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COMMONWEALTH OF PENNSYLVANIA  
GOVERNOR'S OFFICE

PENNSYLVANIA HUMAN RELATIONS COMMISSION

PENNSYLVANIA HUMAN RELATIONS  
COMMISSION,

Complainant :

v.

DOCKET NO. P-880

NORRISTOWN AREA SCHOOL DISTRICT,  
Respondent :

AMENDED FINAL ORDER

AND NOW, this                    day of September, 1975, pursuant to the opinion and Order of the Commonwealth Court of Pennsylvania in Pennsylvania Human Relations Commission v. Norristown Area School District, Appellant (No. 1047 C.D. 1974), dated July 30, 1975, and upon consideration of the foregoing Findings of Fact and Conclusions of Law and pursuant to Section 9 of the Pennsylvania Human Relations Act, Act of October 27, 1955, P.L. 744, as amended, 43 P.S. Section 959, the Pennsylvania Human Relations Commission hereby orders as follows:

I. The Respondent, the Norristown Area School District, shall develop and submit to the Pennsylvania Human Relations Commission, for its approval, a plan and timetable for implementation of that plan which will eliminate racial imbalance<sup>1</sup> in its schools. Such a plan shall either conform to all of the "Recommended Elements of a School Desegregation Plan," dated May 15, 1968, which is attached hereto and made a part hereof, with the exception of paragraphs 4 and 5 of

<sup>1</sup> Absent justification for deviation from "Recommended Element No. 3," racially imbalanced schools are those having a percent Negro enrollment less than or more than 30 percent of the percent Negro pupils among the buildings of the same grade span.

said "Recommended Elements," or provide persuasive justification for deviations therefrom.

II. The Respondent shall submit said plan to the Commission by January 5, 1976.

III. Said plan and timetable for its implementation shall eliminate the racial imbalance in all elementary schools by the beginning of the school year 1976-77.

IV. Said plan shall not place an undue share of participation in reassignment or transportation of pupils on any one racial group.

V. Said plan shall avoid creating racial imbalance in classrooms as well as in schools.

VI. Said plan shall avoid extreme isolation of Black pupils in a classroom.

VII. The Respondent shall forthwith cease and desist from opening any new school without a racially balanced pupil enrollment.

VIII. Any future application made by the Respondent to the Pennsylvania Department of Education for approval of any steps of school building projects shall also be submitted to the Pennsylvania Human Relations Commission with the following data concerning the proposed facility: (1) location of the building site; (2) pupil capacity; (3) attendance area boundaries; and (4) projected enrollment by race.

IX. The Respondent shall report to the Commission as follows:

A. By October 30 of each year, so long as the Commission shall require it to comply with this Order, the pupil enrollment by race of each building in the district, on report forms to be provided by the Commission.

B. By May 1 of each year, the pupil enrollment by race assigned to each school the following school year.

C. By May 1 of each year, any modifications of the desegregation plan being considered by the Board for implementation the following school year.

D. By June 30 of each year, the pupil enrollment by race assigned to each classroom of each elementary school.

E. By December 1 and June 1 of each school year, for so long as the Commission shall require it to comply with this Order, a progress status report regarding its activities of in-service training of staff, and intergroup education programming and minority group history and contributions.

X. The Pennsylvania Human Relations Commission shall retain jurisdiction in this matter and shall reserve the right to amend this Amended Final Order from time to time to ensure that the public school enrollment within the Norristown Area School District will continue to remain racially balanced.

PENNSYLVANIA HUMAN RELATIONS  
COMMISSION

Doris M. Leader  
Vice-Chairperson

ATTEST:

Robert Johnson Smith  
Secretary

Recommended Elements of a School Desegregation Plan

by

Pennsylvania Human Relations Commission

and

Department of Public Instruction

1. Does the desegregation plan indicate the projected racial composition of each elementary and secondary school attendance area and the racial composition of the total staff of each building as of the completion dates of each step?
2. Does the desegregation plan identify the location of proposed school building construction sites?
3. How nearly does the desegregation plan bring the percent Negro pupils in each building to within 30% of the percent Negro pupils among the buildings of the same grade span?
4. Does the desegregation plan include procedures to affirmatively and effectively recruit and assign an integrated staff at all levels for all schools?
5. Does the desegregation plan correct any untoward concentrations of professional or non-professional Negro staff in any buildings?
6. Does the desegregation plan equally match the services of its professional staff and program with the education needs of each school building?
7. Does the desegregation plan include plans for in-service training of staff to meet the needs and problems incident to the implementation of desegregation plans?
8. Does the desegregation plan include steps to include intergroup education programming and the inclusion of the contributions of Negroes and other racial and ethnic groups in the history courses about Pennsylvania and the United States?
9. Does the desegregation plan include a timetable indicating deadline dates by which each step will be completed? Are these dates as early as possible?
10. Does the desegregation plan indicate involvement of the community in its development and implementation?
11. Is the desegregation plan consistent with the Long Range Developmental Plan submitted to the Department of Public Instruction?