



Jl-FL-0001-0027

IN THE UNITED STATES DISTRICT COURT
FOR THE NORTHERN DISTRICT OF FLORIDA
TALLAHASSEE DIVISION

WILLIE CARL SINGLETON, a minor :
by NEVA SINGLETON, his mother :
and next friend, et al., :

Plaintiffs, :

vs. : CIVIL ACTION no. 963

BOARD OF COMMISSIONERS OF :
STATE INSTITUTIONS, et al., :

Defendants. :

REPLY TO PLAINTIFF'S OBJECTIONS PURSUANT TO
COURT ORDER

Comes now the State of Florida Department of Health and Rehabilitative Services and files this reply to Plaintiff's Objections to Defendants' Desegregation Plan as well as the Progress Report currently reflecting the staff, student and activity desegregation previously filed but due to scrivener's error was dated March 24, 1969, rather than March 24, 1970.

Exhibit "A" attached hereto is the reply to Plaintiff's Objections to Defendants' Desegregation Plan and Exhibit "B" attached hereto is the staff, student and activities desegregation progress report previously filed on March 24, 1970.

EARL FAIRCLOTH
Attorney General

P. A. Pacyna
Assistant Attorney General

ATTORNEYS FOR DEFENDANTS
The Capitol
Tallahassee, Florida 32304

CERTIFICATE OF SERVICE

I HEREBY CERTIFY that a copy of the foregoing has been furnished by U.S. mail to the attorney for plaintiffs, Earl M. Johnson, 625 West Union Street, Jacksonville, Florida; Jack Greenburg, LeRoy D. Clark and Shelia Rush Jones at 10 Columbus Circle, New York, N.Y., this 27th day of March, 1970.

P. A. Pacyna

Extra copy

CLAUDE R. KIRK, JR.
GOVERNOR

STATE OF



FLORIDA

JAMES A. BAX
SECRETARY

DEPARTMENT OF HEALTH AND REHABILITATIVE SERVICES

DIVISION OF YOUTH SERVICES

Bureau of Group Treatment — Central Office

325 East Gaines Street, Tallahassee 32304

OLIVER J. KELLER, JR.
DIRECTOR

RICHARD L. RACHIN
CHIEF
(904) 224-0181

March 27, 1970

RECEIVED
MAR 27 1970
ATTORNEY GENERAL'S
OFFICE

Mr. P. A. Pacyna
Assistant Attorney General
Department of Legal Affairs
The Capitol
Tallahassee, Florida 32304

Dear Phil:

In response to your letter of March 7, following is a paragraph by paragraph reply to "Plaintiff's Objections to Defendant's Desegregation Plan."

1. Equal Opportunity Employment is the present policy of the Division of Youth Services. We recruit, hire, and promote the best-qualified individual, regardless of color. Our advertising, which is handled through the Division of Personnel and Retirement and through the Florida State Employment Service, states that we are an Equal Opportunity Employer. We recruit from all students in the appropriate subject matter areas in the major educational institutions in Florida. We follow a policy of promoting from within. When a promotion is available, it is advertised to all employees. All persons qualified under the Division of Personnel and Retirement standards are encouraged to apply. The best applicant will be promoted, regardless of race. We do not follow a quota system in employment or promotion policy. The attached personnel turnover figures indicate that it is difficult to hire and retain personnel of any description.

2. The allegation that white and black students are treated differently is without foundation. Treatment is based on behavior.

During the past several months, the Okeechobee School has implemented reality group therapy in its cottages. This new group therapy process causes behavior change through peer pressure, rather than staff counseling and supervision. It provides a means of controlling aggressive behavior other than by isolation with other

Mr. P. A. Pacyna
March 27, 1970

Page Two

aggressive individuals. By means of this approach, Bunche Cottage has been integrated already. The remaining four cottages with all black populations will be integrated as the group therapy process proceeds.

3. Same response as #1. Note the personnel turnover figures. With regard to the principals, it is true that for a time there was only one representative of the academic program at staff meetings. That representative was the white principal, who was the senior of the two principals. Experience showed, however, that the single representative provided insufficient communication with the academic program, so the representation was broadened to include both principals.

4. Staff housing at Okeechobee is not reserved for white staff. Staff housing is allocated to those staff members whose jobs make it essential or highly desirable that they live on campus so as to be on call for emergency duty. The allocation is based on the position, not the race of the individual holding the position. Plaintiff fails to mention that there are also staff apartments available at the Okeechobee School, and that these have been allocated to black and white staff members.

There is insufficient staff housing at Okeechobee to make it generally available to all employees. The Division of Youth Services has repeatedly requested, and is again requesting in the 1970-71 legislative budget, additional staff housing. A request is also pending to establish a trailer park on the school grounds. If and when these requests materialize, housing will be made available to eligible employees without regard to race.

5. Black studies are presently part of the social studies curriculum for all students at the Okeechobee School. Haircuts in whatever style the student prefers are allowed for all students, provided the haircuts are of reasonable length.

6. Every effort is being made at the Florida School for Girls, both campuses, to balance the make-up of the staff. The situation differs from that of the other schools, in that the campuses are twelve miles apart. Most of the employees have been in their present posts for a number of years, and live in housing close to the campus where they work. Forced transfers of staff would result in resignations of

Mr. P. A. Pacyna
March 27, 1970

Page Three

staff members, black and white. We are proceeding with staff balancing at a rate consistent with institutional procedures, and at a rate that is not disruptive.

7. We are moving toward a more balanced ratio.

8. The Gilchrist School will operate under the same Equal Opportunity Employment policies outlined in #1. The Gilchrist School is designed for the most disturbed children in the Division of Youth Services, and will provide intensive treatment. Assignment will be very limited - ten to fifteen units, depending on legislative authorization. Eligibility for staff housing will be allotted based on staff position.

Sincerely,



O. J. KEELER, JR.
Director

OJK:lla
Enc.

DEPARTMENT OF HEALTH AND REHABILITATIVE SERVICES
DIVISION OF YOUTH SERVICES

PERSONNEL TURNOVER FOR MARIANNA

<u>Month-Year Fiscal Year 19 67-68</u>		<u>I Number of Positions Authorized</u>	<u>II Number Employed at Beginning Of Month</u>	<u>III Number Hired During month</u>	<u>IV Number Terminated During Month</u>	<u>V Turn- over Percentage (IV/II)</u>
July	19 <u>67</u>	180	178	9	6	3.4
August	19 "	180	179	6	8	4.5
September	19 "	180	176	18	8	4.5
October	19 "	214	191	24	4	2.1
November	19 "	214	211	3	12	5.7
December	19 "	214	200	9	10	5.0
January	19 <u>68</u>	214	200	9	8	4.0
February	19	214	200	7	8	4.0
March	19 "	214	200	3	4	2.0
April	19 "	214	199	7	8	4.0
May	19 "	214	197	9	11	5.6
June	19 "	214	197	16	8	4.1
TOTAL				120	95	

AVERAGE TURNOVER PER MONTH = 4.1 %
AVERAGE TURNOVER PER YEAR = 48.9 %

DEPARTMENT OF HEALTH AND REHABILITATIVE SERVICES
DIVISION OF YOUTH SERVICES

PERSONNEL TURNOVER FOR MARIANNA

Month-Year Fiscal Year 19 <u>68-69</u>	I Number of Positions Authorized	II Number Employed at Beginning Of Month	III Number Hired During month	IV Number Terminated During Month	V Turn- over Percentage (IV/II)
July 19 <u>68</u>	220	204	8	8	3.9
August 19 "	229	206	14	12	5.8
September 19 "	244	214	17	8	3.7
October 19 "	244	224	11	3	1.3
November 19 "	244	230	4	4	1.7
December 19 "	297	230	19	9	3.9
January 19 <u>69</u>	298	245	24	6	2.4
February 19 "	298	263	12	5	4.6
March 19 "	298	270	11	10	3.7
April 19 "	298	273	23	11	4.0
May 19 "	298	281	11	7	2.5
June 19 "	298	284	15	18	6.3
TOTAL			169	101	

AVERAGE TURNOVER PER MONTH = 3.7 %

AVERAGE TURNOVER PER YEAR = 43.8 %

DEPARTMENT OF HEALTH AND REHABILITATIVE SERVICES
DIVISION OF YOUTH SERVICES

PERSONNEL TURNOVER FOR OKEECHOBEE

Month-Year Fiscal Year 19 <u>67-68</u>	I Number of Positions Authorized	II Number Employed at Beginning Of Month	III Number Hired During month	IV Number Terminated During Month	V Turn- over Percentage (IV/II)
July 19 <u>67</u>	187	179	5	3	1.7
August 19 "	187	183	6	9	4.9
September 19 "	187	181	3	5	2.8
October 19 "	187	176	8	6	3.4
November 19 "	187	172	9	7	4.1
December 19 "	187	180	4	2	1.1
January 19 <u>68</u>	187	183	3	9	4.9
February 19 "	187	174	7	5	2.9
March 19 "	187	177	10	8	4.5
April 19 "	187	181	4	3	1.7
May 19 "	187	182	6	5	2.7
June 19 "	187	183	8	7	3.8
TOTAL			73	69	

AVERAGE TURNOVER PER MONTH = 3.2 %

AVERAGE TURNOVER PER YEAR = 38.5 %

DEPARTMENT OF HEALTH AND REHABILITATIVE SERVICES
DIVISION OF YOUTH SERVICES

PERSONNEL TURNOVER FOR OKEECHOBEE

Month-Year Fiscal Year 19 <u>68-69</u>	I Number of Positions Authorized	II Number Employed at Beginning Of Month	III Number Hired During month	IV Number Terminated During Month	V Turn- over Percentage (IV/II)
July 19 <u>68</u>	209	Not Available			
August 19 "	209	Not Available			
September 19 "	211	Not Available			
October 19 "	211	197.00	18	11	5.6
November 19 "	211	204.00	22	8	3.9
December 19 "	271.50	218.50	25	8	3.7
January 19 <u>69</u>	271.50	222.50	13	7	3.1
February 19	271.50	228.50	13	14	6.1
March 19 "	271.50	227.50	21	11	4.8
April 19 "	271.50	237.50	11	12	5.1
May 19 "	271.50	237.50	8	8	3.4
June 19 "	271.50	231.50	29	11	4.8
TOTAL			160	90	

AVERAGE TURNOVER PER MONTH =

AVERAGE TURNOVER PER YEAR =

40.5 %

IN THE UNITED STATES DISTRICT COURT
NORTHERN DISTRICT OF FLORIDA
TALLAHASSEE DIVISION

WILLIE CARL SINGLETON, a minor by
NEVA SINGLETON, his mother and
next friend, et al.,

Plaintiffs,

CIVIL ACTION 963

vs.

BOARD OF COMMISSIONERS OF STATE
INSTITUTIONS, et al.,


Defendants.

PROGRESS REPORT

COMES NOW the Division of Youth Services, under the Department of Health and Rehabilitative Services, by and through its undersigned attorneys, and pursuant to the orders of this Honorable Court dated September 6, 1967, and February 3, 1970, files this its progress report in the above-styled case, as to staff, student and activity desegregation at the Marianna, Okeechobee, Ocala, and Forest Hill Training Schools, and Walter Scott Criswell House and Ft. Clinch Youth Camp, Aftercare Department.

DATED this 27th day of March, 1970.

EARL FAIRCLOTH
Attorney General



P. A. Pacyna
Assistant Attorney General

Exhibit "B"

CLAUDE R. KIRK, JR.
GOVERNOR

STATE OF



FLORIDA

JAMES A. BAX
SECRETARY

DEPARTMENT OF HEALTH AND REHABILITATIVE SERVICES

DIVISION OF YOUTH SERVICES

325 East Gaines Street
TALLAHASSEE 32304

OLIVER J. KELLER, JR.
DIRECTOR

(904) 224-0181

RECEIVED

MAR 12 1970

ATTORNEY GENERAL'S
OFFICE


March 10, 1970

Mr. P. A. Pacyna
Assistant Attorney General
Department of Legal Affairs
The Capitol
Tallahassee, Florida 32304

Dear Phil:

Attached are reports indicating the status of integration compliance in each of the Division of Youth Services programs as of February 20, 1970.

Sincerely,


O. J. KELLER, JR.
Director

OJK:ma
Encl.

cc: Mr. Jerry Cope

LUDE P. KIRK, JR.
GOVERNOR

STATE OF



FLORIDA

JAMES A. BAX
SECRETARY

DEPARTMENT OF HEALTH AND REHABILITATIVE SERVICES

DIVISION OF YOUTH SERVICES

Bureau of Training Schools

ARTHUR G. DOZIER SCHOOL FOR BOYS

P. O. Box 490, Marianna 32446

JACK V. BLANTON
CHIEF

LENOX E. WILLIAMS
SUPERINTENDENT

(904) 482-5761

IVER J. KELLER, JR.
DIRECTOR

February 19, 1970

MEMORANDUM

To: Jack V. Blanton, Chief

From: Lenox E. Williams, Superintendent

Re: INTEGRATION COMPLIANCE

The following is the information you requested concerning the Integration Status at the Arthur G. Dozier School for Boys:

(a) As of 2/19/70, we have: 247 negro children
186 white children
433
+ R & O 15 negro children
16 white children
464 TOTAL

(b) Racial breakdown by Campus:

<u>Senior</u>		<u>Junior</u>		<u>R&O</u>	
<u>C.</u>	<u>W.</u>	<u>C.</u>	<u>W.</u>	<u>C.</u>	<u>W.</u>
144	132	103	54	15	16

(c) Racial breakdown within each living unit within the regular institutional program.

(more)

Jack V. Blanton, Chief (2)

February 19, 1970

Re: Integration Compliance

(c) continued:

<u>Senior Campus</u>				<u>Junior Campus</u>			
<u>Cottage</u>	<u>Col.</u>	<u>Wh.</u>	<u>Total</u>	<u>Cottage</u>	<u>Col.</u>	<u>Wh.</u>	<u>Total</u>
Adams	22	11	33	Bunche	15	9	24
Bethune	21	15	36	Jefferson	23	14	37
Chipola	14	15	29	Lee	16	10	26
Dozier	13	13	26	Polk	24	13	37
Jackson	15	15	30	Washington	25	8	33
Reality	15	15	30				
Robinson	15	15	30	TOTALS	103	54	157
Roosevelt	14	17	31				
Wilson	15	16	31				
TOTALS	144	132	276				

In reference to the number of negro employees in relation to the number of white employees, their assignments, etc.:

	<u>White</u>	<u>Negro</u>	<u>Vacant</u>
Administration (8)	6	2	0
Social Service (16)	11	3	2
Activities (6)	4	2	0
Homelife			
Housefathers (95)	50	44	1
Homelife Supervisors (10)	5	5	0
Director of Training (2)	1	1	0
Clerk Typist (2)	2	0	0
Education			
Academic Principal (2)	2	0	0
Classroom Teachers (30)	14	16	0
Vocational Instructors (2)	2	0	0
Librarian (1)	1	0	0
Food Service (34)	23	11	0
Medical Department (9)	8	0	1
Business (24)	22	2	0
Maintenance (31)	29	1	1
Farm (13)	9	3	1
Title I			
Clerks (8)	6	2	0
Educational Counselors (2)	0	1	1
Vocational Instructor (1)	1	0	0
Classroom Teacher (1)	0	1	0
TOTAL POSITIONS (297)	196	94	7

cc: Jerry Cope

CLAUDE R. KIRK, JR.
GOVERNOR

STATE OF



FLORIDA

JAMES A. BAX
SECRETARY

DEPARTMENT OF HEALTH AND REHABILITATIVE SERVICES

OLIVER J. KELLER, JR.
DIRECTOR

DIVISION OF YOUTH SERVICES
Bureau of Training Schools
FLORIDA SCHOOL FOR GIRLS
P. O. Box 1359, Ocala 32670

JACK V. BLANTON
CHIEF
HILLIS R. HOLMAN
ACTING SUPERINTENDENT
(904) 629-1084

February 20, 1970

Mr. Jerry Cope
Administrative Assistant
Division of Youth Services
Tallahassee, Florida

Dear Mr. Cope:

Enclosed please find the report which you requested with the current status as of February 20, 1970.

The two enclosed sheets contain the distribution of population for both the Junior and Senior Campuses. These include both staff and children by cottages.

Sincerely,

FLORIDA SCHOOL FOR GIRLS

D. P. Farmer, Jr.
D. P. Farmer
Personnel Manager

DPF/jh

Enclosures

FLORIDA SCHOOL FOR GIRLS

DISTRIBUTION OF POPULATION ON SENIOR CAMPUS

COTTAGES	NEGRO	WHITE	TOTAL
White-Reception	5	7	12
Hampton	7	14	21
Bethune	1	15	16
Ponder	11	10	21
Michen	10	10	20
Jones-Adjustment	9	8	17
Rogers	10	11	21
	53	75	128

EMPLOYEES - SENIOR CAMPUS

	Negro	White	Total
Employees	64	36	100
Academic	15	5	20
Cottage Life	23	18	41
Supervisory	6	4	10
<u>SHARED POSITIONS</u>			
Employees	2	16	18
Supervisory	1	4	5

FLORIDA SCHOOL FOR GIRLS AT OCALA
DISTRIBUTION OF POPULATION ON JUNIOR CAMPUS

COTTAGES	NEGRO	WHITE	TOTAL
Adams West-Reception	6	2	8
Conner	8	7	15
Wallis - Adjustment	2	6	8
East Hall	7	3	10
Adams East	11	5	16
Bailey	9	3	12
Ray Green	6	10	16
Larson	7	8	15
Gray	7	5	12
	63	49	112

EMPLOYEES - JUNIOR CAMPUS			
	Negro	White	Total
Employees	14	97	111
Academic	2	19	21
Cottage Life	3	49	52
Supervisory	0	7	7

LAUDE R. KIRK, JR.
GOVERNOR

STATE OF



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D. T. S.
TALLAHASSEE, FLORIDA

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FEB 25 1970

JAMES A. BAX
SECRETARY

DEPARTMENT OF HEALTH AND REHABILITATIVE SERVICES

DIVISION OF YOUTH SERVICES

Bureau of Training Schools

FLORIDA SCHOOL FOR BOYS AT OKEECHOBEE

ROUTE 2, BOX 250, OKEECHOBEE 33472

20 February 1970

LIVER J. KELLER, JR.
DIRECTOR

JACK V. BLANTON
CHIEF

FRANK A. ZYCH
SUPERINTENDENT

(813) 763-6304

Mr. Jack V. Blanton
Chief
Bureau of Training Schools
Division of Youth Services
Department of Health and Rehabilitative Services
325 E. Gaines Street
Tallahassee, Florida 32304

Re: Integration of Campus
Florida School for Boys
at Okeechobee

Dear Mr. Blanton:

Enclosed is a report of integration on this campus as of 20 February 1970.

This information is sent to you in compliance with the request contained in the memorandum sent to you by Mr. Jerry Cope on 16 February.

Sincerely yours,

A handwritten signature in cursive script that reads "Frank A. Zych".

Frank A. Zych
Superintendent

FAZ/amb

Encl.

THE FLORIDA SCHOOL FOR BOYS AT OKEECHOBEE
Integration of Staff and Students
February 20, 1970

Number of White Students	174
Number of Negro Students	<u>298</u>
Total Number of Students in School	472

<u>Cottages - Senior School</u>	<u>White</u>	<u>Negro</u>	<u>Total</u>
Jefferson	15	10	25
Monroe	0	21	21
Adams	16	13	29
Owens	10	17	27
Louis	12	14	26
Carver	10	15	25
Bethune	0	17	17
Madison	15	13	28
Seminole	11	11	22
Kennedy	<u>14</u>	<u>11</u>	<u>25</u>
Total	103	142	245

<u>Cottages - Junior School</u>	<u>White</u>	<u>Negro</u>	<u>Total</u>
Campanells	14	11	25
Lee	8	13	21
Wilson	0	21	21
Washington	13	12	25
Bunche	0	22	22
Roosevelt	9	15	24
Jackson	12	11	23
Howard	6	17	23
Robinson	0	24	24
Polk	<u>9</u>	<u>10</u>	<u>19</u>
Total	71	156	227

Grand Total	174	298	472
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<u>Employees</u>	<u>White</u>	<u>Negro</u>	<u>Total</u>
Academic Staff	13	10	23
Cottage Parents	50	42	92
Supervisory Positions	15	6	21

MEMORANDUM

DIVISION OF YOUTH SERVICES
BUREAU OF AFTERCARE

E. GUY REVELL, JR.
CHIEF

DATE February 20, 1970

TO: Mr. Terry Cope

FROM: E. Guy Revell, Jr.

SUBJECT: Your Memorandum of February 16, 1970 - INTEGRATION COMPLIANCE

In response to your memorandum of February 16, 1970, the following is our up-to-date status report:

SUPERVISORY PERSONNEL 18 (All White)
AFTERCARE COUNSELORS 45 White; 12 Negro

EGR 

ks

CLAUDE R. KIRK, JR.
GOVERNOR

STATE OF



FLORIDA

JAMES A. BAX
SECRETARY

DEPARTMENT OF HEALTH AND REHABILITATIVE SERVICES

DIVISION OF YOUTH SERVICES

Bureau of Group Treatment — Central Office

325 East Gaines Street, Tallahassee 32304

OLIVER J. KELLER, JR.
DIRECTOR

RICHARD L. RACHIN
CHIEF
(904) 224-0181

WALTER SCOTT CRISWELL HOUSE - TALLAHASSEE

Residents - 24 White; 3 Negro

Supervisory - 5 White; 1 Negro

FORT CLINCH YOUTH SERVICES CAMP - FERNANDINA BEACH

Residents - 13 White; 3 Negro

Supervisory - 7½ White; 0 Negro