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November 3, 2015

VIA EMAIL and U. S. MAIL

Monica Miller
Appignani Humanist Legal Center
1777 T Street NW
Washington, D. C. 2009-7125

Re: Rankin County School District

Dear Ms. Miller:

In response to your October 30th letter, I have confirmed that the Rankin County School District did send the attached letter from Lynn Weathersby to every RCSD employee with a known email address on October 26th. In addition, an email was sent to the supervisors of employees who do not have an email address with instructions to provide those employees a hard copy of the letter.

I hope that this information sufficiently answers your request.

Very truly yours,

CORLEW MUNFORD & SMITH PLLC

A handwritten signature in blue ink, appearing to be 'John G. Corlew', written over the printed name.

John G. Corlew

JGC/sb

Re: Policy on Religion in Public School (Policy Manual description KF-EE/JJJK
(7/7/13)

Dear Principal, teacher, bandleader, coach or employee of the Rankin County School District,

As you should know by now, in July I met with the HR Director, our school board attorney and others at the request of the School Board President. In this meeting, we wanted to advise all the principals and assistant principals on the necessity of complying with RCSD's policy on religion pertaining to our schools and the United States District Court Order requiring RCSD to strictly follow the requirement of the Order that are now in effect.

Everyone in attendance at the meeting was advised to read, study and adhere to the policy and the Court Order. Each person was also given a copy of the Court Order and our policy. All of these documents were explained in full length by our legal counsel and others. Everyone at the meeting was instructed to meet with ALL of their staff to educate them for the need to comply with the Court Order.

Out of an overabundance of caution, our attorneys have now asked that we mail out this letter and the policy itself and to provide by mail or email a copy of our policy and Federal Court Order.

For your benefit, I have highlighted below just a few of the Court's comments and requirements found in the Order. You are requested to read, study and adhere to the Order and the Policy. If you have further questions or concerns, please get in touch with your principal, and we will get your questions answered through appropriate legal counsel.

COMMENTS OF THE COURT (July 10, 2015)

"...The district is responsible for properly instructing school personnel and guaranteeing that activities comply with District policy..."

"...it is well settled that 'good faith' is not a defense to civil contempt..."
"...ultimately the only relevant inquiry is whether the alleged contemnor complied with the Court's Order..."

"...schools owe a duty to all students to refrain from conduct which gives the appearance of advocating a particular religion..."

"...The Fifth Circuit has long held that it is unconstitutional for the public schools to allow Gideons to distribute Bibles to students on school property during school hours..."

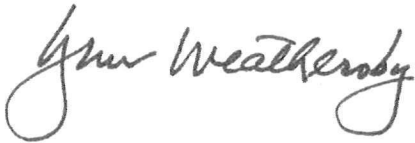
"...The mandate is simply 'governmental neutrality between religion and religion and between religion and non-religion'..." (Also please note that the School District's policy requires its employees to "neither advance, endorse or inhibit religion".)

"...When the policy is breached (by an employee), district officials should take corrective action..."

"...Defendant School District" ... (and presumably its individual principals, teachers, coaches, band leaders and employees are included)..."shall pay a fine of \$10,000 per infraction to the Plaintiff for any future violations of the Consent Decree..." (the Order requires compliance with the School District policy)

Please read and study both the Court Order of July 15, 2015 (e-mailed or otherwise provided to you individually) and the Rankin County School District official policy on religion in the public school. Again, if you have any questions please get them to your principal and we will submit them to our attorney.

Sincerely,

A handwritten signature in cursive script that reads "Lynn Weathersby". The signature is written in dark ink and is positioned above the typed name.

Dr. Lynn Weathersby
RCSD Superintendent