

RESOLUTION AGREEMENT
Seaside School District
OCR Case Number 10-19-1122

Seaside School District (the District), without admitting to any violation of law, agrees to implement this Resolution Agreement (Agreement) to resolve the compliance concerns identified by the U.S. Department of Education, Office for Civil Rights (OCR) under Title IX of the Education Amendments of 1972, 20 U.S.C. §§ 1681-1688 (Title IX), and its implementing regulations in the above-referenced case number.

I. Provisions

By January 7, 2022, the District will develop a plan (Plan) which shall detail actions the District will undertake to ensure equity between the baseball and softball programs, specifically their practice and competitive facilities. The Plan will include the following:

- a. A description of the actions that will be taken related to the facility(ies) and a schedule for the actions. This will include a deadline for completion of no later than June 15, 2023. The District may include plans related to different facilities (e.g., Broadway Field, Wahanna Field, the new middle and high school campus); if so, the District shall indicate its priority.
- b. An explanation that will include, but is not limited to, how the District will address the following: grass/turf markings; safety hazards on infield surfaces including holes and other tripping hazards; spectator view of the fields from the bleachers; location of and distance to the restrooms; the softball outfield fence including how it is erected and taken down; foul poles; and, baseball practices during softball games and softball practices during baseball games.
- c. If the District has already begun to address any inequities between the baseball and the softball programs, the District shall describe what steps have been taken.
- d. An outline of actions the District will take at the current softball facility at Broadway Field to improve equity in the interim while permanent changes are being made. The District will consider the issues addressed in section (b) above, as well as, usage of Broadway Field during baseball and softball games.

II. Reporting Requirements

1. By February 15, 2022, the District will provide a copy of the Plan for OCR's review and approval. If OCR requires any revisions to the Plan or has any questions regarding the Plan, OCR will notify the District of the revisions and/or questions and the District will submit a revised Plan and/or response within 14 calendar days of receiving OCR's notification, unless OCR determines an extension may be granted. OCR and the District will repeat this procedure until OCR approves the Plan.

2. By December 1 and June 1 of each year until the permanent improvements are made, the District will provide OCR with a status update of its implementation of the Plan.
3. By February 1 of each year until the permanent improvements are made, the District will notify OCR of how it intends to implement the interim actions for that season pursuant to subsection (d). By June 1 of each year until the permanent improvements are made, the District will notify OCR of how it implemented the interim actions for that season. OCR may require the District to provide photographic or video evidence of its actions, in addition to the monitoring terms below.
4. The District will notify OCR within 15 days of when the permanent improvements are made. OCR may require the District to provide photographic or video evidence, in addition to the monitoring terms below.

III. Monitoring

The District understands that by signing the 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 and obligations of the 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 proceedings to enforce the specific terms and obligations of the Agreement. Before initiating such proceedings, OCR will give the District written notice of the alleged breach and sixty (60) calendar days to cure the alleged breach.

_____/s/_____
Superintendent or designee
Seaside School District

07/16/2021
Date