



Striving for Justice

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July 14, 2010

Mr. Mark Kolwe, Superintendent
Tangipahoa Parish School System
59656 Puleston Rd
Amite, LA 70422

Re: Superintendent's Proposed Recommendation for Appointment of a
Principal at Hammond High School

Dear Mr. Kolwe:

I received on yesterday your letter dated July 8, 2010, regarding your intent to recommend Mr. Chad Trosclair, a white male, for appointment as the Principal of Hammond High School to replace another white male, Mr. Carmen Moore. As counsel for the plaintiffs in *Moore v. Tangipahoa Parish School Board*, No. 15556 (E.D.La.), I object to your proposed recommendation for the reason that it does not comply with the terms or the spirit of the court order specifying procedures for achieving diversity goals to remedy the long-standing pattern and practice of failing to appoint and promote Black administrators in the Tangipahoa Parish School System.

The court order regarding hiring procedures, R. Doc. 866, is a remedy for prior discrimination and failure of the school system to comply with prior desegregation orders regarding hiring. This is not a rote exercise to appoint Black persons, but an effort to provide equal opportunity to qualified Black applicants. The school system is not required to hire unqualified Black applicants—and, even where there are qualified Black applicants, the court order allows the Superintendent to choose "not to recommend a Black applicant [where] a more qualified non-black applicant has timely applied."

You say, "While the black candidate possesses significant skills and capabilities, she is not, in my judgment, the right person for this particular opening." Your speculative assessment and conclusion which favor the white male candidate are precisely the kind of ad hoc, unsubstantiated biased subjectivity that the court intended to

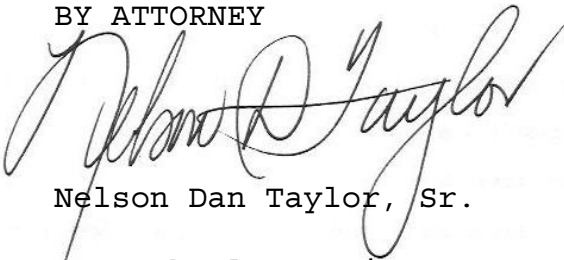
eliminate from the decision making process. Your letter does not state any basis whatsoever for concluding that the white male is more qualified than the black female candidate for the position of Principal at Hammond High School. Indeed, your letter avoids discussion of objective qualifications and comparative experience.

It is my understanding that no Black person has ever been appointed as a principal at Hammond High School, one of the two largest high schools in Tangipahoa Parish. It is also my understanding that the Black applicant is not only qualified; her credentials are impeccable. The special review committee recommended her appointment and I find nothing in your letter that would justify any other decision.

Mr. Troxclair is not a more qualified non-black applicant. His selection would violate the terms of the court order at issue. On behalf of the plaintiffs, black school children and their parents, I object to your proposed recommendation and urge you to reconsider.

Sincerely,

BY ATTORNEY

A handwritten signature in cursive script, appearing to read "Nelson Dan Taylor, Sr.", written in black ink.

Nelson Dan Taylor, Sr.

cc: Charles Patin, Esq.
James A. Gray, II, Esq.