

COMMONWEALTH OF PENNSYLVANIA
PENNSYLVANIA HUMAN RELATIONS COMMISSION
GOVERNOR'S OFFICE

VICKI LYNN STATON)
)
 Complainant,)
)
 vs.) DOCKET NO. E-6318
)
 CENTRAL GREENE SCHOOL DISTRICT,)
)
 Respondent.)

CONCILIATION AGREEMENT

WHEREAS, on the tenth day of October, 1973, a formal Complaint was filed before the Pennsylvania Human Relations Commission (hereinafter called the "Commission") against: CENTRAL GREENE SCHOOL DISTRICT, Waynesburg, Pennsylvania 15370 (hereinafter called the "Respondent" whether singular or collective) by: VICKI LYNN STATON, 645 East Maiden Street, Washington, Pennsylvania 15301 (hereinafter called the "Complainant" whether singular or collective) alleging that the Respondent had violated Section 5 (a) of the Act of October 27, 1955, P. L. 744, more commonly known as the Pennsylvania Human Relations Act, tit. 43, Pa. Stat. Ann. §§ 951 et seq. as amended (hereinafter called the "Act"), in that the Respondent committed or caused to be committed the acts or actions more specifically referred to as contained in Exhibit "A" which is attached hereto and incorporated herein as an integral part of this Agreement.

WHEREAS, the Commission has advised the Respondent formally after investigation that it has found probable cause to credit the allegations of Exhibit "A" which are contained in the aforementioned Complaint, to which the Respondent has objected as being unsupported in fact and/or law, and

WHEREAS, the Commission and the Respondent, to avoid litigation, but without admission by the Respondent of any actions violative of the Act do hereby waive a public hearing under Section 9 of the Act and the Regulations promulgated by the Commission, and do hereby consent to the entry of this Conciliation Agreement as a Consent Order and Decree of the Commission. This Consent Order and Decree shall have the full force of a Commission Order and Decree following a public hearing by the Commission and enforceable as such under Section 10 of the Act. The waiver of said public hearing is made knowingly, understandingly and voluntarily with an unqualified intent to be legally bound thereby.

NOW, THEREFORE, the Respondent and the Commission do hereby agree to be legally bound as follows:

1. The foregoing preambles shall be included herein as fully set forth.
2. The Respondent admits that the Commission has jurisdiction when it is alleged that an employer because of sex discriminates against an individual employee with respect to compensation.
3. All exhibits annexed hereto are to be incorporated into this Agreement as an integral part thereof.
4. The term "Respondent" as used in this Conciliation Agreement shall include the Respondent, its successors and assigns, agents, servants and employees, either jointly or severally.
5. The execution and implementation of this Agreement shall in no manner or form constitute any waiver of powers and duties conferred upon the Commission, nor shall this Agreement be deemed as a declaration of policy or precedent by the Commission. This Agreement shall in no manner or form affect the intake, processing, adjudication and disposition of future complaints involving the Respondent, except that the Respondent may in the course of any proceedings refer to the same and to its performance thereunder to the extent relevant to such proceedings.
6. The Respondent shall fully comply with all the provisions of the Act and the Regulations promulgated by the Commission and shall take the affirmative actions expressly set forth in Exhibit "B" which is attached hereto and incorporated as an integral part of this Agreement.
7. It is expressly understood by the Respondent that any violation or infraction of the terms and conditions set forth herein by the Respondent, shall constitute a violation of an Order of the Commission pursuant to Section 11 of the Act.
8. If any portion of this Agreement, or the application thereof, to any person or circumstance, should for any reason be adjudged invalid, such judgment shall not affect, impair or invalidate the remaining portion of said agreement.

9. The Commission and the Respondent enter into this Agreement intending to be legally bound hereby. This Agreement shall become final and binding when approved by the Commission and a Final Order is thereupon issued.

IN WITNESS WHEREOF, the Respondent, being duly authorized so to do, has executed the foregoing on _____, 19__.

ATTEST:

CENTRAL GREENE SCHOOL DISTRICT,

Robert L. Stephenson II
Secretary-Business Manager

By Carolyn McDuffee (SEAL)
School Board President

Homer C. Floyd (SEAL)
Homer C. Floyd, Executive Director
Pennsylvania Human Relations Commission

Approved and ratified at a meeting of the Pennsylvania Human Relations Commission on the 24th day of November, 1974.

ATTEST:

Robert Johnson Smith
Dr. Robert Johnson Smith, Secretary

Joseph K. Yaffe (SEAL)
Joseph K. Yaffe, Chairperson
Pennsylvania Human Relations Commission

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The Complainant alleges that the Respondent reimburses the Complainant less for coaching athletic activities than is paid to male coaches for essentially the same duties, and refuses to provide the Complainant an assistant for coaching a girl's basketball team although a male coach is provided an assistant for coaching the boy's basketball team. The Complainant alleges the Respondent discriminates against her in these matters because of her sex, female.

EXHIBIT "A"

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GENERAL RELEASE

KNOW ALL BY THESE PRESENTS, that I, VICKI LYNN STATON,, for and in consideration of the sum of Four Hundred Dollars (\$400.00) and upon conditions that Respondent will comply with all of the terms and conditions set forth in the Conciliation Agreement do hereby remise, release, and forever discharge CENTRAL GREENE SCHOOL DISTRICT, its successors and assigns, and its employees in their individual capacity, of and from all and in all manner of actions and causes of actions, suits, debts, claims, and demands whatsoever in law or equity arising from the transaction which is the subject matter of the Complaint filed with the Pennsylvania Human Relations Commission captioned and docketed as above, including any arising from any violations of the Pennsylvania Human Relations Act, tit. 43, Pa. Stat. Ann. Sections 951 et seq, and any actions or causes of actions whatsoever arising out of said transaction, I have ever had, now have, or which I or my heirs, executors, administrators, successors or assigns, or any of them, hereafter can, shall, or may have, for or by any reason of any cause, manner, or thing whatsoever.

IN WITNESS WHEREOF, I have executed the foregoing this 26th day of July, 1974.

Vicki Lynn Staton
Vicki Lynn Staton

Sworn to and subscribed before me

this 26th day of July
1974.

Eugene A. Smith
Notary Public

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FINAL ORDER AND DECREE

AND NOW, this 24th day of November, 19 74,
upon consideration of the Conciliation Agreement submitted in
the above captioned case it is hereby ORDERED AND DECREED that
this Conciliation Agreement be entered into the official record
of the Pennsylvania Human Relations Commission as a Final Order.

BY Joseph X. Yaffe
Joseph X. Yaffe, Chairperson

BY Robert Johnson Smith
Dr. Robert Johnson Smith, Secretary
Pennsylvania Human Relations Commission

REVIEW/APPROVAL OF CONSENT ORDERS AND CONCILIATION AGREEMENTS

Wm Lafferty

COMPLIANCE SPECIALIST/REGIONAL DIRECTOR

OCT 04 1974

DATE

G.P.

ASSISTANT COUNSEL

10/7/74

DATE

S.V. Blecker

COMPLIANCE DIVISION - HEADQUARTERS

11-15-74

DATE

S. Kahn

SANFORD KAHN, GENERAL COUNSEL

11-15-74

DATE