

Resolution Agreement
Alhambra Unified School District
OCR Case No. 09-16-1548

Resolution No. 18-19-15

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 Alhambra 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 provide coaching to girls and boys at Alhambra High School (the School) on an equitable basis. Specifically, the District will:
 - i. Ensure that a coach is hired to provide full coverage for the girls' softball team during the sixth period theory class, such that the coaching provided during sixth period in softball is equivalent to what is received by the baseball team.
 - ii. Provide equivalent numbers of coaches per athlete for girls' and boys' sports at the School. In order to ensure equity, the District will track the number of coaches for each team at the School regardless of whether the coach is compensated by the District.
 - iii. Ensure that girls at the School are not disadvantaged by having higher numbers of coaches who are not employed full-time by the District, including, if necessary, expanding the training provided to coaches who are not full-time District employees.
- b. In order to achieve equity as described in Section I.A, the District will provide OCR with a proposed plan (the Plan) for review and approval. The Plan will address each of the elements above, provide the District's proposed strategies to address each issue, and include a date for an annual report to OCR regarding progress on implementing the Plan.

II. EQUIPMENT AND SUPPLIES

- a. The District will ensure that the School's athletic equipment is shared in an equivalent manner between boys' and girls' teams. Specifically, the District will ensure that the hydration system, video cameras, and video editing software currently used by the football team can be used equally by girls' teams at the School.

- b. The District will ensure that uniforms are washed on an equivalent basis for girls' and boys' sports.

III. FACILITIES

- a. The District will ensure that boys' and girls' basketball games are scheduled such that games in the "small gym" are shared equally between the boys' and girls' basketball teams.
- b. The District will ensure that the boys' baseball and girls' softball fields are maintained in an equivalent manner. Specifically, the District will develop a schedule for nail-dragging the softball field and will provide the softball team with equal use of the golf cart currently used for field maintenance by the baseball team.
- c. The District will ensure that the boys' baseball and girls' softball teams have equal opportunity to use of the hybrid baseball/softball field at Moor Field.

IV. REPORTING REQUIREMENTS

- a. By May 31, 2019, the District will submit to OCR a draft of the Plan required by Section I.b for OCR's review and approval. After approval of the Plan by OCR, the District will implement the Plan and provide OCR with documentation sufficient to demonstrate that the District has effectively implemented the Plan. When the District believes that it has achieved compliance with Title IX as to the opportunity to receive coaching at the School, it will provide OCR with information it believes supports that conclusion. At minimum, the District will provide a list of the names of coaches for each team for the most recent school year, whether the coach received compensation from any source 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.
- b. By May 31, 2019, the District will provide documentation showing compliance with Section II and III of the Agreement. That documentation shall include documentation showing how the equipment identified in Section II has been made available to coaches of girls' teams on an equivalent basis. It shall also include statements from the basketball, softball, and baseball coaches affirming that the School has taken the steps required in Section III.

V. 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/_____
Denise Jaramillo, Superintendent
Alhambra Unified School District

04/23/2019
Date