



RESOLUTION AGREEMENT

Crockett County Consolidated Common School District
OCR Case Number: 06161635

A. GENERAL TERMS & PRINCIPLES:

OCR and the Crockett County Consolidated Common School District (Crockett, District, or Recipient) enter into this agreement to resolve the allegation in the above-referenced complaints. This agreement does not constitute an admission of liability, non-compliance, or wrongdoing by the District. The District assures the U. S. Department of Education, Office for Civil Rights, (OCR), that it will take the following actions to comply 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, which prohibit discrimination on the basis of sex by recipients of Federal financial assistance.

Prior to the completion of OCR's investigation, the District agreed to resolve the issues of this investigation pursuant to Section 302 of OCR's Case Processing Manual. Accordingly, to resolve the issues of this investigation, the District agrees to take the following actions.

B. ACTION ITEMS & REPORTING REQUIREMENTS:

Action Item 1: PROVISION OF EQUIPMENT AND SUPPLIES

The District agrees to provide equivalent athletic opportunities to participants of both sexes in its athletics program with respect to the provision of equipment and supplies, as required by Title IX and its implementing regulations at 34 C.F.R. § 106.41(c)(2), and OCR policy. In this regard, the District will assess its compliance with the requirements of this program component at Ozona High School (OHS) and then, with OCR's assistance, develop and implement a plan to resolve any identified compliance concerns to ensure the District's provision of equipment and supplies is equitable for both sexes in its interscholastic athletics program. The District's assessment of its compliance with this program component will include consideration of input from student athletes and coaches.

- A. By October 15, 2017, the District will develop for OCR's review and approval policies and procedures designed to ensure the equivalent provision of equipment and supplies to the District boys' and girls' athletic teams at OHS. The District will implement the OCR-approved policies and procedures within 60 days following OCR's approval.
- B. By December 1, 2017, the District will conduct a comprehensive assessment of all equipment and supplies assigned to the boys' and girls' athletic teams at OHS to ensure the equivalent provision of equipment and supplies. The assessment will be documented in a report and shall include information about the District's athletics program as it existed during the 2015-2016 and 2016-2017 school years. The report shall include, at a minimum, a detailed listing and evaluation of the following:
 - i. All equipment and supplies provided to each athletic team;
 - ii. Quality and availability of all of the equipment and supplies provided to each athletic team;

- iii. The source of funding for each (to include booster club funding and any other private donations) athletic team’s equipment and supplies;
 - iv. Whether the equipment supplied to all teams is within that sport’s “regulation;”
 - v. The number and duties of equipment/student managers for each athletic team;
 - vi. Laundry services provided to each team; and
 - vii. An explanation of the quantity and quality of storage facilities for each athletic team.
- C. Within 60 days following OCR’s approval of its assessment report, if the District determines that the equipment and supplies currently assigned to the boys’ and girls’ athletic teams are not comparable, the District will develop and submit to OCR for review and approval a plan to ensure that female and male athletes are provided with equivalent equipment and supplies. The plan will include a description of specific action steps, timelines, and revision of District policies, procedures, and practices to ensure the provision of equal athletic opportunity to participants of both sexes with respect to the provision of equipment and supplies.
- D. Within 30 days following OCR’s approval of its proposed plan to ensure that female and male athletes are provided with equivalent equipment and supplies, the District will begin implementation of the plan.
- E. Beginning on September 1, 2017, the District will note in its athletic budget whether each expenditure, including expenditures for the purchase and maintenance of equipment and supplies, are designated for the boys’ athletics program or for the girls’ athletics program.

Reporting Requirements: Action Item 1

- A. By October 15, 2017, the District will submit to OCR for review and approval a copy of the policies and procedures designed to ensure the equivalent provision of equipment and supplies to the District boys’ and girls’ athletic teams at OHS. OCR will respond no later than 60 calendar days after receiving the draft documents.
- B. Within 14 days following its implementation of the OCR-approved policies and procedures, the District will submit to OCR information indicating that the policies and procedures have been implemented, including, but not limited to, documentation showing that the policies and procedures have been published and communicated to all relevant students, staff members, and administrators.
- C. By October 15, 2017, the District will submit to OCR for review and approval a report of its assessment of the provision of equipment and supplies in its interscholastic athletics program at OHS as outlined in Action Item 1.B of this Agreement. OCR will respond no later than 60 calendar days after receiving the draft documents.
- D. By March 1, 2018, and by the same date thereafter in 2019 and 2020, the District will, if applicable, provide a report to OCR addressing the implementation of its plan to provide

equivalent equipment and supplies to all female and male District athletes. The report should include appropriate documentation to demonstrate that the plan is being implemented.

- E. By November 1, 2017, and by the same date thereafter in 2018 and 2019, the District will provide to OCR a copy of its athletic budget for the preceding school year listing each expenditure by the sex of the athletic team(s) benefitting from the expenditure.

Action Item 2: PROVISION OF LOCKER ROOMS, PRACTICE AND COMPETITIVE FACILITIES

The District agrees to provide equal athletic opportunities to participants of both sexes in its interscholastic athletics program with respect to the provision of locker rooms, practice and competitive facilities, as required by Title IX and its implementing regulations at 34 C.F.R. § 106.41(c)(7), and OCR policy. In this regard, the District will assess its compliance with the requirements of this program component at OHS 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 District's assessment of its compliance with this program component will include consideration of input from student athletes and coaches.

- A. By October 15, 2017, the District will develop for OCR's review and approval policies and procedures designed to ensure the equivalent provision of locker rooms and practice and competitive facilities to the District boys' and girls' athletic teams at OHS. The District will implement the OCR-approved policies and procedures within 60 days following OCR's approval.
- B. By November 1, 2017, the District will complete a comprehensive assessment of all locker rooms, practice fields and facilities, and competitive fields and facilities assigned to the District boys' and girls' athletic teams to ensure the equivalent provision of locker rooms, practice and competitive facilities. The assessment will be documented in a report and shall include information about the District's athletics program as it existed during the 2016-2017 school year and during the 2015-2016 school year. The report shall include, at a minimum, an evaluation of the following:
- i. Quality and availability of the facilities provided for practice and competitive events for each athletic team at OHS;
 - ii. Exclusivity of use of facilities provided for practice and competitive events;
 - iii. Availability of locker rooms for each District athletic team at OHS;
 - iv. Quality of locker rooms for each District athletic team at OHS;
 - v. Maintenance of practice and competitive facilities; and

vi. Preparation of facilities for practice and competitive events.

The assessment of the above-listed factors shall include the following: a list of all locker rooms, practice fields and facilities, and competitive fields and facilities, including proximity of locker rooms to the practice and competitive facilities, quality of each facility (including, but not limited to, any identified issues related to field drainage, field lighting, etc.), amenities for each locker room (showers, laundry service, available trainers, accommodations for visiting teams), exclusive use of locker rooms, amenities for each practice and competitive field (concession facilities, public address systems, electronic scoreboards, seating at each field, maintenance of each facility, preparation of each practice and competitive field), the age of each facility, whether it is on or off-campus, and whether certain teams or programs have exclusive use of the facility, including a schedule showing when facilities are used for practice and competition and how long the locker rooms are assigned for use by each District athletic team at OHS. The assessment will include input from 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 in the provision of locker rooms.

C. Within 60 days following OCR's approval of its assessment report, the District will, if applicable, submit to OCR for its review and approval a plan to ensure that male and female student athletes are provided equivalent benefits and opportunities with respect to locker rooms, practice fields and facilities, and competitive fields and facilities. The plan will include a description of specific action steps, timelines, and revision of District policies, procedures, and practices to ensure the provision of equal athletic opportunity to participants of both sexes with respect to locker rooms, practice fields and facilities, and competitive fields and facilities.

D. Within 30 days following OCR's approval of its proposed plan to ensure that male and female student athletes are provided equivalent benefits and services in the locker rooms, practice, and competitive facilities component, the District will begin implementation of the plan.

REPORTING REQUIREMENTS – Action Item 2

A. By October 15, 2017, the District will submit to OCR for review and approval a copy of its policies and procedures designed to ensure the equivalent provision of locker rooms, and practice and competitive facilities to the boys' and girls' athletic teams at OHS. OCR will respond no later than 60 calendar days after receiving the draft documents.

B. Within 14 days following its implementation of the OCR-approved policies and procedures, the District will submit to OCR information indicating that the policies and procedures have been implemented, including, but not limited to, documentation showing that the policies and procedures have been published and communicated to all relevant students, staff members, and administrators.

- C. By November 1, 2017, the District will submit to OCR for review and approval a report of its assessment of the provision of locker rooms and practice and competitive facilities in its interscholastic athletics program as outlined in Action Item 2.B of this Agreement. OCR will respond no later than 60 calendar days after receiving the draft documents.
- D. By November 1, 2017, and by the same date thereafter in 2018 and 2019, the District will, if applicable, provide a report to OCR addressing the implementation of its plan to provide equivalent benefits and services in the locker rooms, practice, and competitive facilities component to all female and male District athletes. The report should include appropriate documentation to demonstrate that the plan is being implemented.

The District 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, 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 Title IX, and its implementing regulations at 34 C.F.R. Part 106. 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 Agreement will become effective immediately upon the signature of the District's representative below.

C. EXECUTION:

On behalf of the Crockett County School District, I hereby agree to and voluntarily submit this Resolution Agreement to the U.S. Department of Education, Office for Civil Rights, Dallas Enforcement Office, and commit to the general terms, principles, action items, and reporting requirements contained herein.

Name and Title of Authorized District Official (PRINT)

Date

Signature of Authorized District Official