



RESOLUTION AGREEMENT
Cotulla Independent School District
OCR Case Number: 06-17-1732

The U.S. Department of Education, Office for Civil Rights (OCR), and the Cotulla Independent School District (District or recipient) enter into this agreement to resolve the above-referenced complaint. This agreement does not constitute an admission of liability, non-compliance, or wrongdoing by the District. The District assures OCR that it will take the following actions to comply with the requirements of the Age Discrimination Act of 1975 (Age Act), 42 U.S.C. § 6101 *et seq.*, and its implementing regulation, at 34 C.F.R. Part 110, and Title IX of the Education Amendments of 1972 (Title IX), 20 U.S.C. § 1681 *et seq.*, and its implementing regulation, at 34 C.F.R. Part 106, which prohibit discrimination by recipients of Federal financial assistance from the Department based on age and sex, respectively.

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.

Action Item 1: Training

Within thirty (30) calendar days after the District receives written notification of OCR's approval of the training described in this Action Item, the District will conduct training regarding its obligations to comply with the Age Act and Title IX. The proposed training must be provided to all administrators at the XXXX XXXX XXXX (School), including, but not limited to, the XXXX and XXXX XXXX. The training will be conducted by individuals knowledgeable about the laws and issues pertaining to the Age Act and Title IX. At a minimum, the training shall address the District's responsibility to enforce facially neutral policies in a non-discriminatory manner, pursuant to the Age Act and Title IX implementing regulations, at 34 C.F.R. § 110.10 and 34 C.F.R. § 106.31.3, respectively;

Reporting Requirements

- a. **By September 30, 2019**, and prior to providing the aforementioned training, the District will provide OCR, *for review and approval via email*, with a copy of the training materials to be used and distributed during the training described in Action Item 1, including speaker's notes or outline, handouts, and other presentation materials (*e.g.*, PowerPoint) and the name, credentials, and contact information for the person(s) who will conduct the training.
- b. Within **45 days** of receiving OCR's approval described in Reporting Requirement (a) for Action Item 1, the District will provide OCR documentation demonstrating that relevant personnel have received the training described above, including the date(s) of the training(s); the name, title, contact information, and qualifications of the trainer(s); a copy of all materials used and distributed during the training; and a sign-in sheet with the names and titles of individuals required to attend the training.

Action Item 2: The Student’s XXXX XXXX

By **September 30, 2019**, the District will XXXX the Student’s XXXX XXXX to XXXX XXXX XXXX XXXX the Student XXXX XXXX to a XXXX XXXX, XXXX XXXX, XXXX XXXX XXXX and XXXX in the XXXX XXXX XXXX XXXX, and provide the Student XXXX of the XXXX XXXX XXXX s via Certified Mail Return Receipt Requested (CMRRR).

Reporting Requirements

By **October 15, 2019**, the District will provide OCR documentation that the District XXXX XXXX XXXX XXXX and provided the Student XXXX of the XXXX XXXX in accordance with Action Item 2.

EXECUTION:

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. Upon the District’s satisfaction of the commitments made under the Agreement, OCR will close the complaint.

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.

Dr. Jack Seals, Superintendent
Cotulla Independent School District

Date