



U.S. Department of Justice

*United States Attorney
District of Vermont*

*Civil Rights Division
Educational Opportunities Section*

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CRT DJ 169-78-4

March 17, 2023

VIA EMAIL

Superintendent Tom Flanagan
Burlington School District
150 Colchester Avenue
Burlington, VT 05401

Re: Burlington School District and U.S. DOJ Settlement Agreement

Dear Superintendent Flanagan:

We write to provide an update on the status of the 2019 Settlement Agreement between Burlington School District and the United States Department of Justice. Based on our review of the District's final Annual Report, previous reports, effectiveness analyses, student conduct data, and other information provided by the District throughout the term of this Agreement, we find that the District has satisfied the terms of the Agreement and we are therefore closing our file regarding this matter. Please note that termination of this monitoring does not preclude investigation of future complaints, if any, under applicable federal civil rights laws.

During our exit interview on March 15, 2023, we commended the District on the substantial progress it has made on equity issues and discussed the challenges that remain. As we noted, and the District agreed, one of these challenges is ensuring an effective means of tracking student behaviors in a way that allows the District to track both the target and offending student involved in incidents of alleged harassment. During our initial investigation, we identified the failure to track such behaviors as contributing to ongoing harassment. We also raised the recent increase in race-based harassment in the District and discussed how the District's recent efforts to combat anti-LGBTI+ harassment may provide a useful model for future efforts to combat race-based harassment. We also recognized the efforts of the District's leadership to prioritize equity work and appreciate the District's commitment to continue its work in this area. In

particular, we have observed that District employees' compliance with your policies and procedures regarding harassment has increased tremendously since our initial investigation.

We thank you for your cooperation and efforts to fully comply with this Agreement. We have appreciated the opportunity to visit your schools, and to see the work of your dedicated faculty, staff, administrators, and others during the term of the Agreement.

Sincerely,

WHITNEY PELLEGRINO
Principal Deputy Chief
VERONICA PERCIA
Special Litigation Counsel
Educational Opportunities Section
Civil Rights Division

NIKOLAS P. KEREST
United States Attorney

By: 
JULIA L. TORTI
Assistant U.S. Attorney