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BRIEFING MEMORANDUM

TO: SPCSA Board
FROM: Patrick Gavin, Executive Director
SUBJECT: Agenda Item No. 7: Legacy Traditional School – Resolution of US Department of Education Office of Civil Rights Complaint
DATE: September 28, 2018

As the Board will likely recall, at the October 23, 2017 SPCSA Board meeting, SPCSA staff informed the Board that Legacy Traditional School had received a parent complaint related to Legacy’s policy requiring boys attending Legacy to cut their hair as a condition of enrollment at Legacy. Due to the fact that such policies can be considered discriminatory on the basis of race, color, or national origin – among others – the complaint was referred to the United States Department of Education’s Office of Civil Rights (“OCR”).

As the attached correspondence shows, after the OCR initiated an investigation, Legacy fully cooperated with the OCR, and resolved the complaint by entering into the attached agreement. Under the agreement, Legacy agreed to implement and number of policies and procedures, including ensuring that the school does not discriminate on the basis of national origin (which was the basis of the allegation underlying the complaint), implementing staff training, and granting admission and waiving the dress code as it relates to the students in question for the 2018-2019 school year. As a result of the agreement, this matter is now concluded.

The Board should note that this issue is being brought to the attention of the SPCSA Board not only to inform the SPCSA Board that this matter has been resolved and concluded, but that SPCSA staff has begun to more closely monitor such things as dress codes, volunteer requirements and tuition, and admission requirements at SPCSA-sponsored public charter schools. All of the foregoing can run afoul of federal and state laws applicable to public schools – including SPCSA-sponsored public charter schools.