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WESTERN DISTRICT OF LOUISIANA
ALEXANDRIA, LOUISIANA

**UNITED STATES DISTRICT COURT
WESTERN DISTRICT OF LOUISIANA
ALEXANDRIA DIVISION**

RUBY LEE CALHOUN, et al.

CIVIL ACTION NO. 80-1422

-vs-

JUDGE DRELL

NATCHITOCHES PARISH SCHOOL BOARD

MAGISTRATE JUDGE KIRK

RULING AND ORDER

Pending is the oral motion made in Open Court by counsel for the Natchitoches Parish School Board to re-urge its request that the school system of Natchitoches Parish be declared unitary in the areas of student body composition and faculty. (Document No. 85.) Considering all submissions pertaining to the motion, as well as the evidence and argument presented, the motion is DENIED at this time.

To facilitate actions in advance of the upcoming school year, however, the recommendations of Dr. William Gordon as outlined in his February 13, 2013 correspondence to Dr. Derwood Duke (a copy of which is marked for identification as "Exhibit A" and is attached hereto) regarding diversification of minority teacher recruiting efforts at colleges and universities other than those traditionally explored, must be implemented. At the conclusion of the 2013-14 school year, the Court will entertain re-filing of the motion for unitary status on the issue of faculty assignment, provided that complete statistical data on recruitment at all colleges

and universities attempted is given, including the efforts and results for each institution at which recruiting took place during the past five (5) years, inclusive of the 2013-14 school year. The Court expects to see fully explained statistics in this regard.

In the area of faculty assignments, we also were quite surprised to hear the School Board's counsel argue in support of the motion that the forty percent (40%) minority standard for designation of faculty set forth in this Court's Order of July 7, 1981 is not reachable because it is unfair, without any *evidence* that this is the case. If this were true, and a viable issue, we wonder why: (1) the matter was not raised by the School Board in more than thirty years; and (2) why counsel did not come prepared to argue the point with facts, statistics, studies (*i.e.*, evidence), to present to the Court. Accordingly, we decline to reconsider that determination as well.

Insofar as student body composition is concerned, we are impressed with the efforts proposed by Dr. Duke and his plan to recommend appropriate realignments at Lakeview Annex, Frankie Ray Jackson, Fairview Alpha, L.P. Vaughn, Parks, and East Natchitoches. We believe these proposals merit attention by the School Board and an opportunity to succeed. The Court will, likewise, entertain a renewed motion for declaration of unitary status in the area of student body composition at the conclusion of the 2013-14 school year or such appropriate other time following implementation of these plans.

Any request for further clarification of this Ruling and Order may be made by arranging a conference call with the Court.

The Natchitoches Parish School Board and its superintendent have obviously made substantial and lasting progress toward achieving unitary status. The Court urges them to work with diligence on these remaining two factors to complete the task.

SIGNED on this ^{7th} 12 day of May, 2013 at Alexandria, Louisiana.

A handwritten signature in black ink, appearing to read 'Dee D. Drell', is written over a horizontal line.

DEE D. DRELL, CHIEF JUDGE
UNITED STATES DISTRICT COURT

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February 13, 2013

Dr. Derwood Duke
Natchitoches Parish School District
301 Royal Street
Natchitoches, Louisiana 714357

Dear Derwood:

I have had the opportunity to reflect on the hearing with Judge Drell and I have a few observations and suggestions that may be of value to you.

After listening to listening to the testimony of Ms. Page I had the impression that the recruitment on black faculty lacked organization. This is not to imply that Ms. Page is not attempting to properly recruit black faculty because she is in fact trying hard. The problem is she has fallen into a routine that is not really productive.

Mr. Pierre was questioning her attempts to recruit at historically black colleges and universities. The issue is not where one recruits. The issue is the availability of black candidates at the various colleges and universities where the recruiting efforts are being made. Listening to the testimony there appears to be few if any black teaching candidates available at Southern or Grambling. If that is the case then why visit those campuses? You can't find what is not there.

Universities and colleges such as LSU, Tulane, Louisiana Tech, University of Louisiana at Lafayette, and University of Louisiana at Monroe have significant enrollments of black students that could be recruited. I have included with this note a listing of all of the colleges and universities in the State of Louisiana. A phone call to the State Department of Education should reveal those schools and colleges with departments or schools of education. It is those universities and colleges where the recruiting should be focused. Remember the object is to recruit black teachers not simply visit historically black universities or colleges unless the intent is to simply show the flag.

There is a need to develop a brochure advertising the district's schools and the community. This should be drafted as a selling document designed to attract interest from teachers to teach in

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the district. These brochures should be distributed throughout the community to community organizations such as Chambers of Commerce and business groups such as Rotary. They should also be sent to every department or college of education placement bureaus in the State.

Ms. Page needs assistance. This is not to suggest any new hires but it is to suggest that principals be scheduled to attend job fairs, colleges and departments of education. If every principal in the district had to make one or two recruiting trips there would be a significant number of recruiting visits with minimal costs.

Mr. Pierre also mentioned incentives. You might want to contact Northwestern State to determine if any teacher in the school system could get a reduction on the tuition costs of courses taken. We have developed similar opportunities in other District's where I have worked. Even with a small reduction in tuition we have seen a significant impact on recruitment to the School District. Considering your involvement in the past with Northwestern this might be something you could workout and would be not cost the District.

I would modify your student assignment plan outlined in Mr. Hammond's pre-trial memorandum as follows:

Make the student assignments mandatory instead of voluntary and include 6th, 7th, and 8th grade students in the identified schools.

- 1) Students assigned to Frankie Ray Jackson would include all 6th, 7th, and 8th grade students currently assigned to Parks, L.Vaughn, Marthaville, Provencal and the 6th, 7th, and 8th grade students living in the Payne sub-division currently enrolled in Cloutierville. I am under the impression there is adequate space in Frankie Ray Jackson to house these students. The results would be that Frankie Ray Jackson would become a desegregated facility within +/-15% of the District's total enrollment.
- 2) Students assigned to Lakeview Annex would include all 6th, 7th and 8th grade students currently assigned to Fairview Alpha, Goldonna, and 6th, 7th, and 8th grade students currently living in the Lakeview area. The result would be that the Fairview Annex would become a desegregated 6th, 7th, and 8th grade facility.

These reassignments would still leave some racially identifiable K-5 schools with significantly lower enrollments. I would then identify one or two schools where the enrollments have been reduced to the extent where the two schools are left with a significant amount of excess space. In those two schools, identified as having significant excess space I would introduce two K-5 magnets open to the entire school district. The magnets would become "schools within schools" operating on a separate administrative track. The only requirement would be that the magnets must maintain a +/-15% racial enrollment.

Successful magnets such as those proposed could include an: "Academic Magnet, Fine Arts Magnet, Montessori Magnet, Maths/Science Magnet, Etc.

These are some of my thoughts concerning recruitment and pupil assignment. I am sure there are many more ideas that could be explored without significant cost to the District. You might want to investigate by using some brainstorming sessions with your central staff and principals.

Let me know if I can be of assistance to you as you explore your issues of recruitment and pupil assignment.

Very truly yours,

William M. Gordon

Copies:

The Honorable Dee D. Drell
Robert L. Hammonds Esq.
John K. Pierre Esq.

Attachments:

A List of Colleges and Universities in Louisiana

List of colleges and universities in Louisiana

From Wikipedia, the free encyclopedia

The following is a **list of colleges and universities** in the U.S. state of Louisiana.^[1]

Contents

- 1 Colleges, universities and professional schools
 - 1.1 Private research university (non-sectarian)
 - 1.2 Private colleges and universities
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Colleges, universities and professional schools

Private research university (non-sectarian)

- Tulane University

Private colleges and universities

- Centenary College of Louisiana^{*}
- Dillard University^{*}
- Louisiana College^{*}
- Loyola University New Orleans
- Our Lady of Holy Cross College^{*}
- Our Lady of the Lake College
- Xavier University of Louisiana

^{*} liberal arts colleges

For Profit Colleges

- Virginia College, Baton Rouge
- Delta College of Arts & Technology, Baton Rouge
- American School of Business, Shreveport

Religious seminaries

- New Orleans Baptist Theological Seminary
- Notre Dame Seminary
- Saint Joseph Seminary College

Public colleges and universities

■ Louisiana State University System

Louisiana State University at Alexandria
Louisiana State University and A&M College, Baton Rouge (*main campus*)
Louisiana State University at Eunice[†]
Louisiana State University in Shreveport
Louisiana State University Health Sciences Center New Orleans
Louisiana State University Health Sciences Center Shreveport
Paul M. Hebert Law Center

■ Southern University System

Southern University and A&M College, Baton Rouge (*main campus*)
Southern University at New Orleans
Southern University at Shreveport[†]
Southern University Law Center

■ University of Louisiana System

Grambling State University
Louisiana Tech University
McNeese State University
Nicholls State University
Northwestern State University
Southeastern Louisiana University
University of Louisiana at Lafayette
University of Louisiana at Monroe
University of New Orleans

■ Louisiana Community and Technical College System

Baton Rouge Community College
Bossier Parish Community College
Delgado Community College
L.E. Fletcher Technical Community College
Louisiana Delta Community College
Louisiana Technical College (40 campuses)
Elaine P. Nunez Community College
River Parishes Community College

South Louisiana Community College
SOWELA Technical Community College

† two-year colleges, not named "community college"

Closed or relocated institutions

- Columbus University — **relocated**
- Dodd College, Shreveport, Louisiana, 1927-1942 — **closed**
- H. Sophie Newcomb Memorial College, New Orleans, Louisiana (1886–2006) — **merged** within Tulane University
- Jefferson College, Convent, Louisiana, 1800s — **closed**. Campus currently a Jesuit retreat house.
- Mount Lebanon University, Mount Lebanon, Louisiana, 1860-1906 — **closed**
- St. Mary's Dominican College, New Orleans, Louisiana, 1860–1984, — **closed**
- Straight University, New Orleans, Louisiana, 1868 and 1934 — **merged** to form Dillard University

See also

- University of Louisiana (disambiguation)
- Southern Association of Colleges and Schools
- List of unaccredited institutions of higher learning
- Louisiana Board of Regents
- Higher education in the United States
- List of American institutions of higher education
- List of recognized higher education accreditation organizations

Footnotes

1. ^ Southern Association of Colleges and Schools: Search by state (Louisiana) (<http://www.sacscoc.org/search.asp>)

External links

- Department of Education listing of accredited institutions in Louisiana (<http://nces.ed.gov/collegenavigator/?s=LA>)
- Louisiana Association of Independent Colleges and Universities (<http://www.laicu.org/>)

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/w/index.php?title=List_of_colleges_and_universities_in_Louisiana&oldid=513195143"

Categories: Universities and colleges in Louisiana | Lists of universities and colleges by U.S. state
Louisiana-related lists

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