

Resolution Agreement
Long Beach Unified School District
OCR Case No. 09-16-1525

In order to resolve the concerns of the U.S. Department of Education, Office for Civil Rights (OCR), in the investigation of the above-referenced complaint filed against the Long Beach Unified School District (District) pursuant to Title IX of the Education Amendments of 1972, 20 U.S.C. §§ 1681-1688 (Title IX), and its implementing regulations, the District agrees to take the actions in this Resolution Agreement (Agreement).

I. COACHING

- a. The District will develop and implement a process (the Process) to ensure the equitable availability of coaching for boys and girls at Millikan High School (the School). The Process will include provisions so that boys and girls at the School have comparable numbers of coaches per athlete, and that girls are not disadvantaged by having more coaches who are not employed full-time by the District. As part of the Process, the District will also ensure that it is accurately tracking all coaches for each team at the School regardless of compensation or the source of funding for the coach's compensation. The Process will articulate a date by which the District plans to achieve compliance with Title IX as to the availability of coaching.

II. REPORTING REQUIREMENTS

- a. By July 30, 2019, the District will submit to OCR a draft of the Process required by Section I for OCR's review and approval. After approval of the Process by OCR, the District will implement the Process and provide OCR with documentation sufficient to demonstrate that the District has effectively implemented the Process.
- b. When the District believes that it has achieved compliance with Title IX as to the availability of coaching at the School, it will provide OCR with information that supports that conclusion. At minimum, the District will provide a list of the names of all coaches for each team for the most recent school year, the amount of compensation the coach received from any source that the District is aware of for coaching on the team, whether the coach is a teacher at the School, and any other information the District determines is relevant to the assessment that the District is providing boys and girls with equal opportunity to receive coaching at the School. If the District believes that any disparity in the numbers of coaches is due to a legitimate, non-discriminatory reason, the District will provide information to OCR explaining the reason for the disparity and how it constitutes a legitimate, non-discriminatory reason.

III. MONITORING

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 the Agreement. Further the District understands that during the monitoring of the 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 case.

The District understands and acknowledges that OCR may initiate administrative enforcement or judicial proceedings to enforce the specific terms and obligations of the Agreement. Before initiating administrative enforcement (34 C.F.R. §§ 100.9, 100.10), or judicial proceedings to enforce the Agreement, OCR will give the District written notice of the alleged breach and sixty (60) calendar days to cure the alleged breach.

_____/s/_____
Christopher J. Steinhauser, Superintendent
Long Beach Unified School District

_____03/19/2019_____
Date