



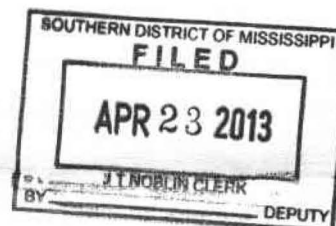
LAWRENCE COUNTY SCHOOL DISTRICT
TAMMY G. FAIRBURN
SUPERINTENDENT OF EDUCATION

346 THOMAS E. JOLLY DRIVE – MONTICELLO, MS 39654-9301
TELEPHONE (601) 587-2506 – FAX (601) 587-2221

2:67cv2216

April 19, 2013

U.S. District Court
Southern Division of Mississippi
Federal Building
Hattiesburg, MS 39401



Dear Sir:

Enclosed are the enrollments and racial balance of the classes of the respective Attendance Centers of Lawrence County School District. This report is in compliance with U.S. Court Order (Civil Action No. 2216-H), dated November 1969.

The enclosed information was compiled from our MSIS data base and student administration package for the 2012-2013 school term.

Sincerely,

Tammy Fairburn, Superintendent
Lawrence County School District

LAWRENCE C OUNTY SCHOOL DISTRICT**STUDENT ENROLLMENT- Total**

A. The number of students, by race, enrolled in the District as of March 30, 2013:

<u>RACE</u>	<u>STUDENTS</u>	<u>PERCENT OF TOTAL</u>
Black	882	41%
White	1233	57%
Hispanic	31	1%
Asian	11	1%
Native American	0	
Total	2157	

B. The numbers of students, by race, enrolled in each school in the District are listed below.

SCHOOL	BLACK	%	WHITE	%	OTHER	%	TOTAL
Rod Paige Middle School	177	48	187	51	2	1	366
Monticello Elementary School	233	49	242	51	1	<1	476
Lawrence County High School	261	45	307	53	14	2	582
New Hebron Attendance Center	169	48	179	50	7	2	355
Topeka-Tilton Attendance Center	42	11	318	84	18	5	378

CERTIFIED TEACHERS

A. The number of full-time certified teachers, by race, in the District;

<u>RACE</u>	<u>TEACHERS</u>	<u>PERCENT OF TOTAL</u>
Black	24	14
White	143	85
Hispanic	1	1
Asian	0	0
Native American	0	
TOTAL	168	

The number of full-time certified teachers, by race, at each school:

SCHOOL	BLACK	%	WHITE	%	OTHER	%	TOTAL
Rod Paige Middle School	10	42	14	58	0	0	24
Monticello Elementary School	3	11	26	89	0	0	29
Lawrence County High School, PACE, Vocational Staff	9	18	41	80	1	2	51
New Hebron Attendance Center	4	13	26	87	0		30
Topeka-Tilton Attendance Center	0	0	26	100	0	0	26

B. The number of part-time certified teachers, by race, in the District:

RACE	TEACHERS	PERCENT OF TOTAL
Black	1	33
White	2	67
Hispanic	0	0
Asian	0	0
Native American	0	0
TOTAL	3	

C. The number of part-time certified teachers, by race, at each school:

SCHOOL	BLACK	%	WHITE	%	OTHER	%	TOTAL
Rod Paige Middle School	0	0	1	100	0	0	1
Monticello Elementary School	0	0	0	0	0	0	0
Lawrence County High School	1	50	1	50	0	0	2
New Hebron Attendance Center	0	0	0	0	0	0	0
Topeka-Tilton Attendance Center	0	0	0	0	0	0	0

STUDENT TRANSFERS

A. Majority-to-Minority Transfers

The District continues to implement a majority-to-minority ("M-to-M") student transfer policy, whereby a student may elect to transfer from his or her assigned school in which his or her race is in the majority to a school in which his or her race is in the minority.

M-to-M transfers for school year 2012-2013

B. Board approved Inter District Transfers [to and from other school district] One child from Jefferson Davis County School District due to health issues.

C. Board approved Intra District Transfers. 6 [Between attendance zones]
 One black from Topeka-Tilton to Monticello Elementary
 Two black from New Hebron Attendance Center to Monticello Elementary School
 Three black from New Hebron Attendance Center to Rod Paige Middle School

BI-RACIAL ADVISORY COMMITTEE

There is an established Bi-Racial Advisory Committee.

FACILITIES AND CONSTRUCTION: None

RECRUITMENT AND HIRING

- A. Recruitment of Black Teachers and Administrators – Our Personnel Department works closely with the Superintendent in regard to recruiting minority teachers. We have sufficient applications on file. The budget constraints have kept our hiring at a minimum
- B. Advertisement of Vacancies – Positions are advertised in the local Newspaper and copies of advertisements are attached for the 2012-2013 school term.
- C. Hiring System Used - Procedures attached

TRANSPORTATION

Our transportation system is desegregated.

United States Department of Justice
Civil Rights Division
Educational Opportunities Section
601 D. Street NW, Room 4300
Washington, D.C. 20004; and

By United States mail, certified, return receipt

NOTICE OF VACANCY

The Lawrence County School District is currently taking applications for the 2012-2013 school term for licensed staff endorsed in the following:

Speech/Language Clinician

Special Education

Gifted Education

Girls Softball (Consideration may be given to applicants endorsed in math, social studies, or science)

Secondary Science (Consideration given to ICT (IC³))

In the event that positions become available, the Lawrence County School District is also taking applications for the following licensed staff for the 2012-2013 school term in order to obtain a pool of applicants should positions come available:

Elementary K-6

Secondary 7-12 – Math, Social Studies (Consideration may be given to applicants qualified and willing to coach one or more of the following: girls' softball, assistant football assistant boys' basketball, soccer, cross country)

Secondary Science (Consideration given to ICT (IC³))

We are also taking applications for the following non-licensed staff should positions come available:

Cafeteria Workers

Bus Drivers

Substitute Teachers, Bus Drivers and Cafeteria Workers

Further qualifications and applications may be accessed online at www.lawrence.k12.ms.us or from the office of the Superintendent of Education, 346 Thomas E. Jolly Drive, Monticello, MS 39654, or by calling 601-587-2506.

For Lawrence County Press

Run: May 2, 2012

For Jackson Advocate

Run: May 3, 2012

SCREENING PROCESS FOR SELECTION OF TEACHER CANDIDATES

LAWRENCE COUNTY SCHOOL DISTRICT

OFFICE OF PERSONNEL

346 THOMAS E. JOLLY DRIVE

MONTICELLO, MS 39654

(601) 587-2506

FAX (601) 587-2221

STEP I

PLACE APPLICATION OF FILE

1. Applicants must file with the Office of Personnel:
 - a. A completed and signed application for employment.
 - b. Transcript showing bachelor's, master's, & other degrees
 - c. Mississippi Educator License
 - d. Test Scores (N.T.E., Praxis, etc.)
 - e. Verification of former employment – if applicable
 - f. Reference letters - (5) professional
2. Former employees must complete the same process of employment as is required by all other candidates. However, their permanent files are still on record in the Office of Personnel and most documents may already be on file.
3. Incomplete applications will be kept on file for a period of one year and will not be considered for personnel screening.

STEP II

INTERVIEW BY PERSONNEL DIRECTOR

1. After all documents in STEP I are on file the applicant will be notified when to report for an interview.
2. A personnel officer will review each applicant's credentials and determine the total number of points earned. If he/she is determined to be eligible to proceed to the screening committee by the acquisition of 15 points or more, he/she will then be asked to respond in writing to two questions that he/she will draw from a group of questions prepared by the Professional Screening Committee. These written responses will be completed in the personnel office and placed in his/her file.

STEP III

SCREENING PROCESS

1. The applicants will be scheduled for interview by the Professional Screening Committee. The personnel office will notify him/her of the time and date.
2. If the applicant is judged to be eligible for employment as a result of achieving at least 75 points out of 100 points given by the Professional Screening Committee, exclusive of any points earned earlier in the employment process, he/she will be advised and his/her name will be placed on a list of candidates eligible for recommendation by a principal and employment in the Lawrence County School District.

3. If he/she fails to qualify for recommendation by a principal because his/her accumulated scores from the screening committee are less than 75 points, exclusive of any points earned earlier in the selection process, he/she will become an inactive candidate for that calendar year. He/she may apply for a position the following year.
4. Upon completion of this phase of the employment process, the candidate's name will be placed on a list of approved applicants. He/she may then be interviewed and recommended by a principal for employment in the Lawrence County School District

**STEP IV
RECOMMENDATION BY A PRINCIPAL**

1. When a vacancy occurs in a school, the building principal will review the files of those candidates declared eligible. He/she will interview candidates from the approved group and recommend one for employment in the Lawrence County School District. Prior to issuance of a contract of employment the candidates must place the following documents on file:
 - a. Valid Mississippi Educator License
 - b. Completed "New Employee" Forms
 - c. Social Security Card
 - d. Fingerprint Card
2. Candidates who are declared eligible for recommendation and employment but who are not offered a job for the coming school session may continue to be active candidates for employment for a period of up to three years. After a three year period, their application will be destroyed.

**STEP V
EMPLOYMENT BY SCHOOL BOARD**

1. After the Superintendent of Education and the Board of Education have approved the principal's recommendation, a contract of employment may be issued.
2. Only applicants who have successfully completed the process as described above shall be declared eligible for recommendation by a principal and subsequent employment by the Board of Education.

AN EQUAL OPPORTUNITY EMPLOYER