

**RESOLUTION AGREEMENT**  
**Complaint No. 06161456**  
**Waxahachie Independent School District**

The Waxahachie Independent School District (WISD or District), Waxahachie, Texas, voluntarily submits this Resolution Agreement (Agreement) to the U.S. Department of Education, Office for Civil Rights (OCR), Dallas Office. By this Agreement, the District commits to the following actions, consistent with the requirements of Title IX of the Education Amendments of 1972 (Title IX), 20 U.S.C. § 1681, and its implementing regulations at 34 C.F.R. Part 106, to resolve the compliance concerns identified through OCR's investigation of the above-referenced complaint, specifically as they relate to its high school athletics program and the provision of equitable locker rooms, equipment and supplies, awards, coaches' pay and stipends, practice and competitive facilities, with respect to boys' and girls' athletics programs. The District understands that OCR will not close the monitoring of this Agreement until OCR determines that the District has fulfilled the terms of this Agreement and is in compliance with the Title IX regulations at 34 C.F.R. § 106.41, which were at issue in this case. 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 regulations implementing Title IX, at 34 C.F.R. § 106.41, which were at issue in 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 a minimum of sixty (60) calendar days to cure the alleged breach. If OCR has any objections to the documents, recommendations or other items required to be submitted for review and approval by OCR under this Agreement, OCR will notify the District of its objections promptly, no later than 60 calendar days after receiving the draft documents. This Agreement does not constitute an admission by the District that it discriminated or otherwise engaged in any wrongdoing. The District hereby voluntarily commits to the following:

**I. OPPORTUNITY TO RECEIVE COACHING AND ASSIGNMENT AND COMPENSATION OF COACHES**

The WISD agrees to provide equal athletic opportunities to participants of both sexes in its interscholastic athletics program with respect to the opportunity to receive coaching and the assignment and compensation of coaches, as required by Title IX and its implementing regulations at 34 C.F.R. § 106.41(c)(5) and (6), and OCR policy. In this regard, the WISD will assess its compliance with the requirements of this program component at Waxahachie High School (WHS) and then, with OCR's assistance, develop and implement a plan to resolve any identified compliance concerns to ensure the provision of equal athletic opportunity to

participants of both sexes in its interscholastic athletics program. The WISD's assessment of its compliance with this program component will include consideration of input from student athletes and coaches.

A. **By** , the WISD will complete a comprehensive assessment of the availability, assignment, and compensation of coaches in its interscholastic athletics program at WHS to ensure that participants of both sexes are provided coaching benefits that are equivalent or equivalent in effect. The assessment will be documented in a report and shall include information about the WISD's athletics program as it existed during the 2017-2018 school year and during the 2018-2019 school year. The report shall also include, at a minimum, an assessment of the following factors:

1. The number of participants for each team at WHS in the WISD.
2. A review of the relative availability of full-time coaches, part-time coaches, and assistant coaches at WHS in the WISD.
3. A review of the assignment of coaches, including their respective training, experience, and other professional qualifications, and professional standing, at WHS in the WISD.
4. A review of the compensation of coaches, including their rate of compensation (per sport, per season), duration of contracts, conditions relating to contract renewal, experience, nature of coaching duties performed, working conditions, and other terms and conditions of employment, at WHS in the WISD.
5. A review of any WISD or individual school policies, procedures, and practices that impact the WISD's athletics program with regard to the opportunity to receive coaching and the assignment and compensation of coaches.
6. A description of any differences related to the availability, assignment, and compensation of coaches between boys and girls participants in the WISD's interscholastic athletics program, for the 2017-2018 and 2018-2019 school years, including, but not limited to, coaching reassignments, new hires, and/or other changes in the opportunity to receive coaching and the assignment and compensation of coaches.

B. Within 60 days following OCR's approval of its assessment report, the WISD will, if applicable, submit to OCR for its review and approval a plan to ensure that boys and girls student athletes are provided equivalent benefits and services in the coaching component. The plan will include a description of specific action steps, timelines, and revision of WISD policies, procedures, and practices to ensure the provision of equal athletic opportunity to participants of both sexes in the assignment, availability, and compensation of coaches.

- C. Within 30 days following OCR’s approval of its proposed plan to ensure that boys and girls student athletes are provided equivalent benefits and services in the coaching component, the WISD will begin implementation of the plan.

**REPORTING REQUIREMENTS – SECTION I**

**By** , the WISD will submit to OCR for review and approval a report of its assessment of the availability, assignment, and compensation of coaches in its interscholastic athletics program. OCR will respond no later than 60 calendar days after receiving the draft documents.

**By** , and by the same date thereafter in 2021, the WISD will, if applicable, provide a report to OCR addressing the implementation of its plan to provide equivalent benefits and services in the coaching component to all female and male WISD athletes. The report should include appropriate documentation to demonstrate that the plan is being implemented.

**II. PROVISION OF EQUIPMENT AND SUPPLIES**

In order to ensure that the District provides equivalent athletic opportunities for members of both sexes at WHS in the provision of equipment and supplies in accordance with 34 C.F.R. § 106.41(c)(2), the District agrees to the following:

- A. **By** , the District will undertake a comprehensive assessment of all of its interscholastic athletics teams at WHS to assess equipment and supply needs. In conducting the assessment, the District will compile an inventory of all uniforms and sports-specific equipment and supplies provided to boys’ and girls’ teams at WHS to determine whether boys’ and girls’ teams are provided equivalent equipment and supplies provided. The assessment will include input from WHS coaches and athletes of both sexes. The assessment will consider the following factors: quality; amount; suitability; maintenance and replacement; and availability of equipment and supplies. The assessment will specifically consider booster club funding and any other private donations, with particular emphasis on how such outside funding is used to purchase equipment and supplies for WHS athletes, and will determine if there are inconsistencies in the length of time for providing and replacing equipment and supplies to girl athletes as compared to boy athletes. Once this comprehensive review is complete, the District shall draft a report of its relevant findings and a plan of action (collectively referred to as “Report”) to ensure that the equipment and supplies provided to WHS’ female athletes are equivalent to the amount, quality, suitability, availability, as well as maintenance and replacement of equipment and supplies provided to WHS’ male athletes.
- B. **By** , the District will develop (and implement) a written Equipment Maintenance and Replacement policy (Policy) for WHS interscholastic athletics teams, and will take all

reasonable steps to ensure the equitable provision of equipment and supplies to boys and girls athletes at WHS during the 2019-2020 school year and every year thereafter.

- C. **Beginning on** , the District will keep record of WHS’ athletic department budget by sex, including all purchases for equipment and supplies.

**REPORTING REQUIREMENTS FOR SECTION II:**

**By** , the District will submit to OCR for review and approval the Report and Policy, along with its plan, if any, for changes to the provision of equipment and supplies.

Upon receipt of OCR’s approval of the Report and Policy, the District will by , implement any necessary changes to the provision of equipment and supplies identified in the Report or Policy to remedy any unjustified disparities on the basis of sex. The District will provide OCR purchase orders and any other documentation (e.g. photos) that outlines the progress made toward the commitments in Section IV, as well as copies of any documents, plans, or other material that evidences the progress made and that supports the District’s plan of action.

**By** , the District will provide OCR an update to its Report and Policy, and any other documentation which outlines the progress made toward the commitments in Section II, as well as copies of any documents, plans, or other material that evidences the progress made.

**III. PROVISION OF LOCKER ROOMS, PRACTICE AND COMPETITIVE FACILITIES**

In order to ensure that the District provides equal athletic opportunities for members of both sexes at WHS in the provision of locker rooms, practice and competitive facilities, in accord with 34 C.F.R. § 106.41(c)(7), the District agrees to the following:

- A. **By** , the District will conduct a self-assessment of the locker rooms, practice and competitive facilities that are provided to its boys’ and girls’ interscholastic athletics teams at WHS, including any facilities that are not owned, but are used, by the District, to ensure that they are equivalent. The self-assessment will consider the quality and availability of the facilities provided for practice and competitive events for each athletic team; exclusivity of use of facilities provided for practice and competitive events; availability of locker rooms for each WHS athletic team; quality of locker rooms for each WHS athletic team; maintenance of practice and competitive facilities; and preparation of facilities for practice and competitive events. The assessment will include input from WHS coaches and athletes of both sexes. The self-assessment will address any actions taken, or support provided by, booster clubs or other funding sources or groups supporting specific boys’ and/or girls’ teams. The self- assessment will also take into account any planned upgrades or improvements to remedy any unjustified disparities on the basis of sex identified by the self-

assessment, and will result in revisions necessary to ensure that the District provides equal athletic opportunities for both sexes at WHS in the provision of locker rooms.

- B. **By** , the District will develop a plan of action for how and when it will provide WHS' athletes access to locker rooms, including a log sheet or other form for tracking when the locker rooms are locked and unlocked. The District will designate one or more employees responsible for implementing this policy, and the District will ensure that the policy is implemented.

**REPORTING REQUIREMENTS FOR SECTION III:**

**By** , the District will provide to OCR for review and approval a report (to include its self-assessment), which outlines the District's plan of action with regard to the provision of equivalent locker room, practice and competitive facilities.

Upon receipt of OCR's approval of the report, the District will **by** , implement any necessary changes to the provision of locker room, practice and competitive facilities identified in the Report or plan of action to remedy any unjustified disparities on the basis of sex.

**By** , the District will provide OCR an update to the initial report, which outlines the progress made toward the commitments in Section III. The District will attach to that report copies of any documents, plans, or other material that evidences the progress made.

**IV. STUDENT AWARDS**

- A. **By** , the WISD will draft a report assessing of the type, availability, and distribution of student awards in its interscholastic athletics programs by gender sport.
- B. Within 60 days following OCR's review of its assessment report, the WISD will, if applicable, develop a plan to ensure that boys and girls student athletes are provided equivalent benefits and services regarding student awards in its interscholastic athletics programs. The plan will include a description of specific action steps, timelines, and revision of WISD policies, procedures, and practices to ensure the provision of equal opportunities to receive awards in its interscholastic athletics programs.
- C. Within 30 days following OCR's approval of its proposed plan to ensure that boys and girls student athletes are provided equivalent benefits and services regarding awards in its interscholastic athletics programs, the WISD will, if applicable, begin implementation of the plan.

**REPORTING REQUIREMENTS FOR SECTION IV:**

**By** , the District will provide to OCR for review and approval a copy of the report of its self-assessment, of the type, availability, and distribution of student awards in its interscholastic athletics program by gender and sport.

If necessary, within 30 days of the development of the plan, WISD will submit to OCR for review and approval its plan to ensure that boys and girls student athletes are provided equivalent benefits and services regarding student awards in its interscholastic athletics programs.

If necessary, within 90 days following the implementation of WISD’s plan to ensure that boys and girls student athletes are provided equivalent benefits and services regarding student awards in its interscholastic athletics programs, WISD will submit to OCR for review and approval a progress report demonstrating the full implementation of WISD’s plan evidencing that boys and girls student athletes are currently provided equivalent benefits and services regarding student awards in its interscholastic athletics programs.

**V. STAFF TRAINING**

**By** , the District will provide in-service training on the policies developed pursuant to Sections I through IV to all WHS administrative and coaching staff.

**REPORTING REQUIREMENTS FOR SECTION V:**

**By** , the District will provide documentation to OCR evidencing that the training required by Section V has been completed, including the identity of the individual(s) conducting the training and the individual’s qualifications, along with the materials or a summary of the material covered in such training and sign-in sheet(s) or other documentation showing the individuals who attended the training.

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, OCR may visit the District schools, interview District staff, 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 regulations implementing Title IX at 34 C.F.R. Part 106, Section 504 at 34 C.F.R. Part 104, and Title II at 28 C.F.R. Part 35.

Signed:

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Dr. Jeremy K. Glenn  
Superintendent  
Waxahachie Independent School District

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Date