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“You Will Be Missed!”

**Aim for Excellence**

***Morehouse Parish School Board, P. O. BOX 872 or 4099 Naff Avenue, Bastrop, LA. 71221 MARCH 2014 NEWSLETTER***

***Web-site:*** [***www.mpsb.us***](http://www.mpsb.us) ***E-mail: See web-site Phone: 318-281-5784 Fax: 318-283-3456 ISSUE 13***

Morehouse Parish School Board would like to saycongratulations to Mrs. Susan Spence on her new job.She will be working for PMR Equipment Brokerage as a School Nutrition Specialist.Her fifteen years of service at Morehouse Parish Schools are greatly appreciated.

The Food Service Department’s success, growth and funding turn-around can be directly attributed to the hard work and dedication of Mrs. Spence. There are many extra programs the Food Service Department has offered during the time of Mrs. Spence’s services.

1. Breakfast in the classroom at H. V. Adams.
2. Summer Feeding Program (started in 2001).
3. The Supper Program (started in 2013-2014 school year).
4. After School Snack Program (serving students during After School Tutoring).
5. Taste testing Day (for students and parents). “This is done so that parents can know what their childrenare eating and how it taste.” Mrs. Spence said.

Mrs. Spence implemented these programs to help with the nourishment of the students. “The Food Service Department enjoys assisting the schools in any way possible.”

A friend, a co-worker, a supervisor and an employee you are all these things to us. Susan, “You will be greatly missed here.”

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Susan spence

food

nutritionist

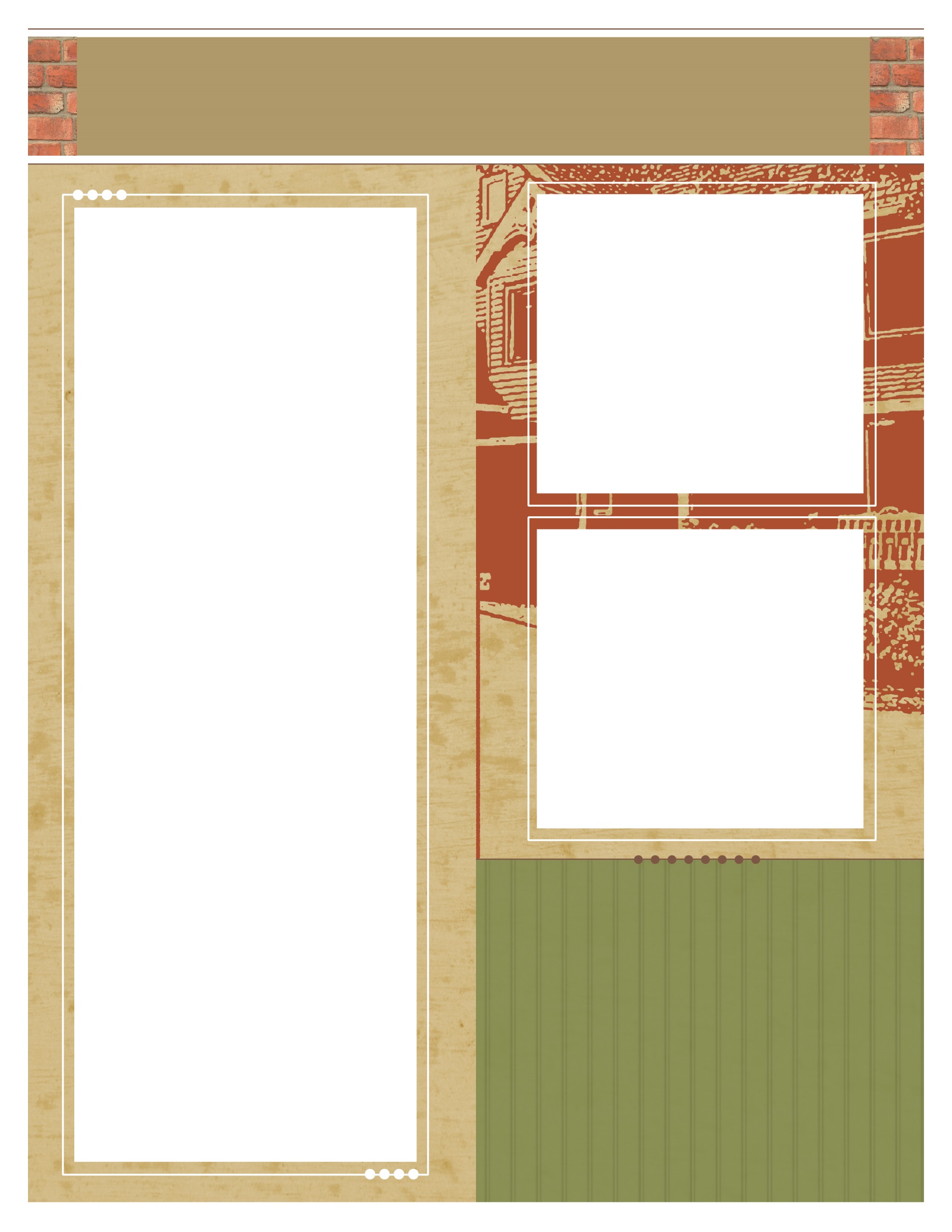
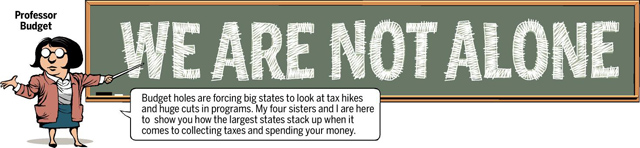
supervisor

15 Years of service

(February 1,1999 -FEBRUARY 7, 2014)



**Budget Issues**



We will be using several methods to reach our financial goals:

1. **Some 12 or 11 month employees will be working less months.**

These employees will be from all over the district—Central Office, all departments, and all schools. The only good thing I can say about this is that these people could still have a job, but they will just work less time and get paid less.

1. **Some employees will be cut using the Reduction in Force policy to accomplish this.**

We will be using our RIF policy to go through this process. This policy is different from what most people might expect. It is not based on the length of time that a person worked in the position, but it is based on the certification and then the effectiveness of an individual. (Please review policy F-9.22a-1 for details).

1. **Some schools might be closed.**

As we look at this we must ask the question, what is the right size for our district? Do we have some elementary grade inefficiency? We presently have 5 PK-5 Schools and 1 K-8 School. We serve 1856 students in those grades and we have 91 teachers, 6 principals, and other classified personnel.

If we reconfigured our schools, I propose that we Create Feeder School Programs which included: 2 (PK-2 Schools), 1(3-5 School), 1 (3-8 School), and 1(6-8 School).

This would save on the number of teachers required for each grade. It would also streamline the educational process, allow for the opportunity to have focused professional development, savings opportunities through unified purchasing, and allow a unified opportunity for accountability measures. It would also give parents the ease of knowing that only children in the same age range would be attending the school that their child attends.

There will be a public meeting on February 29, 2014 with a location to be announced at a later date so everyone can have an opportunity to voice their opinion concerning these recommendations. The school board will actually vote on these actions in March.

School districts throughout the state of Louisiana and across the nation are all facing the task of not having enough money. Recently, in our area, Madison Parish went through a Reduction in Force and Union Parish closed two elementary Schools. None of these things are pleasant or something that anyone just has a great desire to do, but financially we have to do what is best for the school district.

In October 2013, the Morehouse Parish School Board directed the Superintendent to make the necessary adjustments to the budget so that it could be balanced for the 2014-2015 school term. This should be done three different ways: Revised Job Description, Reduction in Force, and School Consolidation. Since that time several steps have taken place to fulfill the board’s directive.

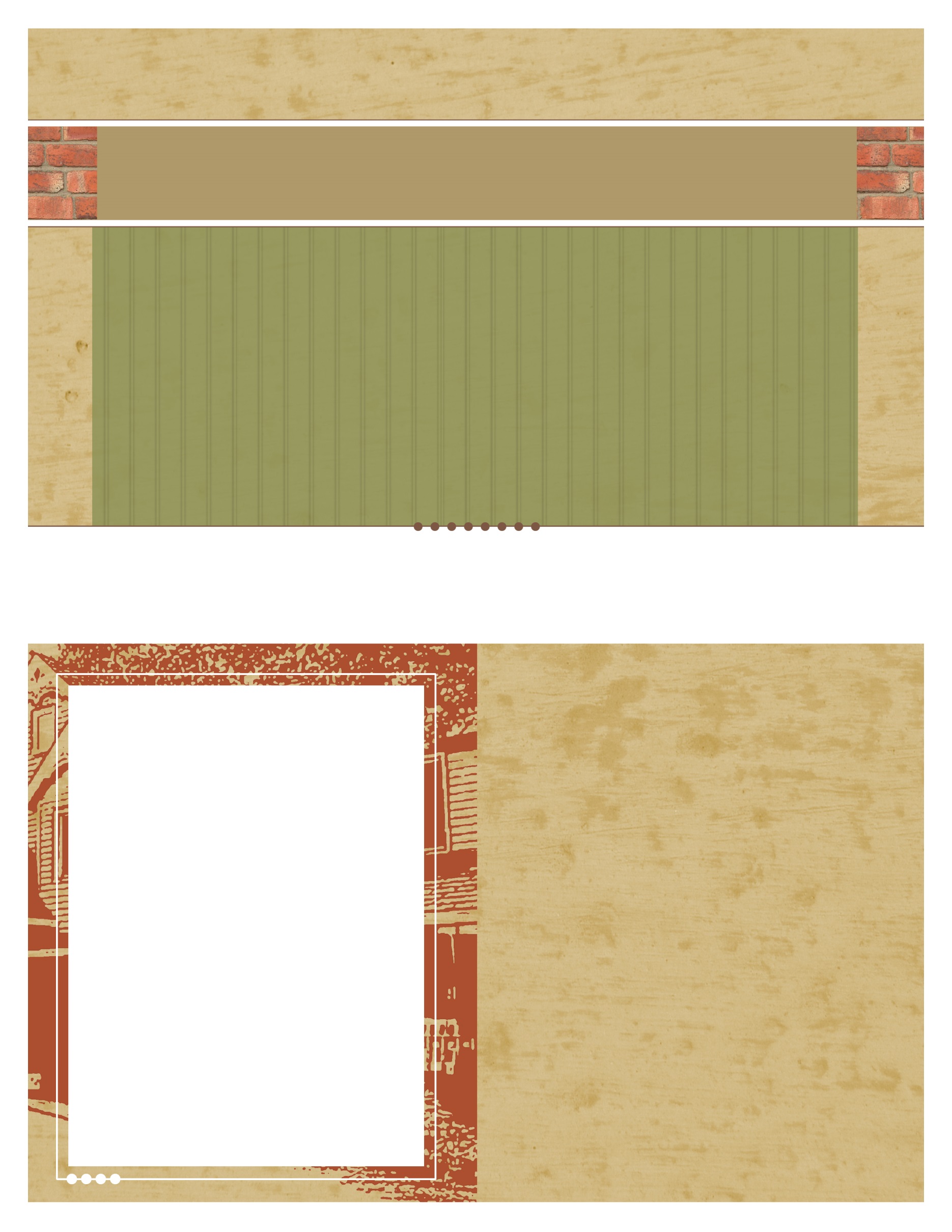
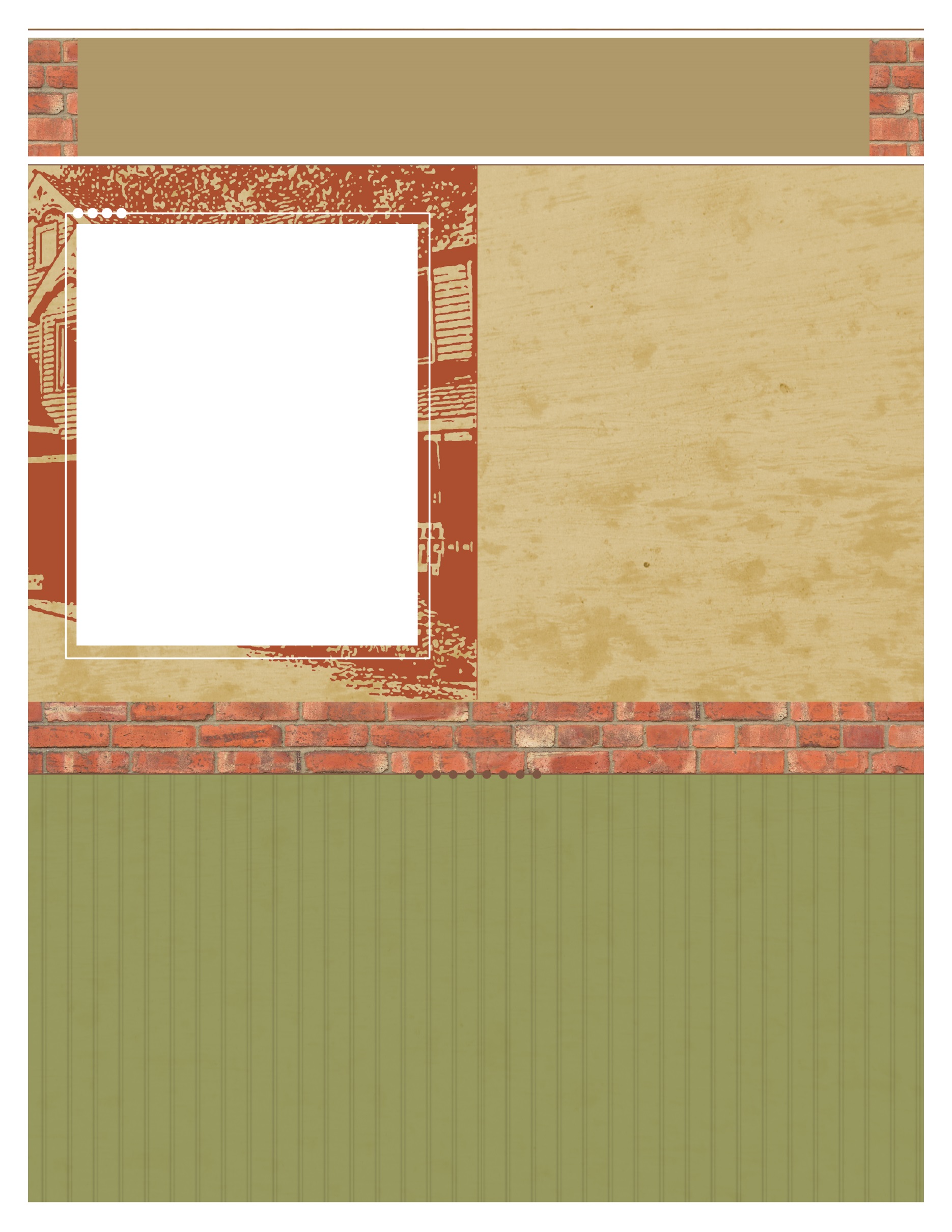
First we need to explain what caused us to be in this financial situation. Listed below are a few reasons why we are struggling with a 3.8 million dollar deficit:

* Increased Retirement Contribution
* Rising Health Insurance Costs
* Fuel Prices increased from$250K in 2009 to 390K in 2013
* ARRA Funds that had to be Absorbed $500K in 2012
* Student Count Decreased causing a $2M loss since 2010
* Several State Unfunded Mandates
* A large number of 12 Month Employees for a district our size
* Several Unsuccessful attempt to pass bond issues/taxes
* Effects of the Charter School Process

How do we dig ourselves out of this financial hole?

We started by having meetings with our staff. We had several heart to heart meetings with Directors, Supervisors, and Principals over the past several months to discuss ways we could work through this situation and still provide the best possible education to the children of this parish. We established a timeline by using the school board directive and the time schedule available to complete this task before the next school term.

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The clerical staff and Child Nutrition Program employees were participants in the District-wide Professional Development on January 6. The in-service was presented by Mrs. Prince Ella Williams, Personnel Director and Mrs. Loe Dunn, Director, Delta Community College. It was the first in-service attended by these two unique groups. The theme for the morning was, “Service is Our Business”. Mrs. Dunn discussed the importance of respecting others and of keeping the lines of communication open. She also stressed the importance of team work and encouraged participants to continually work on self-improvement. The feedback was very positive and enjoyed by everyone. Certificates were presented as evidence of participation in the session. Our thanks to Mrs. Dunn for her willingness to assist with professional development efforts throughout the year and to Mr. Howard Loche, Principal for allowing us to use the Bastrop Learning Academy for our meeting.



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| *Sun* | *Mon* | *Tue* | *Wed* | *Thu* | *Fri* | *Sat* |
|  |  |  |  |  |  | *1*  *Tessa Holyfield*  *Rhonda Townsend*  *Patricia Van* |
| *2*  *Hannah Miller* | *3*  *Emmitt Anderson*  *Heather Johnson* | *4*  *Billie Furlow*  *Donna Johnson* | *5*  *Michael Ward* | *6*  *Laura Hunter*  *Jennifer Kelly*  *Jerald Lautigar*  *Laura Malone* | *7*  *Ricky Jones*  *Debora Mattice*  *Richard Ridgell* | *8*  *Billy Pegross* |
| *9* | *10*  *Carolyn Beach*  *Barbara Gombossy* | *11*  *Carmen Cooper*  *Robin Coleman* | *12* | *13* | *14*  *Kelly Cash* | *15*  *Doris Cromwell*  *Rebecca Foster*  *Karen McKoin* |
| *16*  *Michael Sistrunk* | *17*  *Crystal Brandon*  *Denise Dole*  *Katina Jones*  *Brenda Rookard*  *Vanessa Scates* | *18*  *Ericka Kelly*  *Brandy Robinson* | *19*  *Janet McClain* | *20*  *Belma Lollie* | *21*  *Holley Farrah*  *Susan Roberts* | *22*  *Jamie McDaniel*  *Jennifer Stokes* |
| *23* | *24*  *Elizabeth McVoy* | *25* | *26*  *Emily Myrick*  *Gary Parker* | *27*  *Vanessa Washington* | *28*  *Danny McMillan* | *29*  *Annie Massey*  *Brandy Stansbury* |
| *30* | *31*  *Emmitt Anderson*  *Sonya Blondin*  *Allen Bruce*  *Martha Clingen*  *Linda Heath* |  |  |  |  |  |

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MONTH, YEAR VOL # ISSUE #

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| *Sun* | *Mon* | *Tue* | *Wed* | *Thu* | *Fri* | *Sat* |
|  |  | *1*  *Arnita Harden* | *2*  *Pinkie Simpson* | *3* | *4*  *Essie Smith*  *Ann West* | *5*  *Judy Aswell*  *Angela Madden* |
| *6*  *Janet Davis*  *Howard Loche* | *7*  *Mitzi Quinn*  *Pamela Walker* | *8*  *Everett Smith* | *9* | *10*  *Tammie Moore*  *Stacey Pullen* | *11*  *Regina Blackwell* | *12* |
| *13* | *14*  *Donald Cephas* | *15*  *Stephen Jeselink* | *16* | *17* | *18*  *Karla Balemezi*  *Karmen Murry* | *19*  *Marilee Trahan* |
| *20*  *LuWanda Davis* | *21*  *Pamela Hughes*  *Deborah Sharp* | *22* | *23*  *Christopher Bayless*  *Stacy Hammonds* | *24*  *Emily Winston* | *25*  *Carey Briley*  *Donna Brumley* | *26* |
| *27*  *Brandi Blakely* | *28*  *Arthur White* | *29*  *Larissa Bonnett*  *Alex Payton* | *30* |  |  |  |

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| *Sun* | *Mon* | *Tue* | *Wed* | *Thu* | *Fri* | *Sat* |
|  |  |  |  | *1* | *2*  *LaRhonda Leopold* | *3*  *Jerry Gordon* |
| *4*  *Donna Harrell* | *5* | *6*  *Jayne Pylant* | *7* | *8*  *Valerie Jones* | *9*  *Daniel Stanley* | *10*  *Tammy Cole*  *Karen McKee* |
| *11* | *12*  *Audrey Johnson* | *13*  *Wanda Ramsey* | *14*  *LaTisha Leverette-Bradshaw* | *15* | *16*  *David Nordman* | *17* |
| *18*  *Amanda Eldridge*  *Terry Kennedy*  *Jana Wilmore* | *19*  *Cristopher Brown* | *20*  *Dana Alden-Arthur*  *Shirley Davis*  *Regina Holmes* | *21* | *22*  *Katherine Fonte* | *23*  *Katherine Burns*  *Theabury Odom, Jr.* | *24* |
| *25*  *Tanyonicka Black*  *Jennifer Tarver* | *26* | *27*  *Kristi Newell* | *28*  *Ralph Davenport*  *Sharette Flynn*  *Stephanie Hickman* | *29* | *30*  *Tara Andrepont* | *31* |

**Birthdays continue….**