

## Griffin, Beverly

---

**From:** Leslie Fiskén LRSD <lesliefiskénlr@d@gmail.com>  
**Sent:** Friday, February 22, 2013 12:24 PM  
**To:** Griffin, Beverly  
**Subject:** Fwd: LR Search

Begin forwarded message:

**From:** Norma Johnson <norma\_johnson58@yahoo.com>  
**Date:** February 22, 2013, 5:50:59 AM CST  
**To:** lorethie@yahoo.com, t\_jacobson@macnjake.com, Kieth.williams@baldknobschools.org, leslie fiskén <lesliefiskénlr@d@gmail.com>  
**Cc:** "(gregadams.lrschoolboard@yahoo.com)" <gregadams.lrschoolboard@yahoo.com>, "michaelnellums@yahoo.com" <michaelnellums@yahoo.com>, "tommy.branch.jr@gmail.com" <tommy.branch.jr@gmail.com>  
**Subject: Re: Fw: Re: Fwd: LR Search**

Ms Dunn, you have done a great with your search superintendent search. My fellow board members, please understand that we all had the opportunity to voice our opinion before we considered who to interview. Ms Dunn has done her part, so please leave her alone, it is time for us to do our part. If you are not pleased with a candidate, then don't vote for him/her but don't keep attacking Ms Dunn. My goodness, what is wrong with you guys. I hope I daon't have any grammaticcal eroors, they wil lnail me to the cross.

--- On Thu, 2/21/13, leslie fiskén <lesliefiskénlr@d@gmail.com> wrote:

**From:** leslie fiskén <lesliefiskénlr@d@gmail.com>  
**Subject:** Re: Fw: Re: Fwd: LR Search  
**To:** lorethie@yahoo.com, t\_jacobson@macnjake.com, Kieth.williams@baldknobschools.org  
**Cc:** "(gregadams.lrschoolboard@yahoo.com)" <gregadams.lrschoolboard@yahoo.com>, "michaelnellums@yahoo.com" <michaelnellums@yahoo.com>, "norma\_johnson58@yahoo.com" <norma\_johnson58@yahoo.com>, "tommy.branch.jr@gmail.com" <tommy.branch.jr@gmail.com>  
**Date:** Thursday, February 21, 2013, 11:38 AM

Ms. Dunn,

I appreciate your efforts in our superintendent search. I, as a new board member, am still confused as to why an applicant like Dr. Milton, with a questionable background, would be recommended to us as someone that could lead the Little Rock School District. Regardless of work history, success, and media scrutiny, Dr. Milton has a history whereby he has made questionable decisions and judgment calls that, at a minimum, cast a shadow of doubt upon his honesty and ethics. These traits are a must in any candidate that will lead this district. I find his application a distraction and an insult to the applications of Drs. Phillips, Suggs, and Hathorn.

Please feel free to contact me should you have any questions. Thank you for your time.

Leslie

On Thu, Feb 21, 2013 at 12:21 PM, loe dunn <[lorethie@yahoo.com](mailto:lorethie@yahoo.com)> wrote:  
fyi

--- On Thu, 2/21/13, loe dunn <[lorethie@yahoo.com](mailto:lorethie@yahoo.com)> wrote:

From: loe dunn <[lorethie@yahoo.com](mailto:lorethie@yahoo.com)>  
Subject: Re: Fwd: LR Search  
To: [jbcarreiro@sbcglobal.net](mailto:jbcarreiro@sbcglobal.net)  
Cc: "Thomas Jacobson" <[t\\_jacobson@macniake.com](mailto:t_jacobson@macniake.com)>, [Kieth.williams@baldknobschools.org](mailto:Kieth.williams@baldknobschools.org)  
Date: Thursday, February 21, 2013, 12:09 PM

Mr. Carreiro,

As lead consultant for the Little Rock search, it concerns me greatly that you did not feel comfortable sharing the foregoing message with me. Nevertheless, McPherson and Jacobson pride itself on treating each applicant equitably. We only asked that board members have a conversation with these finalists--we don't tell boards who to hire am sorry that you have already written one of the finalists off because of the media.

Have you discussed **ALL** of his successes and accomplishments? Did you tell them about his success in raising the achievement level? How about his success in academic achievement this past year? Do you know that he is a change agent? Have you told them that he is highly sought after by other districts and just recently made the top two finalists in Racine and Madison, Wisconsin? Did you tell them that he has recently done professional development in Pulaski County? Do they know that he has conducted workshops in another finalist's school district? Do they know that he and his wife are foster parents and have their own biological children as well? Did you tell them how culturally sensitive he is and that he was the first African American superintendent in "all Jewish" District who did not want him to leave? Do they know that he was superintendent for six years in Springfield "a majority Caucasian" district? (He had to do something right to stay that long, and they hired him despite the negatives.) Do they know that he was highly recommended by the most tenured superintendent in the nation? Yes, there is a difference between "vetting" and "googling."

Would you want someone to decide you are unworthy before ever meeting you? Distractions happen when we allow them. "If we keep our eyes on the road, we will not end up in the ditch." The board will select the next superintendent LRSD, and it is important that all finalists have an equal start.

Again, it is our pleasure to serve LRSD, and I look forward to seeing you on Monday. Thank you!

Loe Dunn, Lead Consultant

--- On Thu, 2/21/13, Kieth Williams <[kieth.williams@baldknobschools.org](mailto:kieth.williams@baldknobschools.org)> wrote:

From: Kieth Williams <[kieth.williams@baldknobschools.org](mailto:kieth.williams@baldknobschools.org)>  
Subject: Fwd: LR Search

To: "loe dunn" <loethie@yahoo.com>  
Cc: "McPherson & Jacobson, L.L.C." <mail@macnjake.com>, "Kieth Williams" <kieth.williams@baldknobschools.org>  
Date: Thursday, February 21, 2013, 6:36 AM

Lo:

I do not know enough about this to have an opinion. I thought you should know what was happening.

Do you have any advice for me regarding a response to Mr. Carrerio?

Thanks, Kieth W.

----- Forwarded message -----

From: **Jody Carreiro** <jbcarreiro@sbcglobal.net>  
Date: Wed, Feb 20, 2013 at 10:25 PM  
Subject: LR Search  
To: Kieth.williams@baldknobschools.org

Dr. Williams,

As I predicted when I talked with Loe on Monday night, Dr. Milton is proving to be a giant distraction. I continue to tell people that I am focused on 3 very high quality candidates that we are interviewing. But after being lectured a bit on the difference between vetting and googling, I am growing more concerned about how much vetting was done. Dr. Milton provided the same 3 pieces of paper to the Dem-Gaz, based on today's article, that were shown to us by Loe as proof positive that everything that had been written about Dr. Milton was false or exaggerated. This would lead one to conclude that the only vetting done was asking Dr. Milton for his explanation instead of independent verification.

The parents are going to work, see the FB page,  
<http://www.facebook.com/abetterlrslsd?fref=ts>

I am starting to get lots of email questioning why we are even interviewing him. I hope this does not distract from the 3 good candidates.

I have two different groups that are telling me that the overturned conviction of Dr. Milton's friend was just a prelude to a conviction and that he is serving time now. If either of these provide independent documentation it will be very embarrassing to the board and to McPherson and Jacobson.

I thought about writing Tom, but I am not wanting to cause problems, but it is beginning to appear that I may have some problems. I don't want to mess up the process, because I believe in process and I think it will work out, but we are taking big hits because the board decided almost before going to the back that we would hear the top candidates that were brought to us.

If you have any input or advice for me, I would appreciate it.

Thank you,

Jody

cell #501-804-3751

Jody B. Carreiro  
Little Rock School Board, Zone 5  
501-224-0742

Kirk Williams, Ed.D.  
Superintendent, Bald Knob Public Schools

## Griffin, Beverly

---

**From:** Leslie Fiskén LRSD <lesliefiskénlr@d@gmail.com>  
**Sent:** Friday, February 22, 2013 12:25 PM  
**To:** Griffin, Beverly  
**Subject:** Fwd: Interview Order

Begin forwarded message:

**From:** Dianne curry <currydianne0405@yahoo.com>  
**Date:** February 22, 2013, 12:49:27 AM CST  
**To:** Jody Carreiro <jbcarreiro@sbcglobal.net>, Beverly Griffin <Beverly.Griffin@lr@d.org>, Greg Adams <gregadams.lrschoolboard@yahoo.com>, Michael Nellums <michaelnellums@yahoo.com>, "lesliefiskénLRSD@gmail.com" <lesliefiskénLRSD@gmail.com>, Norma Johnson <norma\_johnson58@yahoo.com>, "tommy.branch.jr@gmail.com" <tommy.branch.jr@gmail.com>  
**Subject:** Interview Order  
**Reply-To:** Dianne curry <currydianne0405@yahoo.com>

Interviews:

Dr. Hathorn	Monday
Dr. Phillips	Tuesday
Dr. Suggs	Wednesday
Dr. Milton	Monday

Dianne Curry

Griffin, Beverly

---

From: Leslie Fiskens LRSD <leslifiskenslrds@gmail.com>  
Sent: Friday, February 22, 2013 12:26 PM  
To: Griffin, Beverly  
Subject: Fwd: Superintendent Candidate Qualities

Begin forwarded message:

**From:** Dianne <currydianne0405@yahoo.com>  
**Date:** February 20, 2013, 9:37:34 AM CST  
**To:** Catherine Koehler <cathylrea@att.net>  
**Cc:** Jody Carreiro <jbcarreiro@sbcglobal.net>, Tommy Branch <tommy.branch.jr@gmail.com>, Michael Nellums <michaelnellums@yahoo.com>, Leslie Fiskens <leslifiskenslrds@gmail.com>, Norma Johnson <Norma\_Johnson58@yahoo.com>, Greg Adams <gregadams.lrschoolboard@yahoo.com>  
**Subject:** Re: Superintendent Candidate Qualities

Thank you Cathy. We have I feel a good process in place. Let us work together as it has gone to this point with success. Each group has the opportunity to express themselves and their concerns at the seasons.

Your in spirit of Unity

Dianne.

Sent from my iPhone

On Feb 18, 2013, at 10:49 AM, Catherine Koehler <cathylrea@att.net> wrote:

On behalf of the employees of Little Rock School District, I am writing to share the most common qualities that have been brought forth as you move forward to select the finalists and next leader of our district. We humbly ask you consider them as you go through your decision making process.

1. A sincere commitment and record of working with all employee groups. During the past six years, LREA has worked tirelessly with LRSD to establish a relationship that focuses on students first through trust that has not be evident in the past. Experience with

Interest Based Bargaining will strengthen the substantial progress that was made with the teacher contract and is presently at work as the successor agreements are being negotiated. This relationship is one of the most valuable assets you have, but can be quickly lost. As an example, the LREA Negotiations Team would not have worked on the RIF policy and leadership supported it, if the relationship of trust had not built in the previous years.

2. A commitment to collegiality and respect for all employees and their work. Employees know if they are valued or not. This has a direct correlation to student success. A recent LRSD Superintendent's evident disdain for the employees still haunts many and is the example most cited of what employees do not want in a leader. LRSD enjoys a blessing that is rare in many urban districts, a high percentage of employees who live in the city and are committed to their employer through thick and thin.

3. A leader who is willing to look before they leap. Of the last five Superintendents, three brought expensive upper level staff with them. They came with a preconceived notion of what LRSD was like, what needed to be done, how to get things done, etc. without truly assessing the staff and resources here. They treated the people who have committed their lives to our students and community as if they were ignorant fools. Only one of those hires remains in LRSD today. All the others who have come and gone. Were they here for the students & community or themselves?

4. Think about the word "experience." There are all types, and depending on the situation, some are more valuable than others. More degrees does not necessarily make one superior to another when trying to address the needs of students.

On a personal note, I've been offered many opportunities during the past seven years to leave LRSD for "greener pastures, a higher-paying more prestigious position, etc., but my heart and commitment are to LRSD, the community, the students, and employees. I can not relate to individuals who use their commitment to children as stepping stones to the next best thing. All in LRSD deserve, and should desire, a leader who is willing to not make this their house, but their home if we are to continue to the growth we have made.

Respectfully,  
Cathy Koehler, NBCT (Renewed)  
Little Rock Education Association President



## Griffin, Beverly

---

**From:** Leslie Fiskin LRSD <lesliefiskinlrdsd@gmail.com>  
**Sent:** Friday, February 22, 2013 12:27 PM  
**To:** Griffin, Beverly  
**Subject:** Fwd: Facebook page

Begin forwarded message:

**From:** Jody Carreiro <jbcarreiro@sbcglobal.net>  
**Date:** February 19, 2013, 11:51:39 AM CST  
**To:** Leslie Fiskin <lesliefiskinLRSD@gmail.com>, Greg Adams  
<gregadams.lrschoolboard@yahoo.com>, Dianne Curry <currydianne0405@yahoo.com>,  
Michael Nellums <Michael.Nellums@lrdsd.org>, Norma Johnson  
<norma\_johnson58@yahoo.com>, Tommy Branch <tommy.branch.jr@gmail.com>  
**Cc:** Beverly Griffin <beverly.griffin@lrdsd.org>  
**Subject:** Facebook page

I don't know if it is good or bad, positive or negative. But, there is a facebook page dedicated to our superintendent search. If you care, fine, if not, fine. Link below.

<http://www.facebook.com/abetterlrdsd?ref=ts&fref=ts>

Jody B. Carreiro  
Little Rock School Board, Zone 5  
501-224-0742

## Griffin, Beverly

---

**From:** Leslie Fiskens LRSD <lesliefiskenslrds@gmail.com>  
**Sent:** Friday, February 22, 2013 12:29 PM  
**To:** Griffin, Beverly  
**Subject:** Fwd: Search Process

Begin forwarded message:

**From:** leslie fiskens <lesliefiskenslrds@gmail.com>  
**Date:** February 22, 2013, 11:05:34 AM CST  
**To:** Dianne curry <currydianne0405@yahoo.com>  
**Cc:** Jody Carreiro <jbcarreiro@sbcglobal.net>, Beverly Griffin <Beverly.Griffin@lrds.org>, Greg Adams <gregadams.lrschoolboard@yahoo.com>, Michael Nellums <michaelnellums@yahoo.com>, Norma Johnson <norma\_johnson58@yahoo.com>, "tommy.branch.jr@gmail.com" <tommy.branch.jr@gmail.com>, Kyiam Eddings <keddings@fridayfirm.com>, "Christopher J. Heller" <Heller@fec.net>  
**Subject:** Re: Search Process

First I would like to thank you for your tireless efforts in serving as President of the LRSD school board. I cannot imagine the amount of time that you put into that position.

I appreciate your response to the current situation. My email from yesterday in response to Ms. Dunn was not a back door move. Ms. Dunn opened the front door by forwarding her email to Jody to our entire board. I found her email to be disrespectful and patronizing to Jody and our board and felt compelled to respond.

You are correct that we unanimously voted to interview all four candidates; however, without breaching any confidentiality from our meeting, you are fully aware that I expressed very *strong reservations* about considering Dr. Milton. I researched all nine candidates on my own and brought that research to our meeting. Furthermore, I even continued to find more troubling information beyond what McPherson & Jacobson had provided us on these Dr. Milton issues via research on my iphone while in our meeting.

Our goal is to find a qualified, engaged, honest, and experienced individual to serve as the next superintendent. I will interview all four candidates with an open mind. I am committed to this goal not only for my three children that attend schools in our district but for the 25,000 other students and their families. I will continue to work with you and the rest of the board as a team and in a professional manner to achieve this goal.

I will see you on Monday.

On Fri, Feb 22, 2013 at 7:33 AM, Dianne curry <currydianne0405@yahoo.com> wrote:

The search process is set for starting on Monday with the first interview. We all voted unanimously to interview the recommendation from McPherson and Associates which was based on the criteria that we set forth. All conversation should cease at this point unless we have a board meeting to make a vote on this situation. Each board member agreed to allow me handle the process. No one wants to be back doored as this has gotten to be unfair to me. Thank you for the respect that should be given to me on this issue as your board president. Your time will come if you continue to serve. Let's us all be professional and conduct our selves as we should and not be drawn in to unnecessary conversations. Pamela is working on press release to go out today.

I would like for legal to address any major concerns on this is issue as we move forward. Please stay away from sending out information direct to search firm, just call me a I can get anything addressed for you is my request as your Board President.

Yours in Unity

## Griffin, Beverly

---

**From:** Leslie Fiskens LRSD <lesliefiskenslrds@gmail.com>  
**Sent:** Friday, February 22, 2013 12:30 PM  
**To:** Griffin, Beverly  
**Subject:** Fwd: Facebook page

Begin forwarded message:

**From:** Dianne curry <currydianne0405@yahoo.com>  
**Date:** February 20, 2013, 12:32:18 PM CST  
**To:** "Smith, Pamela" <Pamela.Smith@lrds.org>, "Khayyam M. Eddings" <KEddings@fridayfirm.com>, 'Jody Carreiro' <jbcarreiro@sbcglobal.net>  
**Cc:** "Griffin, Beverly" <Beverly.Griffin@lrds.org>, 'Christopher Heller' <Heller@fridayfirm.com>, 'Greg Adams' <gregadams.lrschoolboard@yahoo.com>, "lesliefiskensLRSD@gmail.com" <lesliefiskensLRSD@gmail.com>, 'Michael Nellums' <michaelnellums@yahoo.com>, 'Norma Johnson' <norma\_johnson58@yahoo.com>, "tommy.branch.jr@gmail.com" <tommy.branch.jr@gmail.com>  
**Subject:** Re: Facebook page  
**Reply-To:** Dianne curry <currydianne0405@yahoo.com>

Thank you so much Ms. Smith. We just do not want to create any misconceptions.

Dianne Curry  
Board President

**From:** "Smith, Pamela" <Pamela.Smith@lrds.org>  
**To:** 'Dianne curry' <currydianne0405@yahoo.com>; 'Khayyam M. Eddings' <KEddings@fridayfirm.com>; 'Jody Carreiro' <jbcarreiro@sbcglobal.net>  
**Cc:** "Griffin, Beverly" <Beverly.Griffin@lrds.org>; 'Christopher Heller' <Heller@fridayfirm.com>; 'Greg Adams' <gregadams.lrschoolboard@yahoo.com>; "lesliefiskensLRSD@gmail.com" <lesliefiskensLRSD@gmail.com>; 'Michael Nellums' <michaelnellums@yahoo.com>; 'Norma Johnson' <norma\_johnson58@yahoo.com>; "tommy.branch.jr@gmail.com" <tommy.branch.jr@gmail.com>  
**Sent:** Wednesday, February 20, 2013 12:19 PM  
**Subject:** RE: Facebook page

Good Afternoon, All:

I sent a polite, professional response to the administrator of this page and included a request asking him/her to remove the LRSD logo so the page would not be misconstrued as the "official" LRSD Facebook account.

Thanks,  
Pam

**Pamela Smith**  
LRSD Communications Director  
(501)447-1030 - Office  
(501)539-0224 - Cell  
(501)447-1161 - FAX



**From:** Dianne curry [<mailto:currydianne0405@yahoo.com>]  
**Sent:** Wednesday, February 20, 2013 11:59 AM  
**To:** Khayyam M. Eddings; Jody Carreiro  
**Cc:** Griffin, Beverly; Smith, Pamela; Christopher Heller; Greg Adams; Jody Carreiro; Griffin, Beverly; [leslifiskenLRSD@gmail.com](mailto:leslifiskenLRSD@gmail.com); Michael Nellums; Norma Johnson; [tommy.branch,jr@gmail.com](mailto:tommy.branch,jr@gmail.com)  
**Subject:** Re: Facebook page

Thank you for that reminder....it was intended that way.

Please advise.

**From:** Khayyam M. Eddings <[KEddings@fridayfirm.com](mailto:KEddings@fridayfirm.com)>  
**To:** Dianne <[currydianne0405@yahoo.com](mailto:currydianne0405@yahoo.com)>; Jody Carreiro <[jbcarreiro@sbcglobal.net](mailto:jbcarreiro@sbcglobal.net)>  
**Cc:** "Griffin, Beverly" <[Beverly.Griffin@lrdsd.org](mailto:Beverly.Griffin@lrdsd.org)>; Pamela Smith <[Pamela.Smith@lrdsd.org](mailto:Pamela.Smith@lrdsd.org)>; Christopher Heller <[Heller@fridayfirm.com](mailto:Heller@fridayfirm.com)>  
**Sent:** Wednesday, February 20, 2013 11:29 AM  
**Subject:** RE: Facebook page

In the process please be mindful that emails between two or more board members and others involving a matter that may come before the board for consideration . . . Thanks.

**From:** Dianne [<mailto:currydianne0405@yahoo.com>]  
**Sent:** Wednesday, February 20, 2013 11:16 AM  
**To:** Jody Carreiro  
**Cc:** Griffin, Beverly; Pamela Smith; Christopher Heller; Khayyam M. Eddings  
**Subject:** Re: Facebook page

I just want this to be a clean process. Everybody has a chance to interact but it has to be a clean process. I will not sit back and allow this to be negative. Facebook is good but I want Pamela to work out how to share with the public including parents etc.

Dianne curry

Sent from my iPhone

On Feb 20, 2013, at 10:53 AM, Jody Carreiro <[jbcarreiro@sbcglobal.net](mailto:jbcarreiro@sbcglobal.net)> wrote:

Dianne,

I don't think this is a legal issue. Might I suggest that you ask Pam instead to look at this. She knows how to find who to contact (I think I may know already) and politely ask that they use something other than our registered logo (if it is registered, if not, we can't say anything anyway).

I know Chris and Khayyam are tactful gentlemen, but it would be very cold water to have our attorneys contact parents about whether they can discuss our process.

Jody

Jody B. Carreiro  
Little Rock School Board, Zone 5  
501-224-0742