

**BOARD OF TRUSTEES**  
**CARROLL INDEPENDENT SCHOOL DISTRICT**  
**RESOLUTION**

Resolution Denouncing the United States Department of Education's Retaliation Against CISD  
Through its Office of Civil Rights

**WHEREAS** the Carroll Independent School District ("CISD" or "the District") Board of Trustees (the "Board of Trustees" or the "Board") has been informed that the U.S. Department of Education's Office of Civil Rights ("the "Government") is re-opening its already-completed investigation of three grievances from the 2020 – 2021 school year after CISD refused to accept the Government's costly, unlawful, and unexplained "resolution";

**WHEREAS** the District shares the Government's vital mission to provide equal access to high-quality education and protect the civil rights of all students and, as an independent school district, bears the primary responsibility for educating students in Southlake, Texas;

**WHEREAS** the District has fully cooperated with the Government's investigation over the last three years, provided thousands of pages of evidence that demonstrates CISD's legal compliance with civil rights laws, and spent thousands of staff hours and more than \$320,000 in community tax dollars;

**WHEREAS** the Board has thoroughly reviewed the District's handling of these grievances and firmly stands behind the teachers, principals, counselors, and administrators who conducted timely and effective investigations, imposed appropriate discipline where necessary, and ensured full compliance with civil rights laws;

**WHEREAS** the District's obligations to protect privacy rights by limiting disclosure of evidence in individual cases has created public confusion and placed District staff members and educators at a severe disadvantage, burdening them with false misrepresentations they cannot correct;

**WHEREAS** on May 6, 2024, the District received a letter from the Government stating that it had "completed its investigations," along with a proposed resolution agreement and a 90-day response deadline;

**WHEREAS** the Government, despite multiple requests by the District, refused to provide any of the findings or evidence from its three-year long investigation that allegedly supported the proposed resolution;

**WHEREAS** after evaluating the nearly twenty-page proposed resolution, the District determined that accepting it would unjustifiably impose onerous obligations that extend beyond the District's already complex and administratively burdensome obligations under existing federal law (with which the District has fully complied), and cost the community even more tax dollars;

**WHEREAS** on August 5, 2024, at the end of the 90-day period, the District declared a negotiation impasse due to the lack of transparency and cooperation from the Government;

**WHEREAS** during a conference call on September 19, 2024, the Government again refused to provide any of its written findings or conclusions, and further refused to declare an impasse, instead choosing to re-open the investigations and request additional documentation from the District—punishing the District by burdening it with increased taxpayer expenses and the further consumption of valuable staff time;

**WHEREAS** the Government’s refusal to declare an impasse (as required by its own procedures) has prevented the process from moving forward to the next step, which would require the Government to issue a Letter of Impending Enforcement Action and finally provide the District with its findings, conclusions, and evidence supporting them in a written Statement of the Case;

**WHEREAS** the District is concerned the Government’s actions are impeding progress toward the mutual goal of ensuring equal access to high-quality education for all students;

**WHEREAS** the District remains fully committed to promoting a safe and effective educational environment for all students and to encouraging parents and students to bring any and all concerns regarding discrimination, harassment, or bullying to the attention of District officials for prompt resolution;

**NOW, LET IT BE HEREBY RESOLVED,**

**THAT** the Board of Trustees denounces the actions of the Government in re-opening the already-completed investigations and views this decision as a retaliatory measure—designed to punish the District for refusing to blindly sign a proposed resolution without any justification and further designed to coerce the District into agreeing to a costly proposed resolution in order to avoid the costs of cooperating in the re-opened investigation;

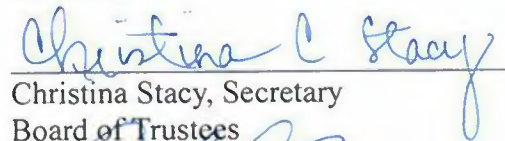
**THAT** the Board of Trustees urges the Government to abide by its own policies—declare an impasse and provide the District with a Letter of Impending Enforcement Action and Statement of the Case so the findings, conclusions, and evidence from the years-long investigation may finally be reviewed by the Board of Trustees.

PRESENTED AND APPROVED on this 21<sup>st</sup> day of October, 2024 by a vote of 5 in favor and 0 against by the Board of Trustees of the Carroll Independent School District.

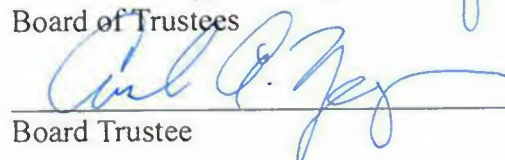


D. Cameron Bryan, President  
Board of Trustees

ATTEST:

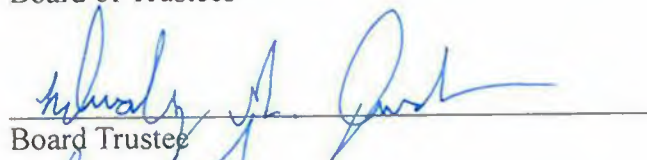


Christina Stacy, Secretary  
Board of Trustees

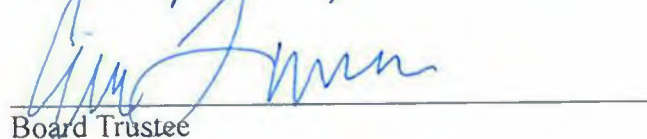


Board Trustee

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