

RESOLUTION AGREEMENT
Jim Ned Consolidated Independent School District
OCR Complaint No. 06141331

Jim Ned Consolidated Independent School District (JNCISD) in Tuscola, Texas, voluntarily submits this Resolution Agreement (Agreement) to the U.S. Department of Education, Office for Civil Rights (OCR), Dallas Office. By this Agreement, the JNCISD commits to the following actions, consistent 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, to resolve the compliance concerns identified through OCR's investigation of the above-referenced complaint. This Agreement does not constitute an admission by the JNCISD that it discriminated or otherwise engaged in any wrongdoing. The JNCISD hereby voluntarily commits to the following:

ACTION ITEM 1: Policies and Procedures

- 1.1 The JNCISD will develop for OCR's review and approval policies and procedures designed to ensure that its scheduling of games and practice times is equivalent or equivalent in effect for the JNCISD boys' and girls' high school athletic teams. The JNCISD will immediately commence implementation of the plan to the extent practicable for spring 2015 sports, with final implementation by no later than the 2015-2016 school year. To that end, the JNCISD will demonstrate that the JNCISD's girls' interscholastic athletic teams are provided with comparable opportunities as provided to the boys' interscholastic athletic teams in the number of competitive events per sport, number and length of practice opportunities, time of day competitive events are scheduled, time of day practice opportunities are scheduled, and opportunities to engage in available pre-season and post-season competition. In particular, the JNCISD will ensure that female dual-sport athletes are provided equivalent opportunity as male dual-sport athletes to focus their athletic class period practice time on the in-season sport.
- 1.2 Within 60 days of OCR's approval of the policies and procedures, the JNCISD will adopt and begin implementing the OCR-approved policies and procedures. The JNCISD will also communicate, in a memorandum or letter issued by the superintendent, the policies and procedures to all high school students, staff members, and administrators, including the athletic directors. In addition, the JNCISD will include these OCR-approved policies and procedures in their athletic, parent, and student handbooks.

Reporting Requirements for Action Item 1:

- 1.3 By April 30, 2015, the JNCISD will submit to OCR for review and approval a copy of the policies and procedures developed in accordance with Action Item 1 at paragraph 1.1.
- 1.4 Within 20 days of its adoption of the OCR-approved policies and procedures, the JNCISD will submit to OCR information indicating that the policies and procedures have been adopted and 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 as required in paragraph 1.2.

ACTION ITEM 2: Training

- 2.1 The JNCISD will provide mandatory training, conducted by an individual knowledgeable about the laws and issues pertaining to Title IX, for Jim Ned High School administrators, coaches, and athletic directors regarding the Title IX athletics compliance requirements (at 34 C.F.R. § 106.41), including the provision of equal athletic opportunity for members of both sexes in the scheduling of games and practice times.

Reporting Requirements for Action Item 2:

- 2.2 By June 15, 2015, the JNCISD will submit to OCR for review and approval, its proposal for complying with Action Item 2. Specifically, the JNCISD will provide to OCR the name(s) and credentials of the individual(s) who it proposes to conduct the training session(s), and copies of the proposed materials the JNCISD intends to use at the training session(s).
- 2.3 Within 45 days of OCR's approval of the individual(s) and materials referenced in paragraph 2.2, the JNCISD will provide the training described in Action Item 2.
- 2.4 Within 10 days of the completion of the training referenced in paragraph 2.3, the JNCISD will provide OCR with documentation demonstrating that it has timely completed Action Item 2. Specifically, the JNCISD will provide to OCR the names of all individuals who attended the training session(s) provided pursuant to Action Item 2, the date(s) and time(s) the training session(s) occurred, the name(s) and credentials of the individual(s) who conducted the training session(s), and copies of the materials disseminated at the training session(s).

The JNCISD understands that OCR will not close the monitoring of this Agreement until OCR determines that the JNCISD has fulfilled the terms of this Agreement and is in compliance with the Title IX regulation at 34 C.F.R. § 106.41, which was at issue in this case. The JNCISD 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 this Agreement.

Further, the JNCISD understands that during the monitoring of this Agreement, if necessary, OCR may visit the JNCISD, interview staff and students, and request such additional reports or data as are necessary for OCR to determine whether the JNCISD has fulfilled the terms of this Agreement and is in compliance with the regulation implementing Title IX, at 34 C.F.R. § 106.41, which was at issue in this case.

The JNCISD 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 JNCISD written notice of the alleged breach and a minimum of sixty (60) calendar days to cure the alleged breach.

Mr. Bobby Easterling, Superintendent
Jim Ned Consolidated Independent School District

Date