

Resolution Agreement  
Wilcox County School District, GA  
OCR Docket #04-13-1377

The U.S. Department of Education, Office for Civil Rights (OCR), initiated the above-referenced investigation of the Wilcox County School District (District), pursuant to Title VI of the Civil Rights Act of 1964 (Title VI), 42 U.S.C. Sections 2000d et seq., and its implementing regulation, 34 C.F.R. Part 100, which prohibit discrimination on the bases of race, color or national origin.

To ensure compliance with Title VI and to resolve the issues of this investigation, the District voluntarily agrees to take the following actions:

**RECRUITMENT**

Beginning immediately, concurrently with notices being sent to the Teach Georgia site maintained by the Georgia Professional Standards Commission, the District will notify the two closest HBCUs, Fort Valley State University and Albany State University, of available teacher and administrator positions.

**REPORTING REQUIREMENT:**

By October 31, 2015 and each October 31 thereafter for the next two years, the District will provide OCR with a list of all vacancies for teacher or administrator positions over the preceding six months; the date of notice of each vacancy to Teach Georgia or other recruitment sources; and evidence demonstrating that the HBCUs were contacted in accordance with this Item of the Agreement, including the date of notification, a description of the method of notification, and any copies of notifications.

For each of the next two school years, beginning with the current 2014-2015 school year, the District will create an Interview Committee to participate in interviews and selections for teaching and administrative positions not filled from employees currently employed within the District or having retired from the District. Two members of the Interview Committee shall be chosen by the principal from the school council. Documentation of the Committee's recommendation and the reasons for recommendation, if any, will be maintained on file.

**REPORTING REQUIREMENT:**

By October 31, 2015 and each October 31 for the next two years, the District will provide OCR with a list of all Interview Committee members for every interview conducted for every teacher and administrator vacancy not filled from within the current employee pool.

By October 31, 2015, the District shall develop and implement training for interview committee members regarding best hiring practices, including determining best qualified candidates.

At all times, the District shall comply with Georgia laws and rules regarding records retention for

employment.

By January 1, 2015, the District shall implement a teacher development plan to encourage classified employees to return to college to pursue teaching careers. The plan will include a financial incentive which will be awarded at the successful completion of coursework.

**REPORTING REQUIREMENT:**

By June 30, 2016, the District will provide OCR with training materials that comply with this Agreement.

By December 31, 2015, the District will provide OCR a list providing the name and race of all teachers and administrators hired (List of Hires) since the date of execution of this Agreement and a copy of the documents prepared and maintained by the District in accordance with records retention requirements.

Thereafter, a List of Hires subsequent to the District's most recent report and related documentation prepared and maintained in connection with this Agreement will be provided to OCR annually (beginning June 30, 2016) for two years.

Upon a specific request by OCR, within 30 days of the request, the District will provide OCR copies of documents prepared and/or maintained pursuant to records retention requirements.

The District understands that by signing this Agreement, it agrees to provide data and other information in a timely manner in accordance with the reporting requirements of this Agreement. Further, the District understands that during the monitoring of this Agreement, if necessary, OCR may visit the District, interview staff and students, and request such additional reports or data as are necessary for OCR to determine whether the District has fulfilled the terms of this Agreement and is in compliance with the provisions of the Title VI implementing regulation at 34 C.F.R. Section 100.3(c)(3).

The District understands and acknowledges that OCR may initiate administrative enforcement or judicial proceedings to enforce the specific terms and obligations of this Agreement. Before initiating administrative enforcement (34 C.F.R. Sections 100.9 and 100.10) or judicial proceedings to enforce this Agreement, OCR shall give the District written notice of the alleged breach and a minimum of sixty (60) calendar days to cure the alleged breach.

The District understands that OCR will not close the monitoring of this Agreement until OCR determines that the District has fulfilled the terms of this Agreement and is in compliance with the regulation implementing Title VI, at 34 C.F.R. Section 100.3(c)(3), which was at issue in this case.

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Julie Childers, Superintendent  
Wilcox County School District, GA

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Date