

**Jefferson Schools
Resolution Agreement
OCR Docket #15-24-1288**

Jefferson Schools (the District) voluntarily submits this Resolution Agreement (Agreement) to the U.S. Department of Education, Office for Civil Rights (OCR), for the purpose of resolving the above-referenced complaint and ensuring compliance with 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.

The District agrees to take the following actions:

1. By **August 25, 2025**, the District will conduct an objective self-evaluation of its provision of equal athletic opportunity to girls and boys in its high school athletic program with respect to the scheduling of games and practice times during the 2023-2024 and 2024-2025 school years. The District's self-evaluation will be completed by an individual who has the training and experience necessary to understand the requirements of Title IX and will include a review of all the District's high school interscholastic sports and teams and will result in a report that specifically includes the following information for each team, disaggregated by sex:
 - a. number of competitive events;
 - b. number and length of practice opportunities;
 - c. time of day and day of the week that competitive events are scheduled;
 - d. time of day and day of the week that practice opportunities are scheduled; and
 - e. opportunities to engage in available pre-season and post-season competition.

The District's self-evaluation will also include: a review of District policies, procedures, and criteria affecting scheduling of games, practices, pre-season and post season competition; a review of District records (e.g., sports calendars, team practice and competitive schedules); interviews of relevant administrators and coaches; a survey issued to high school student athletes where appropriate; and an equity assessment of its girls' and boys' athletics programs at the high school with respect to the scheduling of games and practice times.

After this self-evaluation, the District will draft an action plan (Action Plan) in response to the self-evaluation that includes documentation of any necessary changes resulting from the evaluation and a policy with guidelines for future scheduling to ensure that student athletes are provided with equivalent benefits and services with respect to the scheduling of games and practice times in compliance with the requirements of Title IX. The Action Plan will require that the District disseminate the policy and guidelines for future scheduling and provide guidance on how to implement the Action Plan to key personnel, including the superintendent, athletic/activities director, Title IX coordinator, high school principal, and all coaches of high school interscholastic teams.

Reporting Requirement: By **August 25, 2025**, the District will provide OCR with a report and Action Plan, for OCR's review and approval, to document its compliance with Item 1. The documentation will include: a list of individuals involved in the assessment process, a description of the non-documentary information considered, a copy of any documents relied upon in the process, a copy of any survey responses; the District's determinations from the information assessed; and the Action Plan with timeframes for completion.

2. Within 30 calendar days of OCR's approval of the Action Plan, the District will begin to implement the Action Plan and make any necessary changes resulting from the self-evaluation.

Reporting Requirement: Within 90 calendar days of receiving OCR's approval of the Action Plan, the District will provide OCR with documentation showing the District's progress in implementation of the Action Plan. The District will submit additional report(s) every 180 calendar days until receiving OCR's approval verifying that it has fully implemented the Action Plan.

3. By **January 31, 2026**, the District will complete a comprehensive equity assessment of all teams in interscholastic athletic programs at Jefferson High School (High School) pertaining to:
 - a. the policies, procedures, and criteria regarding providing publicity services to the men's and women's athletics programs; and
 - b. the latitude each coach has in determining non-league schedules for teams; and each coach's other duties, if any, that effect their ability to develop non-league schedules for teams.

The District's evaluation will include consideration of its policies, procedures, and criteria affecting all of these areas of program benefits for the 2024-2025 season. If through this evaluation the District determines that any provision of program benefits is not equivalent for members of both sexes and the differences are not the result of nondiscriminatory factors, the District will take responsive action steps to provide equivalent program benefits.

Reporting Requirements: By **January 31, 2026**, the District will provide documentation to OCR to verify that it has completed in the self-evaluation described, including the information assessed, the District's determinations, and, as appropriate, the District's responsive action plan. By **September 30, 2026**, if applicable, the District will provide documentation to OCR verifying its completion of any action plan and the equivalence of all program benefits.

General Requirements

The District understands and acknowledges that OCR may initiate proceedings to enforce the specific terms and obligations of the Agreement and/or Title IX and its implementing regulation, 34 C.F.R. Part 106. Before initiating such proceedings, OCR will give the District written notice of the alleged breach and 60 calendar days to cure the alleged breach.

The District understands that OCR will not close the monitoring of this Agreement until OCR determines that the District has demonstrated compliance with all the terms of this Agreement and is in compliance with Title IX and its implementing regulation, which were at issue in this complaint.

The Agreement will become effective immediately upon the signature of the District's representative below.

/s/

1/17/2025

Superintendent or Designee

Date