



Sharon Williams, Ed.D.  
*Superintendent of Schools*

To: RIMSD 41 Board of Education  
From: Dr. Sharon Williams  
Cabinet Champion: Dr. Dominique Moore, Assistant Superintendent of Human Resources  
Date: September 24, 2024  
Re: Explanation of Memorandum of Understandings (MOUs) for:

- Assistant Cross Country Coach - Junior High Schools
- Head Girls Wrestling Coach
- Assistant Girls Wrestling Coach
- Head Boys Bowling Coach

Title IX mandates gender equity in all educational programs, including sports. The law requires that schools provide equal opportunities for male and female students in terms of athletic programs, coaching, and resources. By adding Assistant Cross Country Coaches for both Edison and Washington Junior High Schools, a Head Girls Wrestling Coach, an Assistant Girls Wrestling Coach, and a Head Boys Bowling Coach, we are ensuring compliance with Title IX mandates by providing the same level of support and attention to the girls' teams as the boys' teams across the district.

Incorporating the aforementioned coaches is not only about providing equal coaching but also ensuring gender equity in line with Title IX mandates. The addition of these coaches creates a better experience for all athletes, supports the long-term success of the athletic programs, and fosters an inclusive and equitable sports environment for all students. It is a decision that reflects a commitment to fairness and to the development of all athletes, regardless of gender.

It is recommended that the Board of Education approve the following position additions: Assistant Cross Country Coach - Junior High Schools (2), Head Girls Wrestling Coach, Assistant Girls Wrestling Coach, and Head Boys Bowling Coach to the Rock Island Education Association Collective Bargaining Agreement.