
IN THE MATTER OF THE COMPLAINT FILED
BY THE WOMEN'S EQUITY ACTION LEAGUE,
MINNEAPOLIS-ST. PAUL CHAPTER, (COM-
PLAINANT) WITH THE DEPARTMENT OF
HEALTH, EDUCATION AND WELFARE, ALLEG-
ING SEX DISCRIMINATION UNDER TITLE IX
OF THE EDUCATION AMENDMENTS OF 1972
AGAINST 31 METROPOLITAN SCHOOL DIS-
TRICTS (RESPONDENTS):

INDEPENDENT SCHOOL DISTRICT NO. 11,
ANOKA-HENNEPIN; INDEPENDENT SCHOOL
DISTRICT NO. 271, BLOOMINGTON; INDE-
PENDENT SCHOOL DISTRICT NO. 286,
BROOKLYN CENTER; INDEPENDENT SCHOOL
DISTRICT NO. 191, BURNSVILLE; INDEPEN-
DENT SCHOOL DISTRICT NO. 12, CENTENNIAL;
INDEPENDENT SCHOOL DISTRICT NO. 13,
COLUMBIA HEIGHTS; INDEPENDENT SCHOOL
DISTRICT NO. 273, EDINA; INDEPENDENT
SCHOOL DISTRICT NO. 831, FOREST LAKE;
INDEPENDENT SCHOOL DISTRICT NO. 14,
FRIDLEY; INDEPENDENT SCHOOL DISTRICT
NO. 274, HOPKINS; INDEPENDENT SCHOOL
DISTRICT NO. 199, INVER GROVE HEIGHTS;
INDEPENDENT SCHOOL DISTRICT NO. 1,
MINNEAPOLIS; INDEPENDENT SCHOOL DISTRICT
NO. 276, MINNETONKA; INDEPENDENT SCHOOL
DISTRICT NO. 277, MOUND; INDEPENDENT
SCHOOL DISTRICT NO. 621, MOUNDS VIEW;
INDEPENDENT SCHOOL DISTRICT NO. 622,
NORTH ST. PAUL; INDEPENDENT SCHOOL
DISTRICT NO. 279, OSSEO; INDEPENDENT
SCHOOL DISTRICT NO. 280, RICHFIELD;
INDEPENDENT SCHOOL DISTRICT NO. 281,
ROBBINSDALE; INDEPENDENT SCHOOL DISTRICT
NO. 623, ROSEVILLE; INDEPENDENT SCHOOL
DISTRICT NO. 282, ST. ANTHONY; INDE-
PENDENT SCHOOL DISTRICT NO. 283, ST.
LOUIS PARK; INDEPENDENT SCHOOL DISTRICT
NO. 625, ST. PAUL; INDEPENDENT SCHOOL
DISTRICT NO. 833, SOUTH WASHINGTON
COUNTY; INDEPENDENT SCHOOL DISTRICT

STIPULATION
AGREEMENT AND
DISMISSAL OF
COMPLAINT

NO. 720, SHAKOPEE; SPECIAL SCHOOL
DISTRICT NO. 6, SOUTH ST. PAUL;
INDEPENDENT SCHOOL DISTRICT NO. 16,
SPRING LAKE PARK; INDEPENDENT SCHOOL
DISTRICT NO. 834, STILLWATER; INDE-
PENDENT SCHOOL DISTRICT NO. 284,
WAYZATA; INDEPENDENT SCHOOL DISTRICT
NO. 197, WEST ST. PAUL; INDEPENDENT
SCHOOL DISTRICT NO. 624, WHITE BEAR
LAKE.

WITNESSETH:

WHEREAS, The Women's Equity Action League (herein-
after "W.E.A.L.") filed a complaint with The Department
of Health, Education and Welfare (hereinafter "H.E.W.")
on May 19, 1973, alleging sex discrimination under Title
IX of the Education Amendments of 1972 against respondents;
and

WHEREAS, pursuant to that complaint H.E.W. actively
conducted an investigation of the allegations contained
therein; and

WHEREAS, the school districts, reserving all rights
and defenses, cooperated with the H.E.W. investigation by
providing all information requested and that such coopera-
tion was not and is not an admission of discrimination
or violation of Title IX or other act by any school dis-
trict; and

WHEREAS, the parties hereto are interested in a fair and equitable resolution of this matter;

NOW, THEREFORE, RESPONDENTS AGREE AS FOLLOWS:

1. Each school district shall develop procedures to achieve representation of women on its administrative and social studies staff. For the purposes herein, "administrative positions" include only superintendent, assistant superintendent, principal and assistant principal positions. Consistent with the requirements of applicable state and federal statutes, e.g., unrequested leave, veteran's preference, etc., school districts will affirmatively advertise for, recruit, and solicit applications from females for all vacancies in administrative and social studies positions. No vacancy will be filled without considering the female applicants who responded, if any.

2. Consistent with the requirements of applicable state and federal statutes, school districts will make a conscious effort to select female administrators to correct existing inequities, if any, where all things are otherwise equal between applicants for the same position, including educational background, degrees, certifications, qualifications, administrative potential, general experi-

ence, and experience demonstrating administrative skill (not necessarily or exclusively in educational administrative positions).

3. Each school district will be represented in a workshop on non-discriminatory employment, policies, and practices offered by the State Department of Education, the State Department of Human Rights, or other neutral offeror. A "representative" will include any person responsible for the recruitment, screening, and appointment of candidates for professional positions in the school district.

4. All public records which are required to be made available by statute shall be provided by each school district in accordance therewith upon request.

THE COMPLAINANT AND H.E.W. AGREE AS FOLLOWS:

1. W.E.A.L. agrees to withdraw and dismiss its complaint to H.E.W. alleging sex discrimination against the respondents.

2. H.E.W. will cease its investigation pursuant to the complaint, will issue no findings of discrimination or violation of Title IX or any other act against any of the respondents, and will terminate all administrative proceedings against the respondents.

IT IS FURTHER AGREED BETWEEN ALL PARTIES:

1. That this Agreement is not to be construed as an admission of discrimination, liability, violation of Title IX or any other act, or wrongdoing by any of the parties; nor shall it prevent any of the parties hereto from using any defenses available by law in any and all future administrative proceedings or litigation.

DEPARTMENT OF H.E.W.

Date:

February 13, 1978

By

Kenneth A. Martin

WOMEN'S EQUITY ACTION LEAGUE
(COMPLAINANT)

Date:

22 Nov. 1977

By

Theresa Jenkins DeLee

31 SCHOOL DISTRICTS (RESPONDENTS)

INDEPENDENT SCHOOL DISTRICT NO. 11

→ Date: 1-17-78

BY *Robert W. Finch*

INDEPENDENT SCHOOL DISTRICT NO. 271

Date: Jan 13, 1978

BY *Kennedy D. Halmer
its attorney*

INDEPENDENT SCHOOL DISTRICT NO. 286

Date: 1/19/78

BY *Douglas M. Lewis*

INDEPENDENT SCHOOL DISTRICT NO. 191

Date: 1/25/78

BY *[Signature]*

INDEPENDENT SCHOOL DISTRICT NO. 12

Date: 1/30/78

BY *Charles [Signature]*

INDEPENDENT SCHOOL DISTRICT NO. 13

Date: 2/1/78

BY *Ronald J. Laiberte*

INDEPENDENT SCHOOL DISTRICT NO. 273

Date: 16 Jan 78

BY *[Signature]*

INDEPENDENT SCHOOL DISTRICT NO. 831

Date: Jan. 12, 1978

BY *Bernard L. Bault*