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SIGN
RICHARD T. MARTIN
CLERK

IN THE UNITED STATES DISTRICT COURT
FOR THE MIDDLE DISTRICT OF LOUISIANA

UNITED STATES OF AMERICA,)
)
Plaintiff,)
)
v.)
)
EAST BATON ROUGE PARISH)
SCHOOL BOARD,)
)
Defendant.)

CIVIL ACTION NO.
97-264-A-3

~~[Proposed]~~

ORDER APPROVING INDIVIDUAL RELIEF AWARDS

Upon consideration of the plaintiff United States' request at the conclusion of the February 26, 1999 hearing at which the Court considered objections by individuals to final approval by the Court of the United States' recommendation concerning individual relief awards, the Court enters the following orders.

1. ORDERED that the written objections filed by the following ten individuals are overruled: Matissie Bland; Rose Marie Butler; Rigina Gail Whitmore Green; Yolanda Lovely; Ruby C. Marshall; Marjorie Payton; Euradean Stewart; LaDona Stewart; Ollie Taplin; and Bertha Twine. The Court notes that Ms. Bland, Ms. Butler, Ms. Lovely, and Ms. Twine attended the hearing on February 26, 1999 and were allowed to testify. The remaining six individuals who filed written objections did not attend the hearing or did not want to testify.

2. It is further ORDERED that the objections that were presented at the hearing by the following four individuals are

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overruled: Sarah McKinnis (on behalf of her mother, Pearl McKinnis); Carol M. Jones; Diane Lindsey; and Mosella Wright.

3. It is further ORDERED that the United States' recommendation concerning individual relief awards as set forth in exhibits A and B of its Amended Report Regarding Individual Relief ("Amended Report") is approved. The East Baton Rouge Parish School Board ("School Board") shall provide job opportunity relief to eight individuals among the 28 claimants enumerated in exhibit B of the Amended Report for the Janitor II position by offering such relief to these individuals in rank-order according to their remedial seniority date beginning with the eligible individual with the earliest seniority date. Every claimant listed in exhibit B of the Amended report who is offered and accepts a position of employment with the School Board, or if such a claimant is an incumbent employee in a covered position is offered and accepts a remedial seniority date, will be given the remedial seniority date listed next to each such claimant in exhibit B of the Amended Report.

4. It is further ORDERED that the School Board shall make employer pension fund contributions retroactive to the claimant's remedial seniority date--subject to the claimant making her retroactive employee contribution--on behalf of each claimant who is offered and accepts job opportunity relief and/or remedial seniority relief.

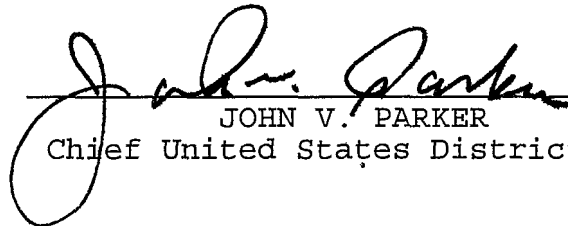
5. It is further ORDERED that the interest that has accrued on the settlement fund shall be allocated on a pro-rata basis among the eligible claimants (exhibit A to the Amended Report) and

shall be distributed with the checks for monetary relief as provided in paragraphs 41 and 46 of the Consent Decree.

6. It is further ORDERED that the School Board shall within 20 days from the date of entry of this Order, notify all eligible claimants of their relief awards and provide them with releases as provided in paragraphs 55 and 56 of the Consent Decree.

7. It is further ORDERED that if, after notification by the School Board, an eligible claimant does not return a notarized release to the School Board within 45 days, no individual relief shall, unless good cause can be shown, be awarded to the claimant and her award of monetary relief will be redistributed among the remaining eligible claimants.

Entered this 5th day of March, 1999.



JOHN V. PARKER
Chief United States District Judge


CERTIFICATE OF SERVICE

I hereby certify that on March 4, 1999 I caused to be served, via first-class mail, postage prepaid, a copy of the [proposed] Order Approving Individual Relief Awards, upon:

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