

**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 OF PRINCIPALS AND OTHER SUPERVISORY/ADMINISTRATIVE POSITIONS'**

It is the goal of the Tangipahoa Parish School System to hire the highest qualified and most capable candidates available for any open positions as principals and/or supervisory/administrative positions while at the same time making the best effort possible to achieve racial diversity in those positions that closer reflects the population of Tangipahoa Parish. Considering these goals, the following procedure will be used in hiring principals and other supervisory/administrative positions:

- 1) After appropriate advertisement of available positions, all applicants will be screened by the Tangipahoa Parish School System Personnel Department to ensure that the applicants meet all educational and certification requirements as set forth in job descriptions and any appropriate laws or regulations of the State of Louisiana.
- 2) The Tangipahoa Parish School System Personnel Department will submit the names of the qualified applicants to the immediate supervisor of the open position for appropriate interviews and evaluation.

- 3) Until such time as the racial diversity goals are met, if any of the qualified applicants are black, the immediate supervisor, in making a selection for recommendation, will extend a preference to the black candidates; however, this preference must be balanced against the goal of hiring the most qualified and most competent candidate available.
- 4) The recommendation or recommendations of the immediate supervisor will be submitted to the Superintendent of the Tangipahoa Parish School System for final selection and for recommendation to the Tangipahoa Parish School Board for hiring.
- 5) In making the individual final selections for recommendation to the Tangipahoa Parish School Board for hiring, the Superintendent will exercise good faith and his best efforts to attain the goals of the Tangipahoa Parish School System of hiring the best qualified and most competent candidates while attaining the racial diversity goals of the Tangipahoa Parish School System.
- 6) The individual final selections and recommendations of the Tangipahoa Parish School System will not be challenged on an individual basis. On the 30<sup>th</sup> of May of each calendar year and on the 30<sup>th</sup> of November of each calendar year of the Tangipahoa Parish School System, through the Chief Desegregation Implementation Officer, will submit to the Court Compliance Officer, to the attorneys for the plaintiffs in this matter, and to the attorneys for the defendants in this matter, a report of all principals and other supervisory/administrative personnel hired in the prior six (6)

months. That report shall list the positions filled, the applicants and the races of the applicants, and the candidates hired along with the race of the candidates hired. The Court Compliance Officer, attorneys for the plaintiffs, and attorneys for the Tangipahoa Parish School System shall review these reports and consult with each other to make a determination as to whether the Superintendent of the Tangipahoa Parish School System is making progress toward attaining the goals of racial diversity. Based on the findings, the Compliance Officer and/or the attorneys for the plaintiffs may seek any appropriate relief from the court for corrective actions on a going forward basis.

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 Principals and other Supervisory/Administrative Positions 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 24<sup>th</sup> day of September, 2009.

*/s/ Alton B. Lewis*

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Alton B. Lewis