

RESOLUTION AGREEMENT

Royse City Independent School District OCR Case Number: 06141253

Royse City Independent School District (RCISD or the District) voluntarily submits this Resolution Agreement (Agreement) to the U.S. Department of Education, Office for Civil Rights (OCR), Dallas Office. By this Agreement, RCISD commits to the following actions to resolve the allegations in the above-referenced complaint, and ensure that RCISD's enrollment practices do not discriminate based on students' or their parents' or guardians' actual or perceived citizenship or immigration status, in violation of Title VI of the Civil Rights Act of 1964 (Title VI), 42 United States Code (U.S.C.) § 2000(d), and its implementing regulation at 34 Code of Federal Regulations (C.F.R.) Part 100.

RCISD acknowledges that under Title VI, it has an obligation to provide equal educational opportunities to all children residing within the District, and ensure that it does not discriminate on the basis of race, color, or national origin, and that students are not barred from enrolling in RCISD schools on the basis of their own actual or perceived citizenship or immigration status or that of their parents or guardians.

RCISD understands that OCR will not close the monitoring of this Agreement until OCR determines that RCISD has fulfilled the terms of this Agreement and is in compliance with the regulations implementing Title VI, at 34 C.F.R. Part 100, which were at issue in this case. RCISD 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, RCISD understands that during the monitoring of this Agreement, if necessary, OCR may visit RCISD, interview staff and students, and request such additional reports or data as are necessary for OCR to determine whether RCISD has fulfilled the terms of this Agreement and is in compliance with the regulations implementing Title VI. RCISD 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 RCISD written notice of the alleged breach and a minimum of sixty (60) calendar days to cure the alleged breach.

This Agreement does not constitute an admission by RCISD that it discriminated or otherwise engaged in any wrongdoing. RCISD voluntarily commits to complete the following actions by the following dates:

ACTION ITEM 1

By August 15, 2014, RCISD shall fully adopt its revised enrollment policy, which provides for acceptance of photo identification other than a Texas driver's license or Texas Department of Transportation (DOT) identification card if the parent/guardian is not a licensed driver in Texas or has not obtained a DOT identification card, and will provide notice to staff, students and parents of the new enrollment policy, including the revised "Proof of Residency" requirements. RCISD will publish the revised enrollment policy in both English and Spanish on the District's website and in any other District handbook or publication where the District's enrollment policy

typically appears. In addition, RCISD will include a letter in both English and Spanish with the student registration packets for the 2014-2015 school year that explicitly points out the changes in the enrollment policy. RCISD will also issue a public statement in both English and Spanish about the new enrollment policy targeted to reach parents who may have previously been discouraged from enrolling their children in the District's schools under the District's prior enrollment policy. RCISD, for example, may make this statement by placing a notice about the new policy in local newspapers and in any local Spanish-language publications.

REPORTING REQUIREMENT: By August 30, 2014, RCISD will provide OCR with documentation demonstrating that it has complied with Action Item 1 above, including documentation regarding how the District notified staff, students, and parents of the new enrollment policy; a link to the District's website where the new enrollment policy is published; a copy of each District handbook and publication where the new enrollment policy appears; and a copy of the letter included in the student registration packet for the 2014-2015 school year regarding the new enrollment policy. The District will also submit documentation showing that it made a public statement about the new enrollment policy and how and where the statement was published.

ACTION ITEM 2

RCISD will develop and submit to OCR for review and approval proposed training regarding the District's obligations under Title VI. Such training shall include a discussion of Title VI's prohibition against discrimination on the basis of race, color and national origin with respect to student enrollment, and shall include information regarding the District's new enrollment policy, with an emphasis on the changes to the "Proof of Residency" requirements. RCISD shall ensure that such training addresses the appropriate, non-discriminatory manner of communicating such requirements to students and parents with limited proficiency in English.

REPORTING REQUIREMENT: By August 22, 2014, RCISD will provide OCR the proposed training materials to be used or distributed during the training, including any speaker's notes, and the name, title, and qualifications of the trainer(s).

ACTION ITEM 3

Within 14 calendar days of OCR's written notification that the proposed training complies with the requirements of Title VI and this Agreement, RCISD will conduct the training program for all staff who are in any way involved in the student enrollment process.

REPORTING REQUIREMENT: Within 14 calendar days of the training program(s), RCISD will provide OCR with documentation demonstrating that it has complied with Action Item 3 above, including the following:

- (a) the date, time, and location of the training;
- (b) the topics addressed at the training;

- (c) copies of handouts distributed to the training participants;
- (d) the name(s) and title(s) of the individual(s) who conducted the training; and
- (e) one or more sign-in sheets with the name and title of each employee who participated in the training, and, if applicable, the school at which each employee works.

Mr. Kevin Worthy, Superintendent

Date