

MINUTES

Monroe City School Board
2101 Roselawn Avenue
Monroe, Louisiana 71201

The Monroe City School Board met in regular session, Tuesday, May 24, 2011 at Martin Luther King, Jr. Middle School, 3716 Nutland Road; Monroe, Louisiana 71202. The meeting was called to order at 6:05 p.m. by President Traweek. Prayer was offered by Bishop Rodney McFarland, Greater Free Gift Church. The Pledge of Allegiance was led by Erik Wheater.

It was moved by Mr. Muhammad and seconded by Mrs. Dayton to renumber the following agenda items: Move II-III to VI-VII and IV-VII to II-V. The motion carried on a unanimous vote.

The motion carried on a unanimous vote.

Agenda Item 4: Roll Call

Board Members Present: Mrs. Victoria "Vickie" Dayton, Mrs. Victoria "Vickie" Krutzer, Mr. James Mickey Traweek, Mr. Clarence Sharp, Bishop Rodney McFarland, Sr., Mr. Verbon Muhammad, Mr. Glynn Ludley

Administrative Staff: Dr. Kathleen Harris, Attorney L. Douglas Lawrence, Mrs. Betty Carroll, Dr. Mary Ann Barham, Mrs. Derenda Flowers, Mr. Andrew Hill, Mrs. Patricia Johnson, Mrs. Jacqueline Matthews, Ms. Nydia Walker-Sims, Ms. Mamie Williams

Action Item 5 – Adoption of the Agenda

On a motion by Bishop McFarland that was seconded by Mr. Sharp, the Board approved the agenda as printed. The motion carried on a unanimous vote.

Action Item 6 – Executive Session

On a motion by Mrs. Krutzer that was seconded by Mr. Ludley, the Board convened in executive session at 6:11p.m. to discuss work place misconduct involving work place harassment and dual employment issues; work place misconduct involving violation of acceptable use policies; and complaints/grievances of alleged violations of policy or regulations. The motion carried on a unanimous vote.

Action Item 7 – Reconvene in Open Session

On a motion by Mrs. Krutzer that was seconded by Mr. Sharp, the Board reconvened in open session at 8:00 p.m. and took no action. The motion carried on a unanimous vote.

Agenda Item 8 – Point of Pride

Perfect LEAP, iLEAP and GEE Scores: A total of 68 students scored a perfect 500 on one or more of the spring 2011 state tests. Each student will receive a congratulatory letter from Superintendent Harris.

Duke Talent Search: The 7th Grade Talent Search identifies academically talented seventh graders based on standardized test scores achieved while attending elementary or middle school. Five students from Lee Jr. High qualified for this program.

Duke TIP's 4th/5th Grade Talent Search is the first chance for families of qualified students to participate in one of our talent searches and gain access to other programs within Duke TIP. Two students from Sallie Humble Elementary, two from Cypress Point Elementary and one from Lexington qualified for the Duke 4th/5th Duke TIP Talent Search.

Outstanding School Support Employee Award: Mrs. Linda Spears, Sallie Humble Elementary School paraprofessional, has been named 2010-2011 Outstanding School Support Employee. The award recognizes support employees that have rendered time and talent beyond the call of duty.

Action Item 9 – Consent Agenda Items

9:A – Approval of Board Minutes

Mrs. Vickie Krutzer indicated that several Board members thought that the request to obtain the top ten concerns from Prismatic was out of line; therefore, she asked that the following email to her from Tatia Prieto of Prismatic, Inc., dated May 6, 2011, be entered into the record as it relates to the May 10, 2011 special call meeting:

I'm a bit perplexed by the cancelling of the conference call. I hope you understand that I am perfectly willing to discuss Prismatic's work thus far and do not want you to think that we are trying to keep information from you. I know you are in the midst of budget discussions and that at least a few of the recommendations Prismatic is likely to make will have a budget impact. As I said on the phone, we are still drafting our report, but I have a solid idea of the top 10 recommendations and do not feel that it would inhibit the process to share that information with the Board and district leadership.

In response to your other question regarding whether it is normal protocol not to speak to Board members, in my experience it is not. I have worked with many Boards and superintendents over the years and am used to providing periodic updates as we work through projects with them. In some districts, we have discussed our major recommendations as we are drafting our report, so that the Board and district leadership can adjust the budget to accommodate them. Then, when we present our final report, the Board and district leadership can say to the public that they are already moving on certain items contained in the report.

As to your question regarding timing, Prismatic is on schedule to deliver the draft report to Josh in June, probably before the middle of June.

On a motion by Mr. Sharp that was seconded by Mr. Ludley, the Board approved the May 3, 2011 and May 10, 2011 minutes as printed. The motion carried on a unanimous vote.

Action Item 9:B – Personnel Report

Attorney Lawrence noted that there are a number of matters that do not appear on the personnel agenda that the Board may want to consider. If it is the pleasure of the Board to not take action on these items, it is not necessary to place a motion on the floor. However, if action is needed, names will have to be stated in the motion along with the particular type of disciplinary action.

It was moved by Mrs. Krutzer and seconded by Mrs. Dayton to approve human resources agenda item A-H. The motion carried on a unanimous vote.

Addition to the Agenda

It was moved by Mrs. Dayton to add to the agenda the scheduling of a tenure hearing for Mr. Daryl Seay, a teacher at Jefferson Upper Elementary for June 16, 2011.

Bishop McFarland stated that he will oppose the motion if all persons are not added. He further stated that the items should not be taken out of sequence.

Attorney Lawrence indicated that the motion should have reflected that the items will be taken out of sequence.

Mrs. Dayton withdrew her motion.

It was moved by Mr. Sharp to add to the agenda the scheduling of a tenure hearing for Dr. Mary Ann Barham, an administrator; the scheduling of a tenure hearing for Mr. Daryl Seay, a tenured teacher; and suspension without pay for 30 days for Mr. Ricky Davis, Management Information System employee.

President Traweck asked if the items can be taken separately.

Attorney Lawrence stated that the motion must be voted on as stated by Mr. Sharp. In order to vote on the items separately, the motion must be restated.

The motion died for a lack of a second.

President Traweck noted that it takes a unanimous vote to add an item to the agenda.

It was moved by Mr. Sharp and seconded by Mr. Ludley to add to the agenda the scheduling of a tenure hearing for Dr. Mary Ann Barham, an administrator.

The motion failed. Bishop McFarland opposed.

It was moved by Mr. Sharp and seconded by Mrs. Dayton to add to the agenda the scheduling of a tenure hearing for Mr. Daryl Seay, a tenured teacher.

The motion failed. Bishop McFarland opposed.

It was moved by Mr. Sharp and seconded by Mrs. Dayton to suspend Mr. Ricky Davis, an MIS employee, for 30 days without pay.

The motion failed. Bishop McFarland opposed.

Mrs. Dayton stated that the personnel agenda that she received in her packet contained Section I, but the agenda that was presented to the public did not contain that section. She asked which agenda is the correction one.

Attorney Lawrence noted that the correct agenda is the one that was presented to the public and that is why the items in that section needed to be added to the agenda.

Action Item 10 – Consent Items for Separate Consideration

None

Agenda Item 11:A – Comprehensive Personnel and Salary Study

Ms. Carolyn Long, Management Advisory Group, Inc., noted that the scope of work will: Examine existing job descriptions; recommend updated or edited job descriptions; perform a market salary survey of surrounding public school systems to determine reasonably competitive salary levels for all certified and non-certified positions; recommend, if warranted, any changes to the present salary schedules; develop a set of evaluation guideline for use by MCSD's Position Evaluation Committee; and develop a methodology of implementing pay raises that rewards all employees in a fair and equitable manner.

Mrs. Krutzer stated that she thought the study was already underway. She then asked how long the study will take.

Ms. Long stated that her expectation is that it will take approximately 90 days. Currently she is working with MIS and human resources to gather pertinent information. If necessary, she can fast-track a preliminary report.

Agenda Item 11:B – Demographic Study

Mr. Mike Hefner, Geographic Planning & Demographic Services, presented the initial report that covers the projected demographic population for 2011-2015. The initial step covers MFP students, the next step covers non-MFP students and a facilities capacity and the third step covers student attendance zones. It is projected that there will be a decrease in student population over the next five years; however, several schools are projected to grow.

Action Item 12:A – New Teacher Project

Mrs. Mary Jones, Site Manager for The New Teacher Project, and Mr. Andrew Vaughan, Louisiana Department of Education Director of Certification, briefed the Board on the

New Teacher Project. Mrs. Jones stated that as part of the Louisiana Statewide Staffing Initiative, the Monroe City School District is one of four districts in Louisiana that has been chosen to partner in the Melinda Gates Foundation project. The goal of the project is to improve staffing timelines and to get the most effective teachers in classrooms as soon as possible. It is her desire to move forward quickly with staffing priority schools. Mr. Vaughan noted that it is important that every student in public schools have the very best teacher; that is what the initiative is all about.

Mrs. Krutzer stated that the hiring freeze does not affect teachers in the cohort. The district is not hiring new staff but vacant positions should be filled.

Mrs. Jones stated that the request is to staff existing vacancies as well as new positions. She noted that several new positions are needed for the Carroll High School Medical Magnet Program. Additionally, there is a possibility that new positions may open up in priority schools.

President Traweck is asking for clarification on the agenda item as written.

Dr. Harris stated that the request is to allow the district to staff priority schools. There may be cases that arise where replacements are needed due to vacancies caused by resignation or retirement. New positions may be needed to meet the educational needs of students – these positions are considered new. She indicated that the unanimous vote by the Board at a previous meeting did not allow for new hires.

Mrs. Dayton stated that she made the motion and her intention was not to prevent the hiring or critical educational needs. She stated that the motion was worded so that the superintendent would know that critical needs such as math, the Medical Magnet Program and all other necessary positions could be filled.

Dr. Harris thanked Mrs. Dayton for the clarification. She then stated that there have been several positions that have been brought before the Board for approval, but they have been denied.

Bishop McFarland noted that a person may say one thing but mean another; therefore, motions should be very clear. If the superintendent brings a recommendation to the Board, then it is a critical need. The district needs to obtain the best and brightest teachers.

Mr. Muhammad asked what will happen to the teachers that were interviewed at the Teacher Job Fair.

Mrs. Jones stated that the intention of the Job Fair is to allow teachers to interview with different schools; it is not intended to be a place where persons are hired on the spot.

It was moved by Bishop McFarland and seconded by Mr. Ludley to move on the recommendation of the Louisiana Department of Education for staffing needs.

Mrs. Krutzer asked if the acceptance of the recommendation by the LDE includes the positions as listed on the attachment.

Mrs. Jones stated that the list is a listing of vacancies that exemplify that priority schools make up 30% of the vacancies.

Bishop McFarland noted that the motion affirms that the district wants the best for students. The district can not afford to wait to hire teachers.

Dr. Harris is asking that all needed position be filled at priority schools.

President Traweck noted that the three new positions are for Carroll High School. He read the list of vacancies and asked Mrs. Carroll if the positions are new or vacant. He then stated that he can not support any new positions until the budget is balanced. He stated that the district has twenty schools and they all have needs.

Mrs. Carroll stated that the new positions at Carroll High are part of the agreement with the Department of Justice.

Mrs. Dayton and Mr. Muhammad stated that they want to see the entire plan because they want the program to be successful.

Mrs. Patricia Johnson noted that the Magnet Program is a part of Consent Degree from the Justice Department.

President Traweck questioned Mrs. Johnson's role in the Magnet Program process.

Mrs. Johnson indicated that she has been working with the IDRA, Mr. Taylor and Attorney Lawrence to research and recruit students. She noted that it was decided that the most viable option at this time is to revamp the Medical Magnet Program. If the program is not set up, the district will be in violation of the Consent Decree. She reiterated that the two positions are needed because there is a lot of work that has to be done to have the program ready for the first day of school.

Mrs. Dayton asked if Dr. Bradley Scott can provide the Board with a workshop.

Mrs. Johnson stated that Dr. Scott has exhausted all of his grant funds. He will be willing to provide a workshop but it will be at a cost to the district.

Dr. Harris stated that she has worked diligently with the Board to put a solution in place. Initially, she asked to place someone at Carroll High that had experience in Magnet programs but the Board did not approve the recommendation.

Mr. Taylor noted that the present medical program is in place because the previous secondary supervisor envisioned a school that would have a medical magnet component. A letter was submitted to the Department of Health and Hospitals to obtain permission to have the program at the school. A nurse was hired to set up the program but she was not with the district very long. Later, another nurse was hired – she is DHH certified. He stated that it is his desire to have a medical component that will allow students to obtain endorsements in CNA, pharmacy tech and sports medicine.

Mr. Sharp asked if the medical course will be offered for students in grades 9-12.

Attorney Lawrence noted that the Consent Decree requires that the program be offered to junior high students and come forward through 12th grade. He informed the Board that the district is working with a tight timeline; the report to the DOJ is due June 30th.

Mrs. Krutzer asked if the school is equipped to handle the three new curriculum components.

Mr. Taylor replied that the school will have to make modifications.

Mr. Ludley suggested that a work session be scheduled to further discuss this matter.

Bishop McFarland stated that the court has mandated the program and the district must be in compliance. This matter has been ongoing for years; it is time to move forward.

President Traweck asked Bishop McFarland to clarify his motion.

Bishop McFarland stated that the motion is to hire critical needs teachers and to fill all vacancies in schools.

President Traweck asked Bishop McFarland if he is only referring to the positions as listed on the spreadsheet.

Bishop McFarland replied that he is not because the list is incomplete.

Mr. Muhammad noted that the agenda item is only dealing with the New Teacher Project

Mrs. Dayton stated that she is in favor of validating the New Teacher Project.

The motion carried on a unanimous vote.

Action Item 12:B – Carroll Medical Magnet Program

Dr. Harris is asking that the Board suspend policy on job posting and advertising so that she can move forward with filling needed positions for the Medical Magnet Program. She stated that it is her desired to assign the Program Coordinator and Student Program Specialist to existing staff.

Mr. Traweck noted the agenda item as written is vague. He asked Dr. Harris to explain the agenda item so that everyone has a clear understanding.

Dr. Harris stated that the agenda item is general and generic to ensure that everything is germane to the Medial Magnet program when concurring and fulfilling the requirements of the Consent Decree.

President Traweck asked if the positions include the two job descriptions that were

presented at the Personnel Committee meeting.

Dr. Harris replied that it includes those positions and any other new positions that are needed for the program.

It was moved by Bishop McFarland and seconded by Mr. Ludley, to suspend relevant policies so that the superintendent can move forward with the Carroll High School Medical Magnet program.

Mr. Sharp stated that he is in full support of the Medical Magnet Program. He further stated that he is concerned about the amount of input the building level principal may have. If the staff is at that school, the principal should have input in the program. He then questioned the salary of the two positions.

Mrs. Dayton stated that she is also concerned about the salary of the two new positions. The salary could be justified if the district was trying to recruit persons with successful Magnet School experience. She further stated that there are talented persons within the district and those persons can be reassigned to this program without having to spend the amount of money as noted.

Bishop McFarland stated that the building principal should be respected, but his main focus should be on increasing student scores. This program should not be a burden to the principal.

Mrs. Krutzer asked if students will be taking regular core subjects or will they be segregated because of the medical magnet curriculum.

Dr. Harris noted that the students must take the necessary courses needed for graduation as required by the State of Louisiana.

Mr. Traweck noted that staff will be housed at Carroll High. He then asked if those persons will report to the principal.

Dr. Harris stated that they will answer to the building principal, but the principal knows that it is her expectation that everyone is involved whenever programmatic changes occur. She further stated that final approval must come from her.

President Traweck questioned the salaries and funding source.

Dr. Harris noted that the Board will decide if the salaries will come from general funds or sales tax. She indicated that the job descriptions have not been approved; therefore, the Board has the prerogative to make changes.

The motion carried on a majority vote. President Traweck stated that he is opposed because the positions should be advertised in order to get the best possible persons for the positions. Mrs. Dayton and Mr. Sharp stated that they are in favor of suspending the policy due to the timeframe.

Action Item 12:C – School Uniforms for Carroll Jr. and Sr. High Medical Magnet Students

On a motion by Bishop McFarland that was seconded by Mr. Ludley, the Board adopted school uniforms for Carroll Jr. and Sr. High School Medical Magnet Students. The motion carried on a unanimous vote.

Action Item 12:D – School Uniforms for Lee Jr. High

On a motion by Bishop McFarland that was seconded by Mr. Ludley, the Board adopted school uniforms for Lee Jr. High School. The motion carried on a unanimous vote.

Action Item 12:E – Contract with ULM for Summer Residency Camps

On a motion by Bishop McFarland that was seconded by Mr. Ludley, the Board approved a contract with the University of Louisiana at Monroe for summer residency camps. The motion carried on a unanimous vote.

Action Item 12:F – Extreme Public Emergency

On a motion by Bishop McFarland that was seconded by Mr. Ludley, the Board declared an extreme emergency for flood damage repair for Neville High School. The motion carried on a unanimous vote.

Action Item 12:G – Chiller and Boiler Bid

On a motion by Bishop McFarland that was seconded by Mr. Ludley, the Board approved chiller and boiler bid #MC12-01 as indicated on the spreadsheet. The motion carried on a unanimous vote.

Action Item 12:H – Surplus Sale Bid

On a motion by Bishop McFarland that was seconded by Mr. Ludley, the Board approved surplus sale bid MC12-02 as indicated on the spreadsheet. The motion carried on a unanimous vote.

Agenda Item 13 – Report of Superintendent

Dr. Harris disseminated to the Board copies of the five year comparison of state test scores and percent proficient. Comparatively, the district is doing well, but the achievement is flat. Over the last five years there have been increases as well as decreases. She will be working with staff to reassign and redistribute job assignments so that the district can optimize what it is doing in instructional programs.

Agenda Item 14 – Report of Board Members

President Traweck asked for clarification on the personnel agenda items that were not added to the agenda due to the lack of a unanimous vote.

Attorney Lawrence stated that since the items were not added to the agenda, it's as though the items never existed and nothing will happen with those employees at this time.

Mrs. Krutzer noted that she will send a tentative schedule for finance committee meetings.

Bishop McFarland stated that the Board has been procrastinating on the evaluation of the superintendent. At this time, all evaluation forms have not been submitted to the Board attorney. He indicated that the superintendent was given a contract for only 2.5 years due to the fact that a new board was being seated. He requested that a four year extension of the superintendent's contract be placed on the June 7th agenda.

Mrs. Dayton stated that the Caddo Parish School District will possibly be cutting 81 teaching positions and she hopes that MCSD will not have to do the same.

Mr. Traweek noted that the last evaluation form was turned in today and that the matter will be placed on the next agenda.

Dr. Harris noted that the ribbon cutting ceremony for Wossman High School Gymnasium is contingent upon approval from the Fire Marshall. The date is tentatively set for May 26th at 10:00 a.m.

Agenda Item 15 – Future Meetings

The next scheduled Board meetings are June 7, 2011 and June 21, 2011.

Action Item 16 – Recess/Adjournment

There being no further business to come before the Board, the meeting adjourned at 10:15 p.m. upon a motion by Bishop McFarland that was seconded by Mr. Sharp. The motion carried on a unanimous vote.

Mr. Mickey Traweek
Board President

Dr. Kathleen Harris
Superintendent