

**U.S. District Court
Eastern District of Arkansas (Little Rock)
CIVIL DOCKET FOR CASE #: 4:99-cv-00113-SMR**

USA v. NLR School District
Assigned to: Judge Stephen M. Reasoner
Demand: \$0
Cause: 42:2000e Job Discrimination (Employment)

Date Filed: 02/18/1999
Date Terminated: 04/02/2001
Jury Demand: Plaintiff
Nature of Suit: 442 Civil Rights: Jobs
Jurisdiction: U.S. Government
Plaintiff

Plaintiff

United States of America

represented by **Bill Lann Lee**
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Intervenor Plaintiff

Margaret Ness

represented by **Jim P. Hamilton**
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V.

Defendant

North Little Rock School District

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| Date Filed | # | Docket Text |
|-------------------|-------------------|---|
| 02/18/1999 | 1 | COMPLAINT with jury demand; summons issued and returned to counsel (jap) (Entered: 02/18/1999) |
| 02/18/1999 | 2 | MEMO to file regarding service of complaint (jap) (Entered: 02/18/1999) |
| 03/08/1999 | 3 | RETURN OF SERVICE executed upon defendant NLR School District on 2/23/99 (bmt) (Entered: 03/09/1999) |
| 03/09/1999 | 4 | ANSWER by defendant (bmt) (Entered: 03/09/1999) |
| 04/15/1999 | 5 | MOTION by movant Margaret Ness to intervene as a pltf (bmt) Modified on 04/22/1999 (Entered: 04/16/1999) |
| 04/23/1999 | 6 | RESPONSE by defendant to motion to intervene as a pltf [5-1] (bmt) (Entered: 04/23/1999) |
| 04/23/1999 | 7 | BRIEF by defendant in support of response to motion to intervene [6-1] (bmt) (Entered: 04/23/1999) |
| 05/05/1999 | 8 | AMENDED MOTION by movant Margaret Ness to intervene as a pltf (bmt) (Entered: 05/06/1999) |
| 05/05/1999 | 9 | BRIEF by movant Margaret Ness in support of motion to intervene as a pltf [8-1] (bmt) (Entered: 05/06/1999) |

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| 05/21/1999 | 10 | ORDER by Judge Stephen M. Reasoner granting motion to intervene as a pltf [5-1] [8-1] (cc: all counsel) EOD 5/21/99 (bmt) (Entered: 05/21/1999) |
| 05/21/1999 | 11 | INTERVENOR'S complaint by intervenor plaintiff (bmt) (Entered: 05/21/1999) |
| 10/05/1999 | 12 | ANSWER by defendant to complt of intervenor (bmt) (Entered: 10/05/1999) |
| 10/18/1999 | 13 | MOTION by plaintiff USA for issuance of scheduling order (former empl) (Entered: 10/19/1999) |
| 10/18/1999 | 14 | MEMORANDUM by plaintiff USA in support of motion for issuance of scheduling order [13-1] (former empl) (Entered: 10/19/1999) |
| 03/23/2000 | 15 | SCHEDULING ORDER (DOC); jury trial set for 9:30 9/18/00 in Little Rock; discovery due 7/24/00; pretrial info sheet due 8/21/00 (cc: all counsel) (bmt) (Entered: 03/24/2000) |
| 04/19/2000 | 16 | ORDER by Judge Stephen M. Reasoner finding the motion for issuance of scheduling order moot [13-1] (cc: all counsel) (bmt) (Entered: 04/20/2000) |
| 07/25/2000 | 17 | MOTION by defendant to extend discovery deadline lej) (Entered: 07/25/2000) |
| 07/25/2000 | 18 | BRIEF by defendant in support of motion to extend discovery deadline [17-1] lej) (Entered: 07/25/2000) |
| 08/04/2000 | 19 | OPPOSITION by plaintiff to motion to extend discovery deadline [17-1] (former empl) (Entered: 08/07/2000) |
| 08/07/2000 | 20 | RESPONSE by intervenor plaintiff to motion to extend discovery deadline [17-1] (bmt) (Entered: 08/08/2000) |
| 08/07/2000 | 21 | BRIEF by intervenor plaintiff in support of response to motion to extend discovery deadline [20-1] (bmt) (Entered: 08/08/2000) |
| 08/11/2000 | 22 | MOTION by plaintiff to compel deft to resp to certain written discovery requests (bmt) (Entered: 08/14/2000) |
| 08/11/2000 | 23 | MEMORANDUM by plaintiff in support of motion to compel deft to resp to certain written discovery requests [22-1] (bmt) (Entered: 08/14/2000) |
| 08/11/2000 | 24 | ORDER by Judge Stephen M. Reasoner granting motion to extend discovery deadline until 8/31/00 [17-1] (cc: all counsel) (bmt) (Entered: 08/14/2000) |
| 08/18/2000 | 25 | PRETRIAL INFORMATION SHEET by defendant; estimated length |

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| | | of trial 4 to 5 days (bmt) (Entered: 08/22/2000) |
| 08/21/2000 | 26 | JOINT PRETRIAL INFORMATION SHEET by plaintiff and intervenor plaintiff; estimated length of trial 2 to 3 days (bmt) (Entered: 08/22/2000) |
| 08/29/2000 | 27 | JOINT MOTION by parties for protective order (bmt) (Entered: 08/30/2000) |
| 08/29/2000 | 28 | MEMORANDUM by parties in support of motion for protective order [27-1] (bmt) (Entered: 08/30/2000) |
| 08/31/2000 | 29 | PROTECTIVE ORDER by Judge Stephen M. Reasoner: granting motion for protective order regarding medical records of pltf intervenor Margaret Ness [27-1] (cc: all counsel) (bmt) (Entered: 08/31/2000) |
| 09/01/2000 | 30 | RESPONSE by defendant to motion to compel deft to resp to certain written discovery requests [22-1] (bmt) (Entered: 09/01/2000) |
| 09/08/2000 | 31 | MOTION by plaintiff in limine to exclude the testimony of Dolly Smith (bmt) (Entered: 09/08/2000) |
| 09/08/2000 | 32 | MEMORANDUM by plaintiff in support of motion in limine to exclude the testimony of Dolly Smith [31-1] (bmt) (Entered: 09/08/2000) |
| 09/08/2000 | 33 | ORDER by Judge Stephen M. Reasoner finding the motion to compel deft to resp to certain written discovery requests moot [22-1] (cc: all counsel) (bmt) (Entered: 09/08/2000) |
| 09/12/2000 | 34 | RESCHEDULING ORDER (DOC); jury trial set for 9:30 4/2/01 in Little Rock; updated pretrial info sheet due 3/5/01 (cc: all counsel) (bmt) (Entered: 09/13/2000) |
| 09/13/2000 | 35 | RESPONSE by defendant to motion in limine to exclude the testimony of Dolly Smith [31-1] (bmt) (Entered: 09/14/2000) |
| 09/13/2000 | 36 | BRIEF by defendant in support of response to motion in limine [35-1] (bmt) (Entered: 09/14/2000) |
| 01/09/2001 | 37 | ORDER by Judge Stephen M. Reasoner denying motion in limine to exclude the testimony of Dolly Smith w/o prej [31-1] (cc: all counsel) (bmt) (Entered: 01/10/2001) |
| 03/05/2001 | 38 | JOINT PRETRIAL DISCLOSURE SHEET by plaintiff and intervenor plaintiff; estimated length of trial 2 to 3 days (bmt) (Entered: 03/06/2001) |
| 03/20/2001 | 39 | MOTION by defendant for summary judgment (bmt) (Entered: 03/21/2001) |

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| 03/20/2001 | 40 | BRIEF by defendant in support of motion for summary judgment [39-1] (bmt) (Entered: 03/21/2001) |
| 03/20/2001 | 41 | STATEMENT OF FACTS (Local Rule 56.1) by defendant in support of motion for summary judgment [39-1] (bmt) (Entered: 03/21/2001) |
| 03/22/2001 | 42 | MOTION by plaintiff to strike deft's motion for summary judgment and for expedited consideration (bmt) (Entered: 03/23/2001) |
| 03/22/2001 | 43 | MEMORANDUM by plaintiff in support of motion to strike deft's motion for summary judgment [42-1] and for expedited consideration [42-2] (bmt) (Entered: 03/23/2001) |
| 03/22/2001 | 44 | RESPONSE by defendant to motion to strike motion for summary judgment [42-1] (bmt) (Entered: 03/23/2001) |
| 03/22/2001 | 45 | BRIEF by defendant in support of response to motion to strike motion for summary judgment [44-1] (bmt) (Entered: 03/23/2001) |
| 03/22/2001 | 46 | ORDER by Judge Stephen M. Reasoner denying motion for summary judgment [39-1]; finding the motion to strike deft's motion for summary judgment [42-1] and for expedited consideration moot [42-2] (cc: all counsel) (bmt) (Entered: 03/23/2001) |
| 03/23/2001 | 47 | MOTION by plaintiff in limine to exclude at trial the testimony of Dolly Smith (bmt) (Entered: 03/23/2001) |
| 03/23/2001 | 48 | MEMORANDUM by plaintiff in support of motion in limine to exclude at trial the testimony of Dolly Smith [47-1] (bmt) (Entered: 03/23/2001) |
| 03/23/2001 | 49 | MOTION by plaintiff in limine to exclude certain testimony regarding the intent or state of mind of James Pearson (bmt) (Entered: 03/23/2001) |
| 03/23/2001 | 50 | MEMORANDUM by plaintiff in support of motion in limine to exclude certain testimony regarding the intent or state of mind of James Pearson [49-1] (bmt) (Entered: 03/23/2001) |
| 03/23/2001 | 51 | MOTION by plaintiff in limine to exclude at trial the testimony of Fran Jackson (bmt) (Entered: 03/23/2001) |
| 03/23/2001 | 52 | MEMORANDUM by plaintiff in support of motion in limine to exclude at trial the testimony of Fran Jackson [51-1] (bmt) (Entered: 03/23/2001) |
| 03/23/2001 | 53 | PRETRIAL DISCLOSURE SHEET by defendant; estimated length of trial 4 to 5 days (bmt) (Entered: 03/26/2001) |
| 03/30/2001 | 54 | RESPONSE by defendant to motion in limine to exclude at trial the testimony of Dolly Smith [47-1] (bmt) (Entered: 04/02/2001) |

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| 03/30/2001 | 55 | BRIEF by defendant in support of response to motion in limine to exclude testimony of Dolly Smith [54-1] (bmt) (Entered: 04/02/2001) |
| 03/30/2001 | 56 | RESPONSE by defendant to motion in limine to exclude certain testimony regarding the intent or state of mind of James Pearson [49-1] (bmt) (Entered: 04/02/2001) |
| 03/30/2001 | 57 | BRIEF by defendant in support of response to motion in limine to exclude testimony relating to James Pearson [56-1] (bmt) (Entered: 04/02/2001) |
| 03/30/2001 | 58 | RESPONSE by defendant to motion in limine to exclude at trial the testimony of Fran Jackson [51-1] (bmt) (Entered: 04/02/2001) |
| 03/30/2001 | 59 | BRIEF by defendant in support of response to motion in limine to exclude testimony of Fran Jackson [58-1] (bmt) (Entered: 04/02/2001) |
| 03/30/2001 | 60 | ORDER by Judge Stephen M. Reasoner denying motion in limine to exclude at trial the testimony of Dolly Smith [47-1]; denying motion in limine to exclude at trial the testimony of Fran Jackson [51-1]; granting motion in to exclude certain testimony regarding the intent or state of mind of James Pearson [49-1] (cc: all counsel) (bmt) (Entered: 04/02/2001) |
| 04/02/2001 | 61 | CONSENT DECREE: by Judge Stephen M. Reasoner deft shall issue and distribute to all current School District employees the sexual harassment policy statement attached as Appendix D no later than 7 days after the date of entry of this Decree; no later than 7 days from the date of entry of this Decree, the School District shall designate a management level official as the School District's Equal Employment Opportunity Officer who shall report directly to the Superintendent; no later than 30 days after the date of entry of this Decree and upon written approval of the training program by pltf, the School District shall provide training to the EEO Officer in the law of sexual harassment and retaliation and the conduct of investigations into these issues; the deft shall provide the pltf with written confirmation of this training no later than 7 days after it is provided; any school district employee with a complt of sexual harassment or retaliation may bring such a complt directly to the EEO Officer and need not present it to his or her immediate supervisor; deft shall provide pltf with a copy of any complt of sexual harassment or retaliation w/in 5 days of the receipt of such complt by the EEO Officer; deft shall modify the performance evaluation form w/in 30 days of the date of entry of this Decree and provide a copy to pltf w/in 10 days after modification; no later than the beginning of the 2001-2002 school year, and annually thereafter, the School District shall provide training to all employees of the district, supervisory and non-supervisory, regarding sexual harassment and retaliation no later than 7 days after the entry of this Decree, deft shall |

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| | | offer intervenor pltf a monetary payment of \$70,000; no later than 7 days after the entry date of this Decree, deft shall notify intervenor pltf of the terms of this Consent Decree by mailing to her in care of her counsel, by certified mail, return receipt requested, a copy of this Consent Decree; deft shall pay the monetary payment to intervenor pltf w/in 10 days of its receipt of the executed Appendix C Release and Election forms; all documents required to be delivered under this Decree to the United States shall be sent to the following address: Robert Libman, Special Litigation Counsel, Employment Litigation Section, Civil Rights Division, U.S. Department of Justice, P.O. Box 65968, Washington, DC 20035-5968; this Court shall retain jurisdiction of this action for 2 years from the date of entry of this Decree (cc: all counsel) (bmt) Modified on 04/03/2001 (Entered: 04/02/2001) |
| 04/18/2001 | 62 | COURT REPORTER'S TRANSCRIPT of settlement hearing held before Judge Reasoner on 4/2/01 (1 volume) (bmt) (Entered: 04/18/2001) |