a member of the President's Cabinet, a decision by a court of the United States or the United States Tax Court shall be rendered, or a ruling, regulation or statement by or on behalf of the Treasury Department of the United States, the Internal Revenue Service or other governmental agency shall be made or proposed to be made with respect to the federal taxation upon interest on obligations of the general character of the Bonds, or other action or events shall have transpired which may have the purpose or effect, directly or indirectly, of adversely changing the federal income tax consequences of any of the transactions contemplated in connection herewith, and, in the reasonable opinion of the Underwriter, materially adversely affects the market price of the Bonds, or the market price generally of obligations of the general character of the Bonds, except as may be described in the Official Statement, (ii) there shall exist any event which in the Underwriter's reasonable judgment either (a) makes untrue or incorrect in any material respect any statement or information contained in the Official Statement or (b) is not reflected in the Official Statement but should be reflected therein in order to make the statements and information contained therein not misleading in any material respect, (iii) there shall have occurred any outbreak of hostilities or any national or international calamity or crisis including financial crisis, or a default with respect to the debt obligations of, or the institution of proceedings under federal or state bankruptcy laws by or against the Issuer, the effect of which on the financial markets of the United States being such as, in the reasonable judgment of the Underwriter, would make it impracticable for the Underwriter to

market the Bonds or to enforce contracts for the sale of the Bonds, (iv) there shall be in force a general suspension of trading on the New York Stock Exchange, (v) a general banking moratorium shall have been declared by either federal, Louisiana or New York state authorities, (vi) there shall have occurred since the date of this Bond Purchase Agreement any material adverse change in the affairs of the Issuer, except for changes which the Official Statement discloses have occurred or may occur, (vii) any rating on the Bonds[or on the Insurer] is reduced or withdrawn or placed on credit watch with negative outlook by any major credit rating agency, (viii) legislation shall be enacted or any action shall be taken by the Securities and Exchange Commission which, in the opinion of Bond Counsel and Co-Bond Counsel, has the effect of requiring the contemplated distribution of the Bonds to be registered under the Securities Act of 1933, as amended, or the Bond Resolution, or any other document executed in connection with the transactions contemplated hereof to be qualified under the Trust Indenture Act of 1939, as amended, (ix) a stop order, ruling, regulation or official statement by or on behalf of the Securities and Exchange Commission shall be issued or made to the effect that the issuance, offering or sale of the Bonds, or of obligations of the general character of the Bonds as contemplated hereby, or the offering of any other obligation which may be represented by the Bonds is in violation of any provision of the Securities Act of 1933, as amended, the Securities Exchange Act of 1934, as amended, or the Trust Indenture Act of 1939, as amended, or (x) any state blue sky or securities commission shall have withheld registration, exemption or clearance of the offering, and in the reasonable judgment of the Underwriter the market for the Bonds is materially affected thereby.

11. **Termination by Issuer.** Notwithstanding anything herein to the contrary, the Issuer shall have the right to cancel its obligation to sell the Bonds if, between the date hereof and the Closing, the Issuer determines that the Underwriter has failed to comply with its obligations contained in Section 2 hereof with respect to the establishment of the issue price of any maturity of the Bonds.
12. **Survival of Representations.** All representations and agreements of the Issuer and the Underwriter hereunder shall remain operative and in full force and effect, and shall survive the delivery of the Bonds and any termination of this Bond Purchase Agreement by the Underwriter pursuant to the terms hereof.
13. **Payment of Expenses.** (a) If the Bonds are sold to the Underwriter by the Issuer, the Issuer shall pay, from the proceeds of the Bonds, any reasonable expenses incidental to the performance of its obligations hereunder, including but not limited to: (i) State Bond Commission fees; (ii) the cost of the preparation, printing and distribution of the Preliminary Official Statement and the Official Statement; (iii) the cost of the preparation of the printed Bonds; (iv) any rating agency fees; (v) the fees and expenses of Bond Counsel, Co-Bond Counsel, the Paying Agent, [the Municipal Advisor][,the counsel to the Underwriter] and any other experts or consultants retained by the Issuer; [and (vi) the cost of the Insurance Policy, if any].

(b) The Underwriter shall pay (i) all advertising expenses in connection with the public offering of the Bonds; (ii) the cost of preparing and printing the blue sky and legal investment memoranda, if any; (iii) filing fees in connection with the aforesaid blue sky and legal investment memoranda; (iv) the cost of obtaining CUSIP numbers for the bonds; [(v) the fees and expenses of counsel to the Underwriter]; and (vi) all other expenses incurred by the Underwriter (including the cost of any Federal Funds necessary to pay the purchase price of the Bonds) in connection with its public offering.
14. **Indemnification and Contribution.** (a) To the extent permitted by applicable laws, the Issuer shall indemnify, reimburse and hold harmless the Underwriter and each of its directors, trustees, partners, members, officers, affiliate agents and employees and each Person who controls the Underwriter within the meaning of Section 15 of the Securities Act of 1933, as amended, or Section 20(a) of the Securities Exchange Act of 1934, as amended, against any and all losses, claims, damages, liabilities or expenses, joint or several, to which such indemnified party may become subject under any statute or at law or in equity or otherwise, and shall reimburse any such indemnified party for any legal or other expenses incurred by it in connection with investigating any claims against it and defending any actions, insofar as such losses, claims, damages, liabilities or expenses arise out of or are based upon (i) a claim in connection with the public offering of the Bonds to the effect that the Bonds are required to be registered under the Securities Act of 1933, as amended, or that the Bond Resolution is required to be qualified under the Trust Indenture Act of 1939, as amended, or (ii) any untrue statement or alleged untrue statement of a material fact contained in the Preliminary Official Statement or in the Official Statement, including any

amendment or supplement thereto, or the omission or alleged omission to state therein a material fact necessary to make such statements not misleading. The foregoing indemnity agreement shall be in addition to any liability that the Issuer otherwise may have.

(b) The Underwriter shall indemnify and hold harmless the Issuer and its officers and employees to the same extent as the foregoing indemnity from the Issuer to the Underwriter, but only with reference to written information relating to the Underwriter furnished by it specifically for inclusion in the Preliminary Official Statement and the Official Statement. This indemnity agreement will be in addition to any liability which the Underwriter may otherwise have. The Issuer acknowledges that the statements set forth under the heading "UNDERWRITING," in the Preliminary Official Statement and the Official Statement, constitute the only information furnished in writing by or on behalf of the Underwriter for inclusion in the Preliminary Official Statement or the Official Statement.

(c) In case any proceeding (including any governmental investigation) shall be instituted by or against an indemnified party pursuant to paragraphs (a) or (b) above, such party shall promptly notify the indemnifying party against whom such indemnity may be sought in writing, and the indemnifying party upon request of the indemnified party, shall retain counsel reasonably satisfactory to the indemnified party to represent the indemnified party and any others the indemnifying party may designate who are or may reasonably be foreseen to be a party in such proceeding and shall pay the fees and disbursements of such counsel to the extent allowed by appropriate law. Any separate counsel retained by such indemnified party shall be at the expense of such indemnified party unless (i) the indemnifying party and the indemnified party shall have mutually agreed to the retention of such counsel or (ii) representation of both parties by the same counsel would be inappropriate due to actual or potential differing interests between them. It is understood that the indemnifying party shall not, in connection with any proceeding or related proceedings in the same jurisdiction, be liable for the fees and expenses of more than one separate firm for each such indemnified party (to the extent clause (ii) of the preceding sentence is applicable), and that all such fees and expenses shall be reimbursed as they are incurred. The Underwriter in the case of parties indemnified pursuant to paragraph (b) shall discuss with the other indemnifying parties possible counsel and mutually satisfactory counsel shall be agreed upon. The indemnifying party shall not be liable for any settlement of any proceeding affected without its written consent, but if settled with such consent or if there be a final judgment for the plaintiff, the indemnifying party agrees to indemnify or reimburse the indemnified party from and against any loss or liability by reason of such settlement or judgment. No indemnifying party shall, without the prior written consent of the indemnified party, effect any settlement of any pending or threatened proceeding in respect of which any indemnified party is a party and indemnity could have been sought hereunder by such indemnified party, unless such settlement includes an unconditional release of such indemnified party from all liability on claims that are the subject matter of such proceeding.

15. **Notices.** Any notice or other communication to be given to the Issuer under this Bond Purchase Agreement may be given by delivering the same in writing at the address of the Issuer set forth above, and any notice or other communication to be given to the Underwriter under this Bond Purchase Agreement may be given by delivering the same in writing to Raymond James & Associates, Inc., _____, New Orleans, Louisiana _____.
16. **Parties.** This Bond Purchase Agreement is made solely for the benefit of the Issuer and the Underwriter (including the successors or assigns of either) and no other person shall acquire or have any right hereunder or by virtue hereof.
17. **Governing Law.** This Bond Purchase Agreement shall be governed by and construed in accordance with the laws of the State of Louisiana.
18. **General.** This Bond Purchase Agreement may be executed in several counterparts, each of which shall be regarded as an original and all of which will constitute one and the same instrument. The section headings of this Bond Purchase Agreement are for convenience of reference only and shall not affect its interpretation. This Bond Purchase Agreement shall become effective upon your acceptance hereof.

[Remainder of Page Intentionally Left Blank]

By its execution hereof, the Underwriter agrees that no officer or employee of the Issuer or the Governing Authority shall be personally liable for the payment of any claim or the performance of any obligation of the Issuer.

Very truly yours,

RAYMOND JAMES & ASSOCIATES, INC.

By: _____
 Title: [Title]

Accepted and agreed to as of
 the date first above written:

PARISHWIDE SCHOOL DISTRICT OF
 CADDO PARISH, LOUISIANA

By: _____
 Secretary
 Caddo Parish School Board

**SCHEDULE I
 To Bond Purchase Agreement**

	Purchase Price
Par Amount of Bonds	\$
Less: Underwriter's Discount ([0._____]%)	(\$)
[Plus: Reoffering Premium/Less: Discount]	\$ _____
PURCHASE PRICE	\$ _____

**SCHEDULE II
 To Bond Purchase Agreement**

MATURITY ([_____]1)	PRINCIPAL AMOUNT DUE	INTEREST RATE	REOFFERING PRICE
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[Insert schedule/Redemption provisions]

Exhibit A

CERTIFICATE OF UNDERWRITER
 [Insert appropriate Certificate of Underwriter]

Exhibit B

15c2-12 CERTIFICATE

Exhibit C

FORM OF SUPPLEMENTAL OPINION

APPROVAL OF RFP FOR BOND COUNSEL

Mr. Rachal moved, seconded by Mr. Riall, to authorize staff to prepare an RFP for bond counsel. Mr. Rachal asked that the RFPs be presented to the Board publicly. Mr. Thompson stated his hope that when putting out the RFP we notify local businesses in order to have local participation. Vote on the motion carried.

ELECTION OF 2020 CPSB OFFICERS

Mrs. Bell moved, seconded by Mr. Riall, that the election of 2020 officers be by slate and that slate be President – Mary Trammel, First Vice President - John Albritton and Raymond Green – Second Vice President.

Mr. Thompson stated his support of the presented slate, but asked that in the future the Board look at allowing the person sitting in the First Vice President's chair the opportunity to lead as he believes everyone sitting on the Board has the ability to lead.

Mr. Nations asked as a new Board member if there has been a protocol followed in the past in the election of officers, and President Trammel stated not to her knowledge.

Vote on the motion carried with Board member Nations abstaining, and the following were elected to serve as 2020 officers – President Mary Trammel, First Vice President John Albritton and Second Vice President Raymond Green.

APPROVAL OF PRESIDENT'S USE OF FACSIMILE SIGNATURE

Mrs. Locke moved, seconded by Mr. Rachal, to authorize the president to use a facsimile signature. Vote on the motion carried.

ANNOUNCEMENTS AND REQUESTS

Mr. Rachal wished everyone a Merry Christmas.

Mrs. Bell announced that over the past 13 years their annual Party with a Purpose has raised over \$40,000 in toys and gift cards; however, they did not have it this year but in the spring will bring forth another idea for helping the homeless students in Caddo Parish.

Mr. Thompson wished all the directors in his district a Merry Christmas.

Ms. Green thanked the Board for the opportunity to serve as 2nd Vice President in 2019.

Dr. Douzart wished everyone a Happy Holiday and a Happy New Year.

STUDENT EXPULSION APPEAL HEARING

Ms. Rachal moved, seconded by Mrs. Locke, to go into executive session for the purpose of a student expulsion appeal hearing for student DR. Vote on the motion carried and the Board went into executive session at approximately 5:30 p.m. The Board reconvened into open session at approximately 6:15 p.m. Mr. Rachal moved, seconded by Ms. Green, that the expulsion be rescinded and termed a long-term suspension ending at the end of this semester; and that DR be allowed to start the second semester at Byrd along with counseling and a signed contract disclosing the conditions of his return and attendance at Byrd. Vote on the motion carried with Board members Riall and Albritton opposed and Board members J Green, Thompson, Douzart, Trammel, R Green, Locke, Rachal, Nations and Bell supporting the motion.

SUPERINTENDENT'S EVALUATION AND REVIEW OF CONTRACT/GOALS

Mr. Rachal moved, seconded by Mr. Riall, to go into executive session for 15 minutes for the superintendent's evaluation and review of contract/goals. Vote on the motion carried and the Board went into executive session at approximately 6:20 p.m. The Board reconvened in open session at approximately 6:35 p.m.

Mrs. Locke moved, seconded by Mrs. Bell, to approve the Superintendent's evaluation and to extend his contract for an additional three years until December 15, 2023 under the same terms and conditions currently in effect. Vote on the motion carried unanimously.

Adjournment. *Mrs. Locke moved, seconded by Mrs. Bell, to adjourn. Vote on the motion to adjourn carried and the meeting adjourned at approximately 6:38 p.m.*