

**UNITARY STATUS AND ADVISORY AND OVERSIGHT COMMITTEE**  
**2012-2013 ANNUAL REPORT**

A Settlement Agreement between a class of Plaintiffs and Orange County Public Schools (OCPS) was signed on October 12, 2010 ending desegregation litigation which had lasted for almost 40 years and provided a framework for further obligations by the Orange County School Board. Three areas were identified as significant components to the Agreement: the diverse recruitment of OCPS personnel; the disclosure of extracurricular activities at middle schools and high schools; and the construction, renovation, replacement and utilization of OCPS facilities, including portables.

In an effort to insure the public's confidence and trust in compliance with the terms of the Agreement, the School Board of Orange County, Florida voluntarily adopted Policy BDF, Unitary Status Advisory and Oversight Committee (USAOC), which outlines the committee's composition, its procedural duties and responsibilities as well as the Committee's purpose. Also as a result of the Settlement Agreement, OCPS Policy JJ, Extracurricular Activities was amended and OCPS Policy GCE, Recruitment and Retention of a Diverse Employment Staff was developed to include information supporting the Settlement Agreement

The USAOC is comprised of one representative appointed by each School Board Member. Members were appointed in 2011 and have served for a period of two years. In the 2012-2013 Fiscal Year, the USAOC held meetings on July 30, 2012, September 10, 2012, November 12, 2012, February 11, 2013, April 15, 2013 and June 10, 2013. During the second year of monitoring the terms of the Settlement Agreement, the members were presented information from Human Resources, Student Activities, and Facilities Services.

The USAOC recognizes Orange County's attention to developing the monitoring of its commitments under the Settlement Agreement and has continued to encourage OCPS schools to implement the applicable provisions of the Settlement Agreement. Superintendent, Dr. Barbara Jenkins, addressed USAOC at its September meeting and gave an overview of her expectations of the district's commitment to this Agreement.

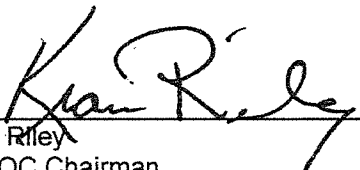
Each meeting following the September meeting highlighted one area addressed in the Settlement Agreement, followed by a question and answer period. The USAOC committee members had opportunities to review the information before it was presented and also at the meeting following the presentation. The meetings began with questions/comments they may have had from a previous presentation and then another topic would be introduced as new information.


The recruitment monitoring area of the Settlement Agreement has been in compliance since OCPS received a Unitary Status. This year, it was reported that there was an increase in the number of African Americans hired for positions as 12-month classified staff and administrators, 10-month district office staff, alternative education, exceptional education, vocational education, transportation and in the learning communities. Hispanic/Latinos hired have also increased in the positions for Assistant Principal and Principal Pools, 12-month and 10-month district office staff and in four of the five learning communities. Areas of focus for the upcoming year are the selection and hiring of males for instructional, classified, Assistant Principal and Principal positions. There will also be an emphasis on the hiring of African Americans for instructional, transportation, vocational, classified, and Principal positions. The recruiting of Hispanic/Latinos candidates in the West and North Learning Communities, Exceptional Education, Alternative Education, Transportation, and Principal positions will also be an area of emphasis for OCPS.

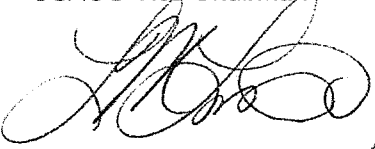
The monitoring of notices regarding extracurricular activities has continued during this second year. Connect Orange messages were sent out before school began to remind middle and high school parents and students of athletics and arts tryout opportunities, as well as club memberships which are available to everyone. Each secondary school has properly documented the manner their students were made aware of the extracurricular opportunities available for them, as well as the sponsors and meeting dates. Communication with the schools by the District Office is a crucial component in monitoring the proper notice of extracurricular activities.

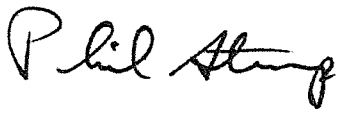
The facilities segment of the Settlement Agreement has successfully supported our continued commitment to the Agreement's terms and conditions. The Agreement identifies certain schools that are subject to improvements or construction when financially feasible and places an emphasis on monitoring the schedule of long-term capital improvements as it relates to these schools. The campuses of Evans High School, Lee Middle School and Orange Center Elementary School have been completed. Oak Ridge High School and Eccleston Elementary School are under construction, while Pineloch Elementary and Washington Shores Elementary Schools are in the design phase. Planning has begun on Wheatley Elementary School, Carver Middle School and Tangelo Park Elementary School.

The USAOC has reviewed this report and the recommendations herein, and all reports and relevant documents have also been shared with the Orange County School Board.

  
Kran Riley  
USAOC Chairman

  
Marlin Daniels  
USAOC Vice Chairman

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Lisa Marie Lewis

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