

**EXHIBIT  
A**

UNITED STATES DISTRICT COURT

EASTERN DISTRICT OF LOUISIANA

JOYCE MARIE MOORE, et al	*	CIVIL ACTION
VERSUS	*	CIVIL ACTION NO: 65-15556
TANGIPAHOA PARISH SCHOOL BOARD, et al	*	SECTION B, MAGISTRATE 1

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**PROPOSED PROCEDURE FOR HIRING IN  
SUPERVISORY/ADMINISTRATIVE POSITIONS**

**A. POSITIONS NOT REPORTING DIRECTLY TO THE  
SUPERINTENDENT**

When an administrative/supervisory position becomes open, after the completion of the Objective Criteria rating process, the Tangipahoa Parish School System Personnel Department will send the names of the top three (3) qualified applicants to the immediate supervisor of the open position. All such applicants must meet any applicable certification requirements. If any of the three top applicants are qualified black applicants and the supervisor does not recommend one of the qualified black applicants, written reason for the rejection must be given to a committee comprised of the Chief Desegregation Plan Implementation Officer, the Director of Human Resources, and the Assistant Director of Human Resources in charge of minority recruitment (the Committee). The rejected applicant(s) and the selected applicant will then be interviewed

by the Committee to determine whether the/any applicant should be recommended by the Committee to the Superintendent for a recommendation for employment.

If the Superintendent has reason to believe that the applicant recommended by the Committee should not be recommended to the School Board, he shall advise the Court Compliance Officer prior to making any recommendation for employment to the School Board. Within three (3) working days after receipt of such notice, the Court Compliance Officer shall respond in writing to the notice from the Superintendent or make a written request for additional time to review. The extended time shall not exceed an additional three (3) working days. If the Court Compliance Officer is unavailable, said notice shall be sent to the attorneys for the plaintiffs.

If the Superintendent and the Court Compliance Officer (or attorneys for the plaintiffs) cannot agree, then the Court Compliance Officer or the plaintiffs may petition the court for resolution of the dispute within ten (10) working days of the date on which the disagreement is communicated. The review procedures specified herein shall not in any way infringe upon an applicant's right to pursue other remedies under the law, including but not limited to Title VII and 42 U.S.C. § 1983.

**B. POSITIONS REPORTING DIRECTLY TO THE SUPERINTENDENT**

When a position reporting directly to the Superintendent becomes open, after the completion of the Objective Criteria rating process, the Tangipahoa Parish School System Human Resources Department will send to the Superintendent the names of the top three (3) qualified applicants. All applicants must meet any applicable certification requirements. If any of the top three (3) applicants are black and the Superintendent does

not choose a black applicant, written reasons for the rejection will be provided by the Superintendent to the attorneys for the Tangipahoa Parish School System. The attorneys for the Tangipahoa Parish School System will then evaluate the selected applicant and the rejected black applicant or applicants. The attorneys for the Tangipahoa Paris School System will then submit to the Superintendent a recommendation either concurring with the Superintendent or recommending alternative action.

Once the Superintendent has made a final determination, the Superintendent shall advise the Compliance Court Officer prior to making any recommendation for employment to the School Board. Within three (3) working days after receipt of such notice, the Court Compliance Officer shall respond in writing to the notice from the Superintendent or make a written request for additional time to review. The extended time shall not exceed an additionally three (3) working days. If the Court Compliance Officer is unavailable, said notice shall be sent to the attorneys for the plaintiffs.

If the Superintendent and the Court Compliance Officer (or attorneys for the plaintiffs in the absence of the Court Compliance Officer), can not agree, then the Court Compliance Officer or the plaintiffs may petition the court for resolution of the dispute within ten (10) working days of the date on which the disagreement is communicated. The review procedures specified herein shall not in any way infringe upon an applicant's right to pursue other remedies under the law, including but not limited to Title VII and 42 U.S.C. § 1983.

### **C. OTHER PROVISIONS**

It is the understanding between the parties that the foregoing hiring procedures are a remedy in accordance with prior court orders concerning hiring of

supervisory/administrative personnel, and these procedures shall terminate at such time as the percentage of black supervisory/administrative positions meets the percentage of black students in the school system as contained in Attachment "C": of the proposed order in record Document #738. Upon the expiration of this policy, the parties and the Compliance Officer shall conduct an annual review of the percentage black supervisory/administrative employees, employed by the school system to assure that employment gains are being maintained to the extent practical.

This policy in its entirety shall terminate upon the entry by the court of an order declaring the school district unitary in the area employment of supervisory/administrative employees.

Respectfully submitted,

*/s/ Alton B. Lewis*

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*/s/ Charles L. Patin, Jr.*

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**CERTIFICATE OF SERVICE**

I hereby certify that the foregoing Proposed Procedure for Hiring was filed electronically with the Clerk of Court using the CM/ECF system. Notice of this filing will be sent by operation of the court's electronic filing system. A also certify that a copy of the pleading will be sent to all non-CM/ECF participants by U. S. Mail, properly addressed and postage prepaid, on this 7<sup>th</sup> day of August, 2009.

*/s/ Alton B. Lewis*

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Alton B. Lewis