

**RESOLUTION AGREEMENT  
KNOX COUNTY SCHOOL DISTRICT  
OCR Docket Number 04-16-1483**

The U.S. Department of Education, Office for Civil Rights (OCR) and the Knox County School District (District) enter into this Resolution Agreement (Agreement) to resolve the allegation in the above-referenced complaint. The District assures OCR that it will take the following actions to comply with the requirements of Title VI of the Civil Rights Act of 1964 (Title VI), 42 U.S.C. §§ 2000d *et seq.*, and its implementing regulation at 34 C.F.R. Part 100, which prohibit discrimination on the basis of race, color and national origin by recipients of Federal financial assistance. Accordingly, to resolve the issues of this investigation, the District agrees to take the following actions.

**Action Item**

By October 20, 2017, for Student A, after providing written notice to the Student's parents, the District will convene a team of persons knowledgeable about the Student and the ESL Program instruction, including the Student's parents, to individually assess the amount of compensatory services and/or remedial measures, if any, and, if necessary, draft an action plan containing proposed compensatory services and/or remedial measures that will be offered to the Student's parent(s), the specific timelines for implementation, and the person(s) responsible for overseeing full and timely implementation. Should the team determine that no compensatory services are necessary for the Student, the District will provide a written explanation of the reasons for that determination, along with any supporting documentation.

**Reporting Requirements:**

- a. By October 20, 2017, the District will submit documentation that, after providing written notice to the parents, the District convened a meeting for Student A, in accordance with the requirements outlined in the Action Item above. For any proposed compensatory services and/or remedial measures offered, the District will submit evidence of the written offer made to the Student's parents, which offer will allow the parents two weeks by which to accept the offer of compensatory and/or remedial services. If the District is unable to locate the parents of Student A to provide the written notice required by this Agreement, the District will provide OCR written evidence of the efforts made to locate the parents of Student A.
- b. If applicable, within 30 days from the date of the parent's acceptance of the proposed compensatory services and/or remedial measures, the District will provide documentation that it has provided or is in the process of providing the compensatory services or remedial measures. For compensatory services and remedial measures that will occur over time, the District must submit documentation regarding the specific timelines for implementation, the person(s) responsible for overseeing full and timely implementation, and supporting documentation establishing that the compensatory services and remedial measures are being provided as specified. The case will remain in monitoring until all compensatory services and remedial measures have been provided in full.

The District understands that by signing this Agreement, it agrees to provide data and other information in a timely manner in accordance with the reporting requirements of this Agreement. Further, the District understands that during the monitoring of this Agreement, if necessary, OCR may visit the District, interview staff and students, and request such additional reports or data as are necessary for OCR to determine whether the District has fulfilled the terms of this Agreement and is in compliance with the regulation implementing Title VI at 34 C.F.R. § 100.3. Upon completion of the obligations under this Agreement, OCR shall close and dismiss this case.

The District understands and acknowledges that OCR may initiate administrative enforcement or judicial proceedings to enforce the specific terms and obligations of this Agreement. Before initiating administrative enforcement (34 C.F.R. §§ 100.9, 100.10), or judicial proceedings to enforce this Agreement, OCR shall give the District written notice of the alleged breach and sixty (60) calendar days to cure the alleged breach.

This Resolution Agreement will become effective immediately upon signature of the District's Superintendent or designee below.

/s/

September 28, 2017

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**Superintendent or Designee**  
**Knox County School District**

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**Date**