

Voluntary Resolution Agreement
Spring Branch Independent School District
Complaint No. 06161096

The U.S. Department of Education (Department), Office for Civil Rights (OCR) and Spring Branch Independent School District (SBISD) enter into this Agreement to resolve the allegations in the above-referenced complaint. This Agreement was entered into during the course of OCR's investigation prior to OCR reaching a determination, and does not constitute an admission of liability, non-compliance, or wrongdoing by SBISD. SBISD assures OCR that it will take the following actions to comply with the requirements of Title VI of the Civil Rights Act of 1964, 42 U.S.C. §§ 2000d *et seq.*, and its implementing regulation at 34 C.F.R. Part 100 (Title VI), which prohibit discrimination on the basis of race, color or national origin in programs and activities receiving Federal financial assistance.

Accordingly, to resolve the issues of OCR's investigation, SBISD agrees to take the following actions:

Action Item Number One

By December 31, 2018, SBISD agrees to conduct training regarding the requirements of Section Title VI, as it relates to the prohibition of discrimination and harassment on the basis of race, color, national origin. The training will be conducted by a person or persons knowledgeable about the requirements of Title VI regarding the prohibition of discrimination and harassment against students who are enrolled at Stratford High School (SHS), operated by SBISD. The mandatory training participants will include, at a minimum, the following SHS administrators and staff: Principal, Assistant Principal(s), Dean of Students (if applicable), counselor(s), and other staff members with responsibilities to interact with students, teachers, paraprofessionals and school resource officers.

Reporting Requirement

By January 11, 2019, in accordance with Action Item Number One, SBISD will provide to OCR a description (i.e. curriculum vitae) of the qualifications of the person or persons who delivered the training to SBISD staff at SHS. The report will also include copies of the complete training materials, the date or dates and location or locations the training was conducted, the complete training agenda, and sign-in sheets identifying each SHS administrator and staff member who participated in all training sessions conducted.

Action Item Number Two

By December 31, 2018, SBISD will provide training to administrators, staff and school resource officers assigned to SHS, regarding Title VI's prohibition of retaliation. The training will be conducted by a person or persons knowledgeable about the requirements of Title VI as it relates to retaliation. The mandatory training participants will include, at a minimum, the SHS Principal, Assistant Principal(s), Dean of Students (if applicable), SHS front office personnel and staff who interact with parents, staff with responsibility for enforcing the SHS visitor's policies and procedures, staff members with responsibilities for the operation of Saturday School sessions, teachers, paraprofessionals and school resource officers.

Reporting Requirement

By January 11, 2019, SBISD, in accordance with Action Item Number Two, will provide OCR with the name, title and contact information for the person or persons conducting the Title VI training, as it relates to the prohibition of retaliation. SBISD will also provide to OCR written documentation to include copies of the complete training materials, the date or dates and location or locations the training was conducted, the complete training agenda, and sign-in sheets identifying each SHS officials who participated in all training sessions conducted.

Action Item Number Three

By October 26, 2018, SBISD will re-assess its response to the incident involving the Student and if it determines that corrective actions are required, including addressing any loss of any educational opportunity as a result of the alleged racial discrimination and harassment, the District will provide course offerings or other services as appropriate to the Student. Once the assessment is complete, SBISD will provide the complainant and/or the Student the results of the assessment in writing, and if determined to be appropriate, within 5 calendar days of the completion of the assessment, initiate any remedial action deemed necessary. If the Student and/or complainant disagree with the assessment and remedial action offered, SBISD will document the declination in writing.

Reporting Requirement

By November 9, 2018, SBISD will provide, regarding Action Item Number Three, documentation to evidence that the complainant and the Student were offered remedial action, if deemed necessary for the Student. If remedial action is determined necessary and is provided, SBISD will provide documentation demonstrating that the remedial action was implemented. If the offer of remediation is declined by the complainant and/or the Student, SBISD will provide the written declination documentation to OCR.

General Principals for Monitoring

SBISD understands that by signing this Agreement, it agrees to provide the foregoing information in a timely manner in accordance with the reporting requirements of this Agreement. Further, SBISD understands that during the monitoring of the Agreement, if necessary, OCR may conduct a site visit to SBISD to interview staff and students, and request such additional reports or data as are necessary for OCR to determine whether SBISD has fulfilled the terms of the Agreement. Upon SBISD's satisfactory completion of the Action Items made under the Agreement, OCR will close this case.

SBISD understands and acknowledges that OCR may initiate administrative enforcement or judicial proceedings, including those 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 the Agreement, OCR shall give SBISD written notice of the alleged breach and sixty (60) calendar days to cure the alleged breach.

This Agreement will become effective immediately upon the signature of the Superintendent or designee.

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Superintendent
Spring Branch Independent School District

Date