

**Exhibit B**

Emails Between Special Master to District Clarifying the District's Position

Email, July 15, 2014, HAWLEY TO Brammer and parties

I truly regret that on one of the most important elements of the USP, the District does not see fit to submit its plans to the plaintiffs for review and comment.

Bill Hawley

**From:** William Brammer [<mailto:WBrammer@rllaz.com>]

**Sent:** Tuesday, July 15, 2014 4:14 PM

**To:** Willis D. Hawley

**Cc:** Julie Tolleson ([Julie.Tolleson@tusd1.org](mailto:Julie.Tolleson@tusd1.org)); Brown, Samuel; Rubin Salter, Jr.; Juan Rodriguez; Thompson, Lois D.; Anurima Bhargava ([Anurima.Bhargava@usdoj.gov](mailto:Anurima.Bhargava@usdoj.gov)); Savitsky, Zoe (CRT) ([Zoe.Savitsky@usdoj.gov](mailto:Zoe.Savitsky@usdoj.gov)); TUSD

**Subject:** RE: Teacher and Principal Evaluation

Dr. Hawley:

The district respectfully disagrees with your USP interpretation, and believes that its actions to date are completely compliant with both the letter and spirit of that document. We do not take this position lightly, nor do we relish the thought of further resources being devoted to this fully-compliant matter. Thank you for your continuing interest in moving the district toward our common goal of unitary status.

Bill

J. William Brammer, Jr.  
Rusing Lopez & Lizardi, P.L.L.C.  
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IMMEDIATELY DELETE THIS COMMUNICATION AND ANY ATTACHMENTS FROM YOUR SYSTEM AND DESTROY ANY COPIES. PLEASE ALSO NOTIFY THE SENDER THAT YOU HAVE DONE SO BY REPLYING TO THIS MESSAGE. THANK YOU.

**From:** Willis D. Hawley [<mailto:wdh@umd.edu>]  
**Sent:** Tuesday, July 15, 2014 10:46 AM  
**To:** William Brammer  
**Cc:** Julie Tolleson ([Julie.Tolleson@tusd1.org](mailto:Julie.Tolleson@tusd1.org)); Brown, Samuel; Rubin Salter, Jr.; Juan Rodriguez; Thompson, Lois D.; Anurima Bhargava ([Anurima.Bhargava@usdoj.gov](mailto:Anurima.Bhargava@usdoj.gov)); Savitsky, Zoe (CRT) ([Zoe.Savitsky@usdoj.gov](mailto:Zoe.Savitsky@usdoj.gov))  
**Subject:** Teacher and Principal Evaluation

Bill,

I take it from your last response regarding this issue, that the District has no intention of preparing Action Plans regarding teacher and principal evaluation and that I should,, therefore, act on my disposition to bring this to the attention of the Court.

Willis D. Hawley  
Professor of Education and Public Policy  
University of Maryland  
Director, Teaching Diverse Student Initiative  
Southern Poverty Law Center

**From:** Willis D. Hawley  
**Sent:** Wednesday, July 09, 2014 9:38 AM  
**To:** 'Brammer@rllaz.com'; Julie Tolleson ([Julie.Tolleson@tusd1.org](mailto:Julie.Tolleson@tusd1.org)); 'Brown, Samuel'; TUSD  
**Cc:** Rubin Salter, Jr.; Juan Rodriguez; Thompson, Lois D.; Anurima Bhargava ([Anurima.Bhargava@usdoj.gov](mailto:Anurima.Bhargava@usdoj.gov)); Savitsky, Zoe (CRT) ([Zoe.Savitsky@usdoj.gov](mailto:Zoe.Savitsky@usdoj.gov))  
**Subject:** Teacher and Principal Evaluation

Dear Bill,

In the spirit of wanting to avoid unnecessary actions being taken to the Court, I would appreciate knowing whether the District intends to go to Court with respect to its contention that it does not have the responsibility to develop action plans for the evaluation of teachers and principals.

From the very beginning of discussions about timelines for action plans, the evaluation of teachers and principals have been on the list. To facilitate the submission and review of these plan I proposes that they focus process rather content. The District agreed to this proposal.

Evaluation of teachers and principals is specified in the USP and clearly fits the definition of "significant change contemplated pursuant to this order " in I.D.1. Moreover, these evaluations are important to the effective implementation of other provisions of the USP.

It would be a shame to waste the resources of the District and the burden the Court with this matter. I would appreciate knowing whether the District will commit to preparing action plans for teacher and

principal evaluation by July 14. Absent such a commitment, I will reluctantly prepare the equivalent of a report and recommendation for consideration by the Court.

Thanks,

Willis D. Hawley  
Professor of Education and Public Policy  
University of Maryland  
Director, Teaching Diverse Student Initiative  
Southern Poverty Law Center