

**IN THE UNITED STATES DISTRICT COURT
FOR THE NORTHERN DISTRICT OF MISSISSIPPI
ABERDEEN DIVISION**

CIVIL ACTION NO. 1:83-CV-00293-MPM

HORACE WILLIE MONTGOMERY, ET AL. PLAINTIFFS

VS.

STARKVILLE MUNICIPAL SCHOOL DISTRICT, ET AL. DEFENDANTS

Consolidated with

WILLIAM HARRIS, ET AL. PLAINTIFFS

VS.

OKTIBBEHA COUNTY SCHOOL DISTRICT, ET AL. DEFENDANTS

**JUNE 2016 REPORT TO THE COURT OF THE
STARKVILLE-OKTIBBEHA CONSOLIDATED SCHOOL DISTRICT**

The Starkville-Oktibbeha Consolidated School District (the “District”) submits this report to the Court in compliance with this Court’s March 3, 2016, Desegregation Order. [34].

1. The number and percentage of students, by race/ethnicity and grade level, assigned to each school in the District for the 2015-16 school year. (Data is as of May 6, 2016).

Sudduth Elementary

Race	Black	White	Hispanic	Asian	Native American	Pacific Islander	Total
Grade							
K	230 (62.3%)	114 (30.9%)	6 (1.6%)	17 (4.6%)	1 (.3%)	1 (.3%)	369
1	245 (68.1%)	99 (27.5%)	2 (.6%)	14 (3.9%)	0	0	360
2	247 (66.2%)	106 (28.4%)	5 (1.3%)	15 (4%)	0	0	373
Total	722 (65.5%)	319 (28.9%)	13 (1.2%)	46 (4.2%)	1 (.1%)	1 (.1%)	1102

Ward-Stewart Elementary

Race	Black	White	Hispanic	Asian	Native American	Pacific Islander	Total
Grade							
3	226 (65.3%)	97 (28%)	3 (.9%)	19 (5.5%)	1 (.3%)	0	346
4	203 (63.4%)	100 (31.3%)	6 (1.9%)	10 (3.1%)	0	1 (.3%)	320
Total	429 (64.4%)	197 (29.6%)	9 (1.4%)	29 (4.4%)	1 (.2%)	1 (.2%)	666

Henderson Intermediate

Race	Black	White	Hispanic	Asian	Native American	Pacific Islander	Total
Grade							
5	243 (65.7%)	109 (29.5%)	4 (1.1%)	13 (3.5%)	0	1 (.3%)	370

Armstrong Middle School

Race	Black	White	Hispanic	Asian	Native American	Pacific Islander	Total
Grade							
6	276 (68.1%)	111 (27.4%)	5 (1.2%)	12 (3%)	1 (.2%)	0	405
7	252 (66.5%)	110 (29%)	7 (1.8%)	10 (2.6%)	0	0	379
8	249 (67.8%)	105 (28.6%)	3 (.8%)	10 (2.7%)	0	0	367
Total	777 (67.5%)	326 (28.3%)	15 (1.3%)	32 (2.8%)	1 (.1%)	0	1151

Starkville High School

Race	Black	White	Hispanic	Asian	Native American	Pacific Islander	Total
Grade							
9	299 (70.4%)	105 (24.7%)	4 (.9%)	17 (4%)	0	0	425
10	240 (66.7%)	111 (30.8%)	3 (.8%)	6 (1.7%)	0	0	360
11	189 (68%)	81 (29.1%)	5 (1.8%)	3 (1.1%)	0	0	278
12	230 (71.9%)	84 (26.3%)	1 (.3%)	5 (1.6%)	0	0	320
Total	958 (69.3%)	381 (27.5%)	13 (.9%)	31 (2.2%)	0	0	1383

East Oktibbeha Elementary

Race	Black	White	Hispanic	Asian	Native American	Pacific Islander	Total
Grade							
K	34 (89.5%)	4 (10.5%)	0	0	0	0	38
1	39 (97.5%)	1 (2.5%)	0	0	0	0	40
2	43 (97.7%)	1 (2.3%)	0	0	0	0	44
3	44 (100%)	0	0	0	0	0	44
4	33 (94.3%)	2 (5.7%)	0	0	0	0	35
5	37 (97.4%)	1 (2.6%)	0	0	0	0	38
Total	230 (96.2%)	9 (3.8%)	0	0	0	0	239

West Oktibbeha Elementary

Race	Black	White	Hispanic	Asian	Native American	Pacific Islander	Total
Grade							
K	18 (66.7%)	9 (33.3%)	0	0	0	0	27
1	18 (72%)	7 (28%)	0	0	0	0	25
2	15 (57.7%)	10 (38.5%)	1 (4%)	0	0	0	26
3	23 (74.2%)	8 (25.8%)	0	0	0	0	31
4	23 (74.2%)	8 (25.8%)	0	0	0	0	31
5	19 (76%)	6 (24%)	0	0	0	0	25
Total	116 (70.3%)	48 (29.1%)	1 (.6%)	0	0	0	165

District Total Enrollment

Black	White	Hispanic	Asian	Native American	Pacific Islander	Total
3475 (68.5%)	1389 (27.4%)	55 (1.1%)	151 (3%)	3 (.1%)	3 (.1%)	5076

2. For each classroom in each school, the total enrollment in the class, by race/ethnicity, the grade served, and the subject or program of the class, specifically indicating any groupings or assignment by ability, achievement, or other basis such as advanced placement or honors classes, special education programs for students with disabilities, gifted and talented programs, and classes for limited English proficient students.

See Exhibit A, attached.

3. The total number of students who have requested intra-district or inter-district transfers, indicating for each such request: the student's race/ethnicity, grade, sending school (school the student is zone to attend), receiving school (school to which transfer is sought), reason for transfer request, whether the District granted or denied the transfer, and the reason for granting or denying the transfer.

Inter-District Transfers

Student	Race	Request	District of Residence	Grade	School Attending	Action
1. S.B.	W	Release to Webster County School District	SOCS (West Elementary)	3		Denied
2. M.M.	W	Release to Webster County School District	SOCS (SHS)	10		Denied
3. E.S.	W	Release to Webster County School District; student subsequently confirmed residence in Webster County	SOCS (East Elementary)	K		Denied
4. M.S.	W	Release to Webster County School District; student subsequently confirmed residence in Webster County	SOCS (East Elementary)	2		Denied
5. K.T.	B	Release to Webster County School District	SOCS (SHS)	11		Denied
6. C.V.	W	Release to Webster County School District	SOCS (West Elementary)	Unknown		Denied
7. H.V.	W	Release to Webster County School District	SOCS (West Elementary)	Unknown		Denied
8. A.Q.B.	B	Release to Webster County School District; Mother is disabled and needs child closer to home in case of emergency	SOCS (SHS)	11		Released
9. G.F.	W	Release to West Point-parents are employed	SOCS	Unknown		Released
10. B.O.	B	Release to Tupelo-parent is employed	SOCS	Unknown		Released
11. R.R.	W	Release to West Point-parent is employed	SOCS	Unknown		Released
12. J.W.T.	W	Release to Columbus-parent is employed	SOCS	K		Released
13. M.N.W.	B	Release to West Point-parent is employed	SOCS	3 or 4		Released
14. H.D.A.	W	Employee of SOCS	Webster County	8	Armstrong	Transferred
15. T.E.B.	B	Employee of SOCS	Noxubee County	K	Sudduth	Transferred
16. B.C.	B	Employee of SOCS	Lowndes County	7	Armstrong	Transferred
17. K.D.D.	W	Employee of SOCS	Tupelo Public	4	Ward-Stewart	Transferred
18. P.M.D.	W	Employee of SOCS	Tupelo Public	7	Armstrong	Transferred
19. L.G.	B	Employee of SOCS	Louisville	K	Sudduth	Transferred
20. M.G.I.	W	Employee of SOCS	Louisville	K	Sudduth	Transferred
21. L.W.	B	Employee of SOCS	Lee County Schools	4	Ward-Stewart	Transferred

Intra-District Transfers

Student	Race	Request	Zone of Residence	Grade	School Attending	Action
1. R.J.B.	B	Employee of SOCS	SOCS (Henderson)	5	West	Transferred
2. J.F.	B	Employee of SOCS	SOCS (East Elementary)	4	Ward-Stewart	Transferred
3. W.J.G.	W	Employee of SOCS	SOCS (West Elementary)	K	Sudduth	Transferred
4. J.H.	B	Employee of SOCS	SOCS (East Elementary)	5	Henderson	Transferred
5. R.H., Jr.	B	Employee of SOCS	SOCS (East Elementary)	K	Sudduth	Transferred
6. O.F.H.	W	Employee of SOCS	SOCS (East Elementary)	1	Sudduth	Transferred
7. S.E.H.	W	Employee of SOCS	SOCS (East Elementary)	4	Ward-Stewart	Transferred
8. W.B.H.	W	Employee of SOCS	SOCS (East Elementary)	5	Henderson	Transferred
9. J.D.L.	W	Employee of SOCS	SOCS (East Elementary)	1	Sudduth	Transferred
10. B.O.	B	Employee of SOCS	SOCS (East Elementary)	K	Sudduth	Transferred
11. D.J.P.	W	Employee of SOCS	SOCS (East Elementary)	1	Sudduth	Transferred
12. M.C.W.	B	Employee of SOCS	SOCS (East Elementary)	3	Ward-Stewart	Transferred (withdrew 1/6/16; move to Picayune, MS)
13. T.S.	B	Employee of SOCS	SOCS (East Elementary)	K	Sudduth	Transferred

4. The total number and percentage of teachers and administrators, by race/ethnicity and position, assigned to each school, specifically indicating all full-time teachers, part-time teachers, teacher assistants, principals and assistant principals, and other certified personnel, such as guidance counselors and librarians.

School	Black	White	Other	Total
Sudduth Elementary	16 (19.3%) 12 Teachers; 1 Counselor; 1 Social Worker; 1 PEAK; 1 Assistant Principal	65 (78.3%) 57 Teachers (2 part-time); 2 Counselors; 2 Interventionists; 1 Librarian; 1 Curriculum Technology Specialist; 1 Assistant Principal; 1 Principal	2 (2.4%) 1 Teacher; 1 PEAK	83
Ward-Stewart Elementary	7 (11.7%) 5 Teachers; 1 Social Worker (part-time) 1 Lead Teacher	53 (88.3%) 36 Teachers; 7 SPED; 2 Counselors; 1 Librarian; 3 Speech Language Pathologist (2 part-time); 1 Interventionist; 1 Curriculum Technology Specialist; 1 Assistant Principal; 1 Principal	0	60

Henderson Intermediate	9 (27.3%) 8 Teachers; 1 Lead Teacher	24 (72.7%) 13 Teachers; 4 SPED; 1 Interventionist; 2 PEAK; 1 Counselor; 1 Librarian; 1 Speech Language Pathologist; 1 Principal	0	33
Armstrong Middle School	36 (38.7%) 25 Teachers; 4 SPED; 1 Counselor; 1 Interventionist; 1 Social Worker; 1 Curriculum Technology Specialist; 2 Assistant Principals; 1 Principal	57 (61.3%) 42 Teachers; 7 SPED; 1 Counselors; 2 Interventionists; 1 Librarian; 1 Speech Language Pathologist; 1 Lead Teacher; 1 Assistant Principal	0	93
Starkville High School	23 (33.8%) 11 Teachers; 7 SPED; 3 Counselors; 2 Assistant Principals	45 (66.2%) 37 Teachers; 2 SPED; 1 Counselors; 2 Librarians; 2 Assistant Principals; 1 Principal		68
East Oktibbeha Elementary	14 (50%) 10 Teachers; 2 SPED; 1 Counselor (shared with West Elementary); 1 Principal	14 (50%) 10 Teachers (2 part-time); 1 SPED; 1 Librarian; 1 Speech Language Pathologist; 1 Interventionist	0	28
West Oktibbeha Elementary	6 (%) 4 Teachers; 1 SPED; 1 Principal	16 (%) 13 Teachers (2 part-time); 1 Librarian; 1 Speech Language Pathologist; 1 Interventionist	0	22
Millsaps Career and Technology Center	2 (15.4%) 2 Teachers	11 (84.6%) 10 Teachers; 1 Principal	0	13
Overstreet (Alternative) School	7 (70%) 6 Teachers (1 part-time); 1 Principal	3 (30%) 2 Teachers; 1 Counselor	0	10
Total	120 (29%)	288 (70%)	2 (1%)	410

Under the March 3, 2016, Desegregation Order, the District is to calculate the systemwide percentage of black faculty at the elementary and the middle/high school levels separately. [34, p. 9]. Administrators, faculty, and staff who work directly with children are included in the calculation of faculty percentages. [34, p. 5].

Elementary Faculty	Black	White	Totals	% Black	% White
Administrators	3	5	8	37.5%	62.5%
Teachers	49	167	216	35%	65%
Teacher Asst.	45	9	54		
Total	97	181	278	35%	65%

Middle/High¹ School Faculty	Black	White	Asian	Totals	% Black	% White
Administrators	6	5	0	11	54.5%	45.5%
Teachers	62	110	0	172	39%	61%
Teacher Asst.	8	0	0	8		
Total	76	115	0	191	40%	60%

5. The total number and percentage of non-certified staff, by race/ethnicity and position, assigned to each school.

School	Black	White	Other	Total
Sudduth Elementary	54 (84.4%) 1 Bookkeeper; 1 Cafeteria Manager; 11 Cafeteria Workers; 1 Copy Clerk; 6 Custodians; 2 Fast Forward Teacher Assistants; 1 ISS; 1 Receptionist; 1 School Safety Officer; 29 Teacher Assistants;	8 (12.5%) 1 Fast Forward Teacher Assistant; 1 Library Assistant; 1 Nurse; 1 School Resource Officer; 4 Teacher Assistants	2 (3.1%) 2 Teacher Assistants	64
Ward-Stewart Elementary	26 (89.7%) 1 Bookkeeper; 1 Cafeteria Manager; 10 Cafeteria Workers; 1 Copy Clerk;	3 (10.3%) 1 Custodian; 1 Nurse; 1 Teacher Assistant	0	29

¹ Administrators, faculty, and staff who work directly with children at Millsaps Career and Technology Center and Overstreet Alternative School are included in these numbers.

	4 Custodians; 1 Fast Forward Teacher Assistant; 1 ISS; 1 School Safety Officer; 1 Secretary; 5 Teacher Assistants;			
Henderson Intermediate	4 (100%) 1 Custodian; 1 ISS; 1 Secretary/Bookkeeper; 1 Teacher Assistant	0	0	4
Armstrong Middle School	22 (91.7%) 1 Cafeteria Manager; 10 Cafeteria Workers; 1 Copy Clerk; 1 Data Clerk; 1 ISS; 1 Library Assistant; 2 Receptionists; 1 Records/Attendance Clerk; 3 School Resource Officers; 1 Teacher Assistant	2 (8.3%) 1 Bookkeeper; 1 Nurse	0	24
Starkville High School	33 (97%) 1 Administrative Assistant; 2 Attendance Clerks; 1 Bookkeeper; 1 Cafeteria Manager; 13 Cafeteria Workers; 1 Copy Clerk; 7 Custodians; 1 Receptionist; 1 Records Clerk; 5 Teacher Assistants	1(3%) 1 Nurse		34
East Oktibbeha Elementary	12 (44.4%) 1 Cafeteria Manager; 3 Cafeteria Workers; 2 Custodians; 1 Fast Forward Teacher Assistant; 1 ISS; 1 Nurse; 3 Teacher Assistants	15 (55.6%) 11 Teachers; 1 Librarian; 1 Speech Language Pathologist; 1 Interventionist; 1 Teacher Assistant	0	27
West Oktibbeha Elementary	8 (80%) 1 Cafeteria Manager; 1 Cafeteria Worker; 2 Custodians; 1 Nurse; 3 Teacher Assistants	2 (20%) 2 Teacher Assistants	0	10
Millsaps Career and Technology Center	2 (50%) 2 Custodians;	2 (50%) 1 Bookkeeper;	0	4

		1 Secretary		
Overstreet (Alternative) School	6 (100%) 2 Custodians; 1 School Resource Officer; 1 Secretary; 2 Teacher Assistants	0	0	6
Bus Shop	68 (93%) 52 Bus Drivers; 10 Bus Monitors; 1 Bus Shop Manager; 2 Mechanics; 1 Transportation Director; 2 Transportation Workers	5 (7%) 4 Bus Drivers; 1 Transportation Worker		73
Maintenance Department	3 (33.3%) 3 Maintenance Workers	6 (66.7%) 1 Maintenance Director; 5 Maintenance Workers		9
Total	238 (84.4%)	44 (15.6%)	0	282

6. The total number and percentage of employees, by race/ethnicity and position, assigned to the central office.

Position	Black	White	Other	Total
Accountant	1	0	0	1
Accounts Payable Clerk	1	0	0	1
Administrative Assistant	1	1	0	2
Assistant Child Nutrition Director	0	1	0	1
Assistant Network Manager	0	1	0	1
Assistant Superintendent	1	1	0	2
Benefits Specialist	1	0	0	1
Case Manager	1	0	0	1
Chief Financial Officer	0	1	0	1
Child Nutrition Bookkeeper	0	1	0	1
Child Nutrition Director	0	1	0	1
Child Nutrition Secretary	0	1	0	1
Custodian	3 (1 part-time)	0	0	3
Data Systems Manager	1	0	0	1
Director of Assessment & Intervention	0	1	0	1
Finance Assistant	0	1	0	1

Human Resources Officer	1	0	0	1
MSIS Coordinator	1	0	0	1
Occupational Therapist	0	1	0	1
Payroll Clerk	0	1	0	1
Professional Development Assistant	0	0	1	1
Professional Development Coordinator (part-time)	0	1	0	1
Psychometrist	0	2	0	2
Public Relations Officer	0	1	0	1
Receptionist	1	0	0	1
SPED Teacher	0	1	0	1
Student Support Services Bookkeeper	1	0	0	1
Student Support Services Director	0	1	0	1
Superintendent	0	1	0	1
Web Page Manager (part-time)	0	1	0	1
Total	14 (40%)	20 (57%)	1 (3%)	35

7. For all hiring: the vacancy filled (i.e., school and position), the date of the hiring decision, and the race of the individual hired.

Hire Date	Position	Location	Race	Gender
8/4/15	Teacher	Henderson	B	F
8/4/15	Teacher	Sudduth	W	F
8/14/15	Bus Driver	District-wide	W	M
8/4/15	Librarian	West Elementary	W	F
8/4/15	Teacher	Starkville High	W	F
8/1/16	Speech Language Pathologist	District-wide	W	F
8/5/15	Teacher	Millsaps Career and Technology Center	B	F
9/9/15	Teacher/Program Manager	Family Center Programs	B	F
8/4/15	Teacher	Armstrong Middle	B	F
9/3/15	Bus Driver	District-wide	B	M
7/14/15	Counselor	East Elementary	B	F
7/1/15	Bookkeeper	Ward Stewart	B	F
7/1/15	Teacher	Family Center Programs	B	F
8/4/15	Teacher	Armstrong Middle	W	F
10/2015	Soccer Coach	Starkville High	W	M
8/4/15	Teacher	Starkville High	W	F
8/5/15	Teacher Assistant	Family Center Programs	W	F
8/4/15	Teacher	East Elementary	B	F
8/5/15	Child Nutrition	East Elementary	B	F
8/4/15	Teacher	West Elementary	B	F
8/5/15	Child Nutrition Manager	West Elementary	B	F

Hire Date	Position	Location	Race	Gender
8/4/15	Teacher	Sudduth	W	F
8/1/16	Teacher	Henderson-Ward-Stewart	W	F
8/4/15	Teacher	Armstrong Middle	W	M
8/4/15	Teacher	Armstrong Middle	B	F
10/7/15	Child Nutrition Cook	Starkville High	B	F
8/5/15	Child Nutrition	East Elementary	B	F
8/10/15	Bus Driver	District-wide	B	M
8/4/15	Teacher Assistant	East Elementary	B	F
8/14/15	SPED Teacher Assistant	Sudduth	B	F
8/4/15	Teacher	Armstrong Middle	B	F
7/1/15	Custodian	West Elementary	B	F
8/4/15	Teacher Assistant	Sudduth	B	F
8/5/15	Child Nutrition	West Elementary	B	F
8/4/15	Teacher/Bus Driver	West Elementary	B	F
7/1/15	Mechanic	Bus Shop	B	M
7/1/15	Childcare Provider	Family Center Programs	B	M
8/4/15	Teacher	East Elementary	W	F
8/4/15	Teacher	East Elementary	B	F
11/11/15	After School Teacher Assistant	Family Center Programs	B	F
8/4/15	Teacher	West Elementary	B	F
8/4/15	Teacher	Armstrong Middle	B	F
7/21/15	Lead Teacher	West Elementary	W	F
8/4/15	Teacher	East Elementary	B	F
8/4/15	Teacher	West Elementary	B	F
8/4/15	Teacher	Starkville High	W	F
7/1/15	Custodian	East Elementary	B	M
8/10/15	Bus Driver	District-wide	B	F
3/21/16	Assistant Bookkeeper	Central Office	W	F
8/12/15	Teacher Assistant	Family Center Programs	W	F
8/4/15	Teacher	Armstrong Middle	W	M
8/5/15	Child Nutrition Assistant Manager	Starkville High	B	F
8/4/15	Custodian	West Elementary	B	M
8/4/15	Teacher Assistant	East Elementary	B	F
8/19/15	Bus Driver	District-wide	B	M
8/4/15	Teacher	Ward Stewart	W	F
8/4/15	Teacher Assistant	West Elementary	B	F
8/4/15	Teacher	Armstrong Middle	W	M
8/4/15	Teacher	East Elementary	W	F
8/4/15	Teacher	West Elementary	W	F
8/4/15	Psychometrist	Greensboro	W	F
8/4/15	Teacher	Armstrong Middle	B	M
8/4/15	Teacher	East Elementary	B	F
3/9/16	Business & Technology Teacher	Starkville High	B	F
7/29/15	Custodian	Armstrong Middle	B	F
8/4/15	Teacher	Starkville High	B	F
8/4/15	Teacher	West Elementary	W	F
8/4/15	Teacher	Ward Stewart	W	F
8/4/15	Teacher	Henderson	W	F
8/4/15	Teacher	West Elementary	B	F

Hire Date	Position	Location	Race	Gender
8/4/15	Teacher	Starkville High	B	M
8/4/15	Teacher	Armstrong Middle	W	F
8/3/15	Project Manager	Family Center Programs	B	F
8/4/15	Teacher Assistant	Sudduth	B	M
9/25/15	Bus Driver	District-wide	B	M
8/5/15	Teacher Assistant	Family Center Programs	W	F
10/2015	Subject Area Tutor	Starkville High	W	F
1/4/16	Varsity Football Coach	Starkville High	W	M
8/4/15	Teacher Assistant	West Elementary	W	F
8/4/15	JROTC	Armstrong Middle	W	M
8/4/15	Teacher	Armstrong Middle	W	F
8/4/15	Teacher	Sudduth	B	F
8/4/15	Technology Support	District-wide	W	M
8/4/15	Teacher	Starkville High	W	F
10/14/15	Teacher Assistant	Family Center Programs	B	F
8/4/15	Teacher	Starkville High	W	M
8/4/15	Teacher	Ward Stewart	W	F
8/4/15	Teacher	Armstrong Middle	W	F
8/4/15	Teacher	East Elementary/ West Elementary	W	M
3/9/16	Teacher Assistant	Emerson Pre-school	W	F
8/4/15	Teacher	Armstrong Middle	W	M
8/5/15	Child Nutrition	Sudduth	B	F
8/10/15	Bus Driver	District-wide	B	M
7/21/15	Bookkeeper	Starkville High	B	F
8/4/15	Teacher	Starkville High	W	M
8/5/15	Child Nutrition	East Elementary	B	F
8/4/15	Teacher	Starkville High	W	F
8/4/15	Teacher	Greensboro	W	F
8/4/15	Teacher	Starkville High	W	F
8/1/16	Teacher	Henderson-Ward- Stewart	W	F
8/4/15	Teacher	Ward Stewart	W	F
8/4/15	Assistant Band Director	Starkville High	W	M
1/4/16	7th grade History Teacher	Armstrong Middle	W	F
8/4/15	Teacher	West Elementary	W	F
1/20/16	Teacher Assistant	Family Center Programs	B	F
1/28/16	Bus Driver	District-wide	B	M
9/30/15	Teacher Assistant	Sudduth	B	M
8/4/15	Teacher	East Elementary	B	F
8/4/15	Teacher Assistant	East Elementary	B	F
8/4/15	Teacher	West Elementary	W	M
8/5/15	Child Nutrition	Armstrong Middle	B	M
8/5/15	Child Nutrition	West Elementary	B	F
8/4/15	Teacher Assistant	East Elementary	B	F
9/9/15	Extended Day Staff	Family Center Programs	W	F
2/29/16	Bus Driver	District-wide	B	F
8/4/15	Teacher	East Elementary	W	F
7/15/15	Transportation Worker	Bus Shop	B	M
8/4/15	Teacher Assistant	East Elementary	B	F
8/4/15	Teacher	Starkville High	W	M
6/15/16	Student Support Services Director	Central Office	W	F

Hire Date	Position	Location	Race	Gender
10/27/15	Program Manager (part-time)	Central Office	B	F
8/31/15	Bus Driver	District-wide	B	M
8/4/15	Teacher	Ward Stewart	W	F
8/4/15	Teacher	Starkville High	B	F
8/4/15	Teacher	Armstrong Middle	W	F
8/4/15	Teacher	Ward Stewart	W	F
8/4/15	Teacher/Bus Driver	East Elementary	B	M
8/4/15	Teacher	East Elementary	W	F
8/4/15	Teacher	Sudduth	W	F
9/9/15	Extended Day Staff	Family Center Programs	W	F
10/14/15	Teacher	Family Center Programs	B	F
8/17/15	Teacher Assistant	Starkville High	B	F
9/9/15	Extended Day Staff	Family Center Programs	W	F
11/9/15	Bus Driver	District-wide	B	F
8/5/15	After School Facilitator	Family Center Programs	W	F
8/4/15	Teacher	Sudduth	W	F
9/25/15	Bus Driver	District-wide	W	M
8/4/15	Speech Language Pathologist	West Elementary	W	F
8/4/15	Teacher	Armstrong Middle	W	F
9/9/15	Childcare Provider	Family Center Programs	B	F
8/31/15	Maintenance Staff	District-wide	W	M
7/1/15	Chief Financial Officer	Central Office	W	F
8/1/16	2nd Grade Teacher	Henderson-Ward-Stewart	W	F
8/4/15	Teacher	Sudduth	W	F
8/4/15	Teacher	Armstrong Middle	W	F
7/1/15	Special Projects Director	Starkville High	W	M
3/9/16	Teacher Assistant	Emerson Pre-school	B	F
8/4/15	Teacher	East Elementary	W	F
8/4/15	Teacher	Sudduth	W	F
7/1/15	Custodian	West Elementary	B	M
8/5/15	After School Facilitator	Family Center Programs	B	F
8/3/15	Assistant Child Nutrition Director	Central Office	W	F
1/20/16	Teacher Assistant	Emerson Pre-school	B	F
7/1/15	Extended Day Plus Staff	Family Center Programs	W	F
7/1/15	School Board Member	School Board	B	M
8/4/15	Teacher	Ward Stewart	W	F
8/4/15	Teacher Assistant	West Elementary	B	F
9/9/15	Sit Supervisor	Family Center Programs	W	F
8/4/15	Teacher	West Elementary	W	M
9/9/15	Teacher	Family Center Programs	W	F
8/4/15	Teacher Assistant	East Elementary	B	F
8/4/15	Teacher	Henderson	W	F
9/25/15	Bus Driver	District-wide	W	F
8/4/15	Teacher	Starkville High	W	M
8/4/15	Teacher	Emerson Preschool	W	F
8/4/15	Teacher	Ward Stewart	W	F
8/4/15	Teacher	East Elementary	B	F
10/15/15	Tutor	Project HELP	W	F
8/10/15	Bus Driver	District-wide	B	M
8/4/15	Teacher	Sudduth	W	F
8/4/15	Teacher	Ward Stewart	W	F

Hire Date	Position	Location	Race	Gender
8/4/15	Occupational Therapist	Greensboro	W	F
8/4/15	Teacher	West Elementary	W	F
8/4/15	Teacher	East Elementary	B	F
8/4/15	Teacher	East Elementary	W	F
8/4/15	Teacher	Armstrong Middle	W	M
8/12/15	Teacher	Emerson Preschool	W	F
8/10/15	Bus Driver	District-wide	B	M
7/28/15	Receptionist	Armstrong Middle	B	F
8/4/15	Teacher	East Elementary	B	F
8/4/15	Teacher Assistant	West Elementary	B	F
8/4/15	Teacher	Sudduth	W	F
8/4/15	Teacher	East Elementary	W	M
8/4/15	Educational Interpreter	District-wide (declined position)	B	F
8/24/15	Child Nutrition Cook	Armstrong Middle	B	F
8/14/15	Child Nutrition Janitor	Starkville High	B	F
8/4/15	Teacher	Armstrong Middle	B	F
8/4/15	Teacher	East Elementary	B	F
8/4/15	Teacher	West Elementary	B	F
8/4/15	Teacher	East Elementary	B	F
8/4/15	Teacher Assistant/Bus Driver	East Elementary	B	F
7/10/15	Custodian/Athletics	Athletic Department	B	M
8/4/15	Teacher	Starkville High	B	F
8/4/15	Teacher	Ward Stewart	W	F
2/24/16	After School Teacher (part-time)	Emerson Pre-school	W	F
7/1/15	Custodian	East Elementary	B	F
8/4/15	Teacher	East Elementary	W	F
8/4/15	Teacher	West Elementary	W	F
8/4/15	Teacher Assistant	Henderson	B	F
10/1/15	Bus Driver	District-wide	B	F
8/4/15	Counselor	East Elementary / West Elementary	B	F
8/4/15	Teacher	Starkville High	B	M
9/9/15	Teacher Assistant	Family Center Programs	W	F
8/4/15	Social Worker	Sudduth	B	F
8/4/15	Speech Language Pathologist	Starkville High	W	F
8/31/15	Choir Accompanist	Starkville High	W	M
7/1/15	Assistant Principal/ Athletic Director	Starkville High	B	M
8/4/15	Teacher	Starkville High	W	F
8/10/15	Bus Driver	District-wide	B	M
8/10/15	Bus Driver	District-wide	B	M
8/4/15	Teacher	Sudduth	W	F
8/4/15	Teacher	Ward Stewart	W	F
8/4/15	Teacher	Ward Stewart	W	F
8/20/15	Teacher Assistant	Sudduth	B	F
10/7/15	Behavior Specialist	District-wide	W	F
7/1/15	Principal	East Elementary	B	M
8/4/15	Teacher	East Elementary	W	F
10/1/15	School Board Member	School Board	W	F
8/1/16	2nd Grade Teacher	Henderson-Ward- Stewart	W	F

Hire Date	Position	Location	Race	Gender
7/1/15	Secretary	Starkville High	W	F
4/18/16	School Resource Officer	Starkville High	B	M
10/14/15	Teacher Assistant	Family Center Programs	B	F
8/1/16	4th Grade Teacher	Overstreet	B	F
1/20/16	Substitute Teacher	District-wide	W	F
7/1/15	Principal	West Elementary	B	F
7/14/15	Secretary	East Elementary	B	F
8/4/15	Nurse	West Elementary	B	F
8/4/15	Teacher	Ward Stewart	W	F
8/26/15	Teacher	Starkville High	B	F
8/4/15	Teacher	Starkville High	W	F
8/4/15	Teacher Assistant	West Elementary	B	F
7/29/15	Teacher	Family Center Programs	W	F
8/4/15	Teacher	West Elementary	W	F
10/2015	Part-time Contract Employee	Armstrong Middle	W	F
8/4/15	Teacher	Henderson	W	F
8/4/15	Teacher	Sudduth	B	F
8/4/15	Teacher	Sudduth	W	F
8/4/15	Teacher	West Elementary	W	F
7/14/15	Secretary	West Elementary	B	F
8/1/15	Extended Day Staff	Family Center Programs	W	F
8/4/15	Teacher Assistant	East Elementary	W	F
8/10/15	Bus Driver	District-wide	B	M
8/4/15	Teacher	Armstrong Middle	W	F
1/20/16	Enrichment Teacher	Family Center Programs	W	F
8/4/15	Teacher Assistant	East Elementary	B	F
8/12/15	Assistant Project Manager	Family Center Programs	B	F
8/4/15	Nurse	East Elementary	B	F
2/3/16	Bus Driver	District-wide	B	F
1/4/16	Counselor	Starkville High	B	M
1/20/16	Teacher Assistant	Family Center Programs	B	F
8/4/15	Nurse	Sudduth	W	F
8/4/15	Teacher	East Elementary / West Elementary	W	F
8/5/15	Child Nutrition	East Elementary	B	F
8/4/15	Teacher	Armstrong Middle	W	M
8/4/15	Teacher	Armstrong Middle	W	F
7/1/15	Head Football Coach	Starkville High	W	M
8/4/15	Teacher	Starkville High	W	F
8/4/15	Teacher	East Elementary	W	F
8/4/15	Teacher	Armstrong Middle	W	F
8/4/15	Teacher	Armstrong Middle	B	F
8/4/15	Teacher Assistant	Starkville High	B	F
7/1/15	Finance Assistant	Greensboro	W	F
1/20/16	Janitor	Emerson Pre-school	B	M
8/4/15	Teacher	West Elementary	B	F

8. A brief description of any present or proposed plan to site or construct new facilities or expand existing facilities and the projected racial impact of the proposal.

There are no plans to expand school facilities in the District. The District has partnered with Mississippi State University to raise funds for construction of a 6-7th Grade Partnership School on the Mississippi State campus. See Exhibit B, attached, for additional information.

9. State whether the transportation system in the District is desegregated to the extent that black and white students are transported daily on the same buses.

The transportation system in the District is desegregated.

10. Copies of yearbooks for each school in the District that produces one (filed with the United States only).

Yearbooks for the 2015-2016 school year for Sudduth Elementary, Henderson-Ward-Stewart, and Armstrong Middle School will be provided to the Government.

11. State whether there is a Biracial Committee, and provide the following information:

i. For each member of the Committee: Name, Address, Race, School, and Affiliation (e.g., parent, teacher);

Name	Race	School	Mailing Address	Affiliation
1. Linda Hollingshead	B	East Elementary	2178 Crigler Road Crawford, MS 39743	Parent
2. Meagan Kemp	W	West Elementary	4591 Hwy 12 W Sturgis, MS 39769	Parent
3. Shameie Haynes	B	Sudduth	951 White Oak Lane Starkville, MS 39759	Parent
4. Candace Webster	W	Ward Stewart	151 Densbrook Lane Starkville, MS 39759	Parent
5. Chris Pulliam	B	Henderson	390 Sunnyland Drive Starkville, MS 39759	Parent
6. Jamila Taylor	B	Armstrong Middle	383 Steele Road Starkville, MS 39759	Parent
7. Loren "Bo" Bell	W	Starkville High	1632 Highway 389 Starkville, MS 39759	Parent
8. Jay Perry	W	School Board	101 Genes End Starkville, MS 39759	Parent

ii. The dates on which the Committee met during the school year, along with a copy of the attendance sheet, agenda, and minutes for each meeting; and

The Committee met on November 17, 2015, December 11, 2015, and February 11, 2016. See Exhibit C, attached, for attendance sheets and minutes.

iii. A copy of any recommendations submitted to the Board and the Board's response, if any.

The Biracial Committee has not submitted any recommendations to the Board.

12. For the June 30, 2016, report only, a list of all administrators, a list of all administrators, faculty, and staff employed at East Oktibbeha Elementary in the 2015-16 school year (i.e., name, race, and position), and their assignment for the 2016-17 school year (i.e., school and position). If not retained, included the reason (e.g., reduction in force, dismissal, resignation). To the extent that assignment decisions have not been made by the June 30, 2016, annual report deadline, the Consolidated District agrees to provide any supplemental assignment information to the United States no later than September 1, 2016.

Employee	Race	2015-16 Position	2016-17 Position	School	Reason for non-retention 2016-17
Yulinda Beckum	B	SPED Teacher	SPED Teacher	Henderson-Ward-Stewart	
Evelyn Bell	B	Cafeteria Worker			Position eliminated
Lillie Boyd	B	Cafeteria Manager			Position eliminated
Mary Bradford	B	Fast Forward TA	Fast Forward TA	Henderson-Ward-Stewart	
Jessica Campbell	B	1st Grade Teacher	Teacher	Sudduth	
L.A. Clark	B	Custodian	Custodian	East Alternative / Armstrong Middle	
Darline Covington	B	Teacher Assistant	Teacher Assistant	Sudduth	
Millie Drewa	W	SPED Teacher	SPED Teacher	Henderson-Ward-Stewart	
Maxine Eichelberger	B	3rd Grade Teacher	Teacher	Henderson-Ward-Stewart	
Dustin Haley	W	Music Teacher (part-time)	Music Teacher	Henderson-Ward-Stewart / West Elementary	
Michelle Harris	B	Cafeteria Worker			Position eliminated
Jacqueline	B	Teacher Assistant	Teacher Assistant	Sudduth	

Johnson					
Betsy Jones	W	1st Grade Teacher			Resigned
Janice Jones	B	ISS Assistant	Teacher Assistant	Overstreet	
Joseph Lampkin	B	PE Teacher	PE Teacher	Henderson-Ward-Stewart / West Elementary	
Beverly Lasster	W	Librarian			Retired
Melissa Misso	W	4th Grade Teacher	Teacher	Henderson-Ward-Stewart	
Teresa Price	B	SPED Teacher	SPED Teacher	Henderson-Ward-Stewart	
Casey Priest	W	Kindergarten Teacher	Teacher	Sudduth	
Lasonja Randle-Ferguson	B	Kindergarten Teacher			Nonrenewed
Toby Remy	W	Interventionist	Interventionist	Henderson-Ward-Stewart	
Carlton Rhodes	W	5th Grade Teacher	5th Grade Teacher	Overstreet	
Pam Roberts	B	5th Grade Teacher	5th Grade Teacher	Overstreet	
Karen Robinson	B	Kindergarten Teacher			Resigned
Pamela Robinson	B	Teacher Assistant	Teacher Assistant	Sudduth	
Terra Robinson	B	2nd Grade Teacher	Teacher	Henderson-Ward-Stewart	
Keva Scales	B	Custodian	Custodian	Overstreet	
Betty J. Seale	W	2nd Grade Teacher	Teacher	Henderson-Ward-Stewart	
Martha Shumaker	B	Counselor (part-time)	Counselor	Henderson-Ward-Stewart / West Elementary	
Heather Smith	W	Speech Pathology	Speech Pathology	Starkville High + other schools	
Joseph Stone	B	Principal	Assistant Principal	Henderson-Ward-Stewart	
Kaley Stribling	W	3rd Grade Teacher	Teacher	Henderson-Ward-Stewart	
Linda Terry	B	Secretary / Bookkeeper	Receptionist	Overstreet	
Melanie Werner	W	Teacher Assistant	Teacher Assistant	Sudduth	
Eileen Y. Williams	B	School nurse			Retired
Heather Wilson	W	Art Teacher (part-time)	Art Teacher	Henderson-Ward-Stewart / West Elementary	
Mentoria Wilson	B	Cafeteria Worker			Position eliminated
Carrie Word	W	4th Grade Teacher	Teacher	Henderson-Ward-Stewart	
Stacy Young	B	Gifted Teacher	Gifted Teacher	Henderson-Ward-Stewart	

Respectfully submitted, this 22nd day of June 2016.

Starkville-Oktibbeha Consolidated School District

/s/ John S. Hooks

OF COUNSEL:

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CERTIFICATE OF SERVICE

I do hereby certify that on this date, I filed electronically the foregoing with the Clerk of this Court using the ECF system which will send notification of filing to all registered counsel of record.

Dated: June 22, 2016.

/s/ John S. Hooks