

Exhibit 1

Stipulation Regarding Faculty and Staff Recruitment

**IN THE UNITED STATES DISTRICT COURT FOR THE
MIDDLE DISTRICT OF FLORIDA
JACKSONVILLE DIVISION**

UNITED STATES OF AMERICA,)	
)	
Plaintiff,)	CASE NO. 3:70-CV-636
)	
vs.)	
)	
ST. JOHNS COUNTY SCHOOL)	
DISTRICT, <i>et al.</i>)	
)	
Defendants.)	

STIPULATION REGARDING FACULTY AND STAFF RECRUITMENT

The Defendant, St. Johns County School District (the “District”) and Plaintiff, the United States of America (“United States”) (collectively, the “Parties”) hereby stipulate as follows:

The District has established a Minority Recruiting Program (the “Program”) for its faculty and staff, including administration, instructional staff and non-instructional staff. The District will continue this program for at least the next two school years. In particular, the District commits to the following:

1. The District will continue to reach out to its contacts in placement offices and education departments at colleges and universities throughout Florida and Georgia, including historically Black colleges and universities (such as Florida Memorial, Florida A & M, Bethune Cookman, Moorehouse and Spelman), to identify and recruit minority candidates.
2. The District will continue to monitor the diversity of faculty, administration, instructional staff and non-instructional staff at each of its schools.
3. The District will continue to encourage all principals to interview a diverse pool of applicants for all open positions.

4. The District will advertise teaching job openings in the Diversity in Ed Magazine and on the Diversity in Ed website (www.diversityrecruitmentpartners.com).
5. The District will make recruiting visits to college campuses and attend job fairs and similar functions in order to recruit minority teachers.
6. The District will attend the Florida Fund for Minority Teachers functions, career fairs and promotional events.
7. Finally, the District will report annually to the United States and the Court on the results of these efforts in school years (SY) 2015-16, 2016-17, and 2017-18. Each report shall include:
 - a. A list of all recruitment activities, including the names of all colleges, universities, and job fairs visited, the dates of those visits, the names, race, and job titles of the district representatives who visited, and any other activities (e.g., efforts to encourage district graduates to pursue teaching careers);
 - b. A list of all faculty, administrative, instructional staff and non-instructional staff vacancy announcements for that school year; and
 - c. For each vacancy at each school, the race of each applicant, interviewee, person(s) selected to fill the vacancy, and person hired for the vacancy.

Absent evidence of racial discrimination in the District's faculty and staff recruitment, hiring and other employment practices, the Parties agree that full and good faith compliance with the Program for two additional school years through SY 2017-2018 should support a finding that the District has attained unitary status in the area of staff and faculty and that this case may be dismissed. The District may move for full unitary status and dismissal no sooner than 90 days after submitting its July 1 report for SY 2017-18, provided the report is complete and timely and the United States has not voiced any objection.

Dated: April 26, 2016

Stipulated By:

VANITA GUPTA

Principal Deputy Assistant Attorney General

/s/ Christopher S. Awad

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