

## MINUTES

Monroe City School Board  
2101 Roselawn Avenue  
Monroe, Louisiana 71201

The Monroe City School Board met in regular session, Tuesday, September 16, 2008 at 6:00 p.m. at the Monroe City School Board Media Center, 2009 Auburn Avenue, Monroe, Louisiana 71201. The meeting was called to order by President Dayton. Prayer was offered by Bishop Rodney McFarland, Sr. The Pledge of Allegiance was recited in unison.

### Item 4: Roll Call

#### Board Members Present

Mrs. Victoria "Vickie" Dayton  
Mrs. Victoria "Vickie" Krutzer  
Mr. James Mickey Traweek  
Mr. Jessie Handy  
Bishop Rodney McFarland, Sr.  
Mrs. Stephanie Smith  
Mrs. Brenda Shelling

#### Superintendent and Administrative Staff

Dr. James Dupree  
Mrs. Derenda Flowers  
Mr. Andrew Hill  
Mrs. Betty Carroll  
Dr. Tammye Turpin  
Mr. Bobby Williams  
Mrs. Julie Staley  
Ms. Mamie Williams  
Mrs. Teresa Foreman  
Mrs. Vickie Irwin  
Ms. Karla Bowlin  
Attorney L. Douglas Lawrence

#### Action Item 5 – Consent Agenda

On a motion by Bishop McFarland that was seconded by Mr. Handy, the Board approved the following consent agenda items:

- 5:A – Adoption of the Agenda
- 5:B – Adoption of August 12, 2008 Board Minutes
- 5:C – Human Resources Agenda

The motion carried on a unanimous vote.

### Agenda Item 6 – President’s Reports and Announcements

President Dayton welcomed everyone to the meeting. The public was informed on procedures for addressing the Board on agenda and non-agenda items.

### Action Item 7 – Approval of Superintendent’s Contract

#### Public Input

Mr. Neil Shaw voiced his displeasure with the Board. He stated that the superintendent’s contract should not be voted on tonight. He further stated that he would like to see the search reopened for a new superintendent.

#### Board Discussion

Mr. Traweek stated that this is a very important contract, and it should not be read to the Board; the Board needs ample time to study the contract. He further stated that there is no rush to approve it tonight.

President Dayton noted that the old contract will expire on September 20<sup>th</sup>.

Attorney Lawrence stated that the contract is on his laptop, and the only reason there is no hard copy is because negotiations were ongoing up until ten minutes before the start of the Board meeting.

Mrs. Shelling stated that the committee has worked tirelessly on this contract. She further stated that a lot of effort has gone into this negotiation and that both parties have to be satisfied with the contract.

Mrs. Krutzer stated that she appreciates the many hours that Mrs. Shelling and Mrs. Dayton have worked on the contract, but she would prefer to see a written document. She suggested that a special meeting be called for Monday to vote on the contract. She asked Attorney Lawrence if the contract is complete.

Attorney Lawrence stated that it is approximately 98% complete. He said that it only requires the plugging in of those items that have been discussed within the past hour.

President Dayton suggested that the Board move on with the remainder of the agenda items and allow Attorney Lawrence the opportunity to provide copies of the contract to the Board.

It was moved by Mrs. Krutzer and seconded by Bishop McFarland to table Action Item VII until the Board attorney presents a hard copy of the superintendent’s contract and that the meeting proceeds with the remainder agenda items.

Mr. Traweek offered a friendly amendment to table this agenda item until next Monday.

Mrs. Krutzer did not accept the friendly amendment.

The motion carried on a majority vote. Mr. Traweek opposed.

Action Item 8:A – Approval to Create and Advertise for an Assistant Superintendent

Public Input

Mr. Neil Shaw stated that the position of assistant superintendent is unnecessary because additional personnel were put in place to perform those duties when the position was abolished.

Ms. Sandie Lollie stated that with classrooms being overcrowded, the money used to hire an assistant superintendent should be used to hire bus monitors, paraprofessionals and teachers.

Ms. Gloria Walker stated that the present superintendent has done a wonderful job with the staff that he has in place. She further stated that any additional money spent should be used for classroom staff and bus monitors.

Ms. Sandra Shaw stated that she is in support of hiring an assistant superintendent. She further stated that the superintendent needs additional assistance to move the district forward.

Board Discussion

Dr. Dupree stated that under the reorganization plan, central office staff was streamlined to get the budget under control. In doing that, a crucial administrator was eliminated. The district is now financially sound, and the position should be brought back.

Mrs. Krutzer stated that the assistant superintendent is an important position and should never have been eliminated.

Mr. Traweek asked for the salary amount.

Dr. Dupree stated that the salary is approximately \$94,000.00.

Mr. Handy stated that the need has always been there, but the funds have not.

It was moved by Mrs. Shelling and seconded by Bishop McFarland to create and advertise for the position of assistant superintendent and to bring the recommendation to the Board.

The motion carried on a unanimous vote.

Action 8:B – Approval to Create and Advertise for a Public Information Officer

Public Input

Mr. Neil Shaw stated that he disapproves of the position because it is unnecessary.

Ms. Sandie Lollie stated that money used for this position should be used for students.

Ms. Gloria Walker noted that a public information officer is not needed because the media does not accurately report stories.

Mr. Traweek asked for the salary amount.

Dr. Dupree stated that the salary is approximately \$47,000.00.

Mr. Handy stated that the district needs this position. He further stated that there are a lot of good things happening in Monroe City Schools, and sometimes those things are not reported.

Bishop McFarland noted that under the previous administration, there was an assistant superintendent and a public relations officer. He stated that it is unfair that some people do not want those positions because of personal reasons.

On a motion by Mrs. Shelling that was seconded by Bishop McFarland, the Board authorized the superintendent to create and advertise for the position of public relations officer and to bring the recommendation to the Board.

The motion carried on a majority vote. Mrs. Krutzer and Mr. Traweek opposed.

Action Item 8:C – Approval to Contract with Jerry Payne as Interim Principal of Carroll High School

It was moved by Mrs. Shelling and seconded by Mr. Handy to approve a contract with Jerry Payne as interim principal of Carroll High from September 16, 2008 to June 30, 2009 at a salary of \$71,905.00 as indicated on the principal's salary schedule.

The motion carried on a unanimous vote.

Action Item 8:D – Revised 2008-2009 School Calendar

It was moved by Mrs. Shelling and seconded by Bishop McFarland to approve the revised 2008-2009 calendar and to allow employees to choose how they will make up days not mandated for closure by Governor Jindal due to the hurricane.

The motion carried on a unanimous vote.

Action Item 8:E – Department of Justice Consent Decree Response Plan

It was moved by Bishop McFarland and seconded by Mr. Handy to approve the Department of Justice Consent Decree Response Plan as presented by the administration.

Mr. Traweek offered a friendly amendment to include Neville High School in the response plan.

Bishop McFarland did not accept the friendly amendment. He stated that Wossman and Carroll need to be brought up to the same level as Neville.

Mrs. Smith stated that the Department of Justice warned the previous administration about inequity at all schools, and nothing was done. She further stated that students at Neville are performing academically, and the Board needs to make sure that Wossman and Carroll do the same.

Mrs. Shelling stated that she represents students at Neville also, but there needs to be parity at all schools. She said the plan is not designed to do more for one school than it does for another, but this plan addresses the citation from the DOJ. She commended the superintendent and his staff on their plan to improve the quality of services within the district.

Mr. Traweek stated that if the Board is really concerned about equity, the teacher position that is referenced in the DOJ Response Plan should be added to the agenda tonight.

Dr. Dupree stated that the response to the Department of Justice deals with inequities at Carroll and Wossman only.

The motion carried on a unanimous vote.

#### Action Item 9:A – Approval to Contract with Dr. Linda Heard

Dr. Dupree noted that Dr. Linda Heard previously wrote the 21<sup>st</sup> Century Grant for seven of our schools, and we would like her to write the grant for the remaining schools.

It was moved by Mrs. Shelling and seconded by Mrs. Smith to approve a Memorandum of Understanding with Dr. Linda Heard to seek additional 21<sup>st</sup> Century Learning Community Program funding.

The motion carried on a unanimous vote.

#### Action Item 10:A – Approval of Millage(s) Rates for 2008

Mrs. Flowers stated that the millages adopted tonight will be at a savings to taxpayers.

On a motion by Mrs. Shelling that was seconded by Bishop McFarland, the Board adopted millages of 39.16 to be levied on the 2008 tax roll on all property subject to taxation by the Monroe City School District.

The motion carried on a unanimous vote.

#### Agenda Item 11 – Board Committee Updates

A facilities committee and policy committee meeting will be scheduled for next week. The date and time will be determined.

## Agenda Item 12 – Superintendent’s Announcements

A meeting is schedule for September 22, 2008 in Dallas, TX to upgrade bonds for the district.

Superintendent Dupree will attend the Superintendent’s Conference in Natchitoches, LA on September 23-24, 2008.

Dr. Dupree thanked the business department for quickly getting the \$1,000 checks from the state of Louisiana to classified employees.

President Dayton asked for a fifteen minute recess to review the superintendent’s contract.

## Action Item 7 – Approval of the Superintendent’s Contract (previously tabled)

Attorney Lawrence highlighted sections of the contract. He noted that three major changes were made to the new contract. 1.) The base pay will increase by \$5,000. 2.) The contract will begin on September 21, 2008 and end on June 30, 2011. 3). Performance objectives, which are now required by state law, is an attachment to the contract.

Mr. Traweek asked what the bottom-line cost of the contract is.

Attorney Lawrence stated that the only difference in the cost of the contract is an additional \$5,000 over the cost of the old contract. He also noted that with the new contract, the Board will approve the amount of incentive pay annually when the superintendent is evaluated.

Mrs. Shelling read the proposed performance objects. She stated that the contract was being negotiated up until a few minutes before the Board meeting began; therefore, the objects are still in draft form. Objectives will be finalized and ready for Board approval at the next meeting.

President Dayton noted that the performance objectives are the foundation for future evaluations.

Attorney Lawrence noted that the date on page one of the contract should indicate that the superintendent shall be notified ninety days prior to the end date of the contract.

It was moved by Bishop McFarland and seconded by Mr. Handy that the superintendent’s contract be approved and that the contract indicates that notification of termination is given ninety days prior to the end of the contract.

Mr. Traweek questioned the car allowance, benefits, performance, and other items in the contract.

Mrs. Shelling stated that items presented to the superintendent are items that the majority of the Board wanted to see in the contract.

In favor: Mrs. Dayton, Mrs. Krutzer, Mr. Handy, Bishop McFarland, Mrs. Smith, Mrs. Shelling

Opposed: Mr. Traweek – He stated that he opposed because he has not had adequate time to study the contract.

Dr. Dupree thanked the Board for their support. He said that he plans to continue to work hard for the district.

Agenda Item 13 – Public Input on Non-Agenda Items

Ms. Dana Jefferson inquired about the last Board meeting minutes and the absence of the policy manual on the web-site.

Ms. Gloria Walker asked the Board to provide additional funds to Wossman High School's ROTC program.

Ms. Sandie Lollie addressed the Board on recent articles in the newspaper regarding an apology being issued in reference to what was said on staff development day at Carroll High.

Action Item 14 – Recess/Adjournment

On a motion by Bishop McFarland that was seconded by Mr. Handy, the meeting adjourned at 9:17 p.m.

The motion carried on a unanimous vote.

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Mrs. Victoria Dayton  
President

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James A. Dupree, Ed.D.  
Superintendent