BOARD OF TRUSTEES AGENDA				
WORKSHOP	\boxtimes	REGULAR	SPECIAL	
Report Only			Recognition	
Presenter(s):				
Briefly describe the subject	t of the report	or recognition pres	entation.	
CONSIDER AND TAKE AP CONSULTANT CONTRACT PASS / FIRE DEPT. WHO V	PROPRIATE A F BETWEEN F VILL PROVID	EAGLE PASS ISD AN E THE EPHS AND C	ND THE CITY OF EAGLE CWHS HEALTH SCIENCE	
Funding source: Identify th	ne source of fi	ands if any are requi	ired.	
244 – Carl Perkins Grant				
Clarification: Explain any	questions or i	ssues that might be	raised regarding this item.	
	Report Only Presenter(s): Briefly describe the subject Action Item Presenter(s): David Camari Ana Laura Ca Briefly describe the action CONSIDER AND TAKE API CONSULTANT CONTRACT PASS / FIRE DEPT. WHO W STUDENTS THE OPPORTU MEDICAL TECHNICIAN Funding source: Identify the 244 - Carl Perkins Grant	WORKSHOP	WORKSHOP REGULAR Report Only Presenter(s): Briefly describe the subject of the report or recognition presenter(s): Action Item Presenter(s): David Camarillo, Executive Director for Instruction Ana Laura Castillón, Career & Technical Education Briefly describe the action required. Consider and take Appropriate Action on the RECONSULTANT CONTRACT BETWEEN EAGLE PASS ISD AN PASS / FIRE DEPT. WHO WILL PROVIDE THE EPHS AND CONTUDENTS THE OPPORTUNITY TO OBTAIN A CERTIFICAL MEDICAL TECHNICIAN Funding source: Identify the source of funds if any are required.	



Approval:

Samuel Mijares, Superintendent of Schools

Eagle Pass Independent School District Career and Technical Education

DATE:	June 30, 2021		
TO:	Samuel Mijares, Superintendent		
FROM:	Ana Laura Castillón, Career & Technical Education Director		
RE:	Consultant Contract between EPISD and City of Eagle Pass (Emergency Medical Technician course)		
allow EPHS Emergency With this ce	a Consultant Contract between Eagle Pass ISD and the City of Eagle Pass. This contract will and CCWHS students enrolled under the Health Science program to train and test for the Medical Technician Certification under the Eagle Pass Fire Department EMT instructors. ertification students main obtain employment with any fire department, hospital or private ambulance entity.		
The cost wil	The cost will be \$17,600 for 15 students for the 2021 – 2022 school year, please see attached proposal.		
	y request that this item be presented to the EPISD Board of Trustees at the next regular neeting for approval.		
Please call r	ne if you need additional information.		
Attachments:	2 originals (contract and proposal)		
Approval:_			
	pavid Camarillo, Executive Director for Instruction		

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CONSULTANT CONTRACT

This	contract is entered into by and between City of Eagle Pass/Fire Dept 100 S. Monroe - Eagle Pass, Tx
	(Name and Address)
here subd	inafter referred to as "Contractor" and the Eagle Pass Independent School District, a Texas political ivision, hereinafter referred to as "District" on this the 13th day of يراكب لكون من المحكواة المحكواة المحكونة المح
1.	The purpose of this Agreement is to set out the responsibilities of the parties hereto regarding the professional services to be rendered by contractor to District. District agrees to engage Contractor, and Contractor agrees to perform and/or provide the following services: Emergency Medical Technician course for the EPISD Health Science students from
	CC Winn HS and Eagle Pass HS at FCRTC.
2.	Contractor will perform the services set forth herein in a timely and professional manner and to the District's satisfaction.
3.	In exchange for the Contractor's services, District will pay Contractor a fee of \$\frac{17,600.00}{200.00}\$ per hour/per day/flat fee [circle one]. The total fee is not to exceed \$\frac{17,600.00}{200.00}\$. Any reimbursement for travel, meals, and lodging or other expenses will be in accordance with District policies and must be accompanied by appropriate receipts. Contractors will not be paid in advance of performing or providing the services. Invoices must be addressed to the Accounts Payable Dept. at the above address. Notwithstanding payment by the District pursuant to an approved invoice, the District reserves the right to audit said Agreement and the services rendered hereunder and to adjust said sum if incorrect or improper. Contractor agrees to refund to District any sums improperly or incorrectly paid Contractor upon notice of same by District. Payment on a properly submitted invoice will be made in accordance with the District disbursement payment schedule.
4.	The contract will be effective on the16thday ofAugust, 2021, and will expire on the20thday of, May, 2022, unless sooner terminated as provided herein.
5.	This contract may be terminated by the District without cause at any time and Contractor agrees to conclude services upon notification by District that Agreement has been terminated. Either District or Contractor may terminate this contract for convenience after giving the other party thirty (30) days advance written notice. Either District or Contractor may terminate this contract effective immediately for breach of any provision herein provided the non-breaching party gives the breaching party written notice of the breach and thirty (30) days to cure such breach. District may terminate this contract effective at the end of its fiscal year if funds are not appropriated for this contract for the ensuing fiscal year. If this contract is terminated for convenience, District will pay Contractor a prorated share of fees Contractor has earned up to the effective date of termination.
6.	Contractor is not an employee of the District and is not entitled to fringe benefits. Furthermore, District will not deduct federal income taxes, FICA or any other funds required to be deducted by an employer as this is the responsibility of the Contractor. Contractor is an independent contractor, and

herein.

District and Contractor have not entered into a joint venture or partnership in providing the services

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- 7. It is the intention of the parties that the Contractor be an independent Contractor and not an employee of the District under this Agreement and in order to protect the District, Contractor agrees, as consideration herein, to indemnify and hold the District, and its employees, officers and agents, harmless from any and all claims, demands, damages, causes of action, and costs of whatever kind of nature asserted by third parties and occurring or in any way incident to, arising out of, or in connection with any acts of the Contractor its agents, employees, and subcontractors, in the performance of this Agreement, unless such claim, damage injury of losses is the result of the sole negligence of the District.
- 8. In entering into this contract, Contractor agrees to abide by all District policies and regulations. Including, but not limited to, the Contractor agrees to provide the District with sign-in sheets, and evaluation of the service, along with copies of the materials and information used in connection with said service by Contractor, except those provided by District. Accordingly, Contractor agrees to provide such other information and execute other documents as may be required by District policies or regulations. In the conduct of this Agreement, Contractor shall be subject to the Texas State Board of Education rules and all regulations pertaining to this Agreement and the subject matter and to the laws of the State of Texas governing this Agreement, as well as to the Board policies of the District.
- 9. <u>Certification of Criminal History Record Information</u> In accordance with state law and as set forth in the Attachment referenced herein, all required criminal history background checks will be performed prior to the performance of this agreement. Failure to properly complete the certifications or completion of the certification in a manner that is later deemed incomplete or inaccurate that results in the District being in jeopardy of violation of Texas Education Code § 22.085(c) will be good cause for early termination of this agreement at District discretion.
- 10. The District, the Texas Education Agency, the Comptroller General or any of their duly authorized representatives shall have access to any books, documents, or records of the Contractor which are directly related to this Agreement, for the purpose of making audit, examination, excerpts and transcriptions. Additionally, the Contractor shall maintain all required records for five (5) years after the District has made final payments and all other pending matters are closed.
- 11. Contractor may not subcontract or assign this contract or any of its rights hereunder to another person or entity.
- 12. All notices hereunder by either party to the other will be delivered personally or by certified mail, return receipt requested, and will be duly given when delivered personally or three business days after postmarked. If to District, notice will be sent to the Superintendent of Schools at 1420 Eidson Rd., Eagle Pass, Texas 78852. If to Contractor, notice will be sent to the signatory and at the address set forth herein.
- 13. This contract and the following attachments contain the entire agreement between District and Contractor for the services set forth herein and supersedes all prior or contemporaneous agreements, whether oral or written. This contract and its attachments cannot be modified without the advance written consent of each party.

Attachments:	EMT course proposal	
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- In accordance with district policy, there shall be no interruption of instruction during the school day. 14. This contract is not valid unless approved by the EPISD Board of Trustees and/or the Superintendent.
- This contract will be governed by the laws of the State of Texas and is performable in Maverick County, 15. Texas.

IN WITNESS WHEREOF AND EXECUTED, the parties hereto have caused this contract to be executed as of the date and year first above written.

CONTRACTOR:	<u>DISTRICT</u> :	
City of Eagle Pass / Fire Dept	EAGLE PASS INDEPENDENT SCHOOL DISTR	RICT
By:	BY: Ostreens Director/Coordinator/Principal	6/29/21 DATE
TITLE: City Manager	ASST. SUPERINTENDENT/EXECUTIVE DIRECTOR	4/26/21 DATE
	SUPERINTENDENT	DATE
	APPROVED BY EPISD BOARD OF TRUSTEES	
	DAY OF, 2 Please Enclose Copy of Board Agenda Item	

PROPOSAL TO CONDUCT AN EMT COURSE FOR EAGLE PASS ISD

Submitted by: Luis Gonzalez, LP, Course Coordinator

Date: June 28, 2021

Proposed Course Dates: August 16, 2021, to May 20, 2022

The following personnel are certified instructors that will be used during the course.

Luis Gonzalez, Paramedic	EMS Coordinator/ Instructor
Pedro Abrego, EMT-B	Lead EMS Instructor
Manual Roman, EMT-I	Fire and EMS Instructor/Proctor
Michael Morales, EMT-P	Fire and EMS Instructor/Proctor
Jose C Garza, EMT-P	Fire and EMS Instructor/Proctor

Skills testing and clinical hours (practical):	120	@	\$30.00	Per Hour	\$3,600.00
Instructor hours (lecture):	300	@	\$30.00	Per Hour	\$9,000.00
Hospital Lab Hours	80	@	\$30.00	Per Hour	\$2,400.00
CPR Certification	15	@	\$80.00	each	\$1,200.00
Coordinator Fees:					\$800.00
Medical Director Fees:					\$600.00
Total Cost:					\$17,600.00

****Maximum of 15 Students per Semester.

*****Hours available for Instruction 08:30am-11:15 am

Additional expenses will include

Consumables and Supplies Approximately \$1,500.00 Text Books and Navigate Web Access TBA NREMT Test Prep, Study Guide \$45.00 per student

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NON-COLLUSION STATEMENT

"The undersigned affirms that they are duly authorized to execute this contract, that this company, corporation, firm, partnership, or individual has not prepared this bid in collusion with any other Bidder, and that the contents of this bid as to prices, terms, or conditions of said bid/proposal have not been communicated by the undersigned nor by any employee or agent to any other person engaged in this type of business prior to the official opening of this bid."

COMPANY	City of Eagle Pass / Fire Dept.		
Address	100 S. Monroe St.		
	Eagle Pass, TX		
PHONE AND FAX	P - 830-772-1111	F830-773-9170	
CONTRACTOR (SIGNATURE)			
CONTRACTOR (PRINT NAME)	George Antuna		
Position with Company	City Manager		
SIGNATURE OF COMPANY			
OFFICIAL AUTHORIZING			
THIS CONTRACT			
COMPANY OFFICIAL (PRINT NAME)	George Antuna		
OFFICIAL POSITION	City Manager		

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FELONY CONVICTION NOTICE

State of Texas Legislative Senate Bill No. 1, Section 44.034, Notification of Criminal History, Subsection (a) states "a person or business entity that enters into a contract with a school district must give advance notice to the district if the person or owner of operator of the business entity has been convicted of a felony. The notice must include a general description of the conduit resulting in the conviction of a felony."

Subsection (b) states "a school district may terminate a contract with a person or business entity if the district determines that the person or business entity failed to give notice as required by Subsection (a) or misrepresented the conduct resulting in the conviction. The district must compensate the person or business entity for services performed before the termination of the contract."

THIS NOTICE IS NOT REQUIRED OF A PUBLICLY HELD CORPORATION.

I, the undersigned agent for the firm named below, certify that the information concerning notification of felony convictions has been reviewed by me and the following information furnished is true to the best of my knowledge.

СОМРА	NY NAME:	City of Eagle Pass / Fire De	pt.
COM	IVI IVAPILI		(PRINT OR TYPE)
		MPANY OFFICIAL'S NAME: _	George Antuna (PRINT OR TYPE)
SIGN	ONLY A, B, CR C		
A.	My firm is a p	publicly held corporation; there	fore, this reporting requirement is not applicable.
		Signi	ATURE OF COMPANY OFFICIAL
В.	My firm is no	t owned nor operated by anyon	ne who has been convicted of a felony.
		SIGNA	ATURE OF COMPANY OFFICIAL
C.	My firm is ow	vned or operated by the followi	ing individual(s) who has/have been convicted of a felony.
	Details of Co	nviction:	
		Sign	ATURE OF COMPANY OFFICIAL

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DEBARMENT AND SUSPENSION CERTIFICATE **CERTIFYING STATEMENT**

In accordance with Executive Order 12549, Debarment and Suspension, 7 CFR Part 3017, Section 3017.510 the contractee certifies that neither it nor its principals are presently debarred, suspended, proposed for debarment, declared ineligible, or voluntarily excluded from participation in this transaction by any Federal Department or Agency.

The Eagle Pass Independent School District hereby agrees to abide by the aforementioned terms and conditions.

COMPANY NAME	City of Eagle Pass / Fire Dept.
Address	100 S. Monroe St.
	Eagle Pass, TX
TELEPHONE NUMBER	830-773-1111
FAX NUMBER	830-773-9170
COMPANY OFFICIAL	
(SIGNATURE)	
COMPANY OFFICIAL	
(PRINT NAME)	George Antuna
POSITION WITH COMPANY	City Manager

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CONFLICT OF INTEREST QUESTIONNAIRE (FORM CIQ)

FOR VENDOR OR OTHER PERSON DOING BUSINESS WITH LOCAL GOVERNMENTAL ENTITY

This questionnaire is being filed in accordance with chapter 176 of the Local Government Code by a person doing business with the governmental entity. By law this questionnaire must be filed with the records administrator of the local government not later than the 7th business day after the date the person becomes aware of facts that require the statement to be filed. See Section 176.006, Local Government Code. A person commits an offense if the person violates Section 176.006, Local Government Code. An offense under this section is a Class C misdemeanor.

Name of person doing business with local governmental entity. City of Eagle Pass / Fire Dept.			
2. Check this box if you are filing an update to a previously filed questionnaire. (The law requires that you file an updated completed questionnaire with the appropriate filing authority not later than September 1 of the year for which an activity described in Section 176.006(a), Local Government Code, is pending and not later than the 7th business day after the date the originally filed questionnaire becomes incomplete or inaccurate.)			
3. Describe each affiliation or business relationship with an employee or contractor of the local governmental entity who makes recommendations to a local government officer of the local governmental entity with respect to expenditure of money.			
4. Describe each affiliation or business relationship with a person who is a local government officer and who appoints or employs a local government officer of the local governmental entity that is the subject of this questionnaire.			
5. Name of local government officer with whom filer has affiliation or business relationship. (Complete this section only if the answer to A, B, or C is YES.)			
This section, item 5 including subparts A, B, C & D, must be completed for each officer with whom the filer has affiliation or business relationship. Attach additional pages to this Form CIQ as necessary.			
A. Is the local government officer named in this section receiving or likely to receive taxable income from the filer of the questionnaire?			
YES X NO			
B. Is the filer of the questionnaire receiving or likely to receive taxable income from or at the direction of the local government office named in this section AND the taxable income is not from the local governmental entity?			
Yes X No			
C. Is the filer of this questionnaire affiliated with a corporation or other business entity that the local government officer serves as ar officer or director, or holds an ownership of ten percent (10%) or more?			
YES X NO			
D. Describe each affiliation or business relationship. NONE			
6. Describe any other affiliation or business relationship that might cause a conflict of interest.			
7. SIGNATURE OF PERSON DOING BUSINESS WITH THE GOVERNMENTAL ENTITY DATE			

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CERTIFICATION OF CRIMINAL HISTORY RECORD INFORMATION

Each Texas public school district must receive certification from any entity with which it contracts to provide services regarding the fact that the entity has obtained the following for all employees who have or will have "continuing duties related to contracted services;" and have "direct contact with students" before employing or immediately after employing or securing the services of the individual:

- (1) A name-based criminal history background check on all employees hired before January 1, 2008;
- (2) A national criminal history record information review on all employees hired on or after January 1, 2008, which may include fingerprints and photographs.

"Continuing duties related to contracted services" — work duties that are performed pursuant to a contract to provide services to a school district on a regular, repeated basis rather than infrequently or one time only.

"Direct contact with students" – The contact that results from activities that provide substantial opportunity for verbal or physical interaction with students that is not supervised by a certified educator or other professional district employee. Contact with students that results from services that do not provide the opportunity for unsupervised interaction with an individual student, such as addressing an assembly, officiating a sports contest, or judging an extracurricular event, is not, by itself, direct contact with students. However, direct contact with students does result from any activity that provides the opportunity for unsupervised contact with students such as, without limitation, the provision of individualized coaching, tutoring, or other services. 19 TAC § 153.1101

The required criminal history record information can be obtained from either of the following:

- A law enforcement or criminal justice agency
- A private entity that is a consumer reporting agency governed by the
- Fair Credit Reporting Act (15 U.S.C. Section 1681 et seq.)

The school district may not allow any employee of the entity or an individual to serve at the district if information obtained through this review verifies that the employee has been convicted of one of the following and at the time of the offense the victim was under 18 years of age or was enrolled in a public school:

- (1) A Title 5 felony offense;
- (2) An offense requiring the individual to register as a sex offender; or
- (3) An offense under the laws of another state or federal law that is equivalent to a Title 5 felony in the state of Texas or that would require registration in the Texas sex offender databank.

Name of Contracting Entity or Individual:	City of Eagle Pass / Fire Dept.	
Type of service to be performed on school of	campus: The City of Eagle Pass Fire Dept. will provide Emergency	
Medical Technician training to students enrolled in the Health Sciene Program for them to have the opportunity		
to obtain an EMT certification.		

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On behalf of the above-named contracting entity or individual, I hereby certify the following (Check One):

0	No e	mployee	es, inc	luding my	self, have	contin	uing	duties	related	to the	contr	acted s	services	s an	d/or will
have	direct	contact	with	students	therefore	, I/we	do	not ha	ave any	cover	ed en	nployee	es and	no	criminal
backg	ground	check is	requi	ired.											

All employees, including myself, who have continuing duties related to the service(s) to be performed at the District and who also have direct contact with students have undergone the required criminal history background check (employed before January 1, 2008) or national criminal history record information review, which may include fingerprints and photographs (employed on or after January 1, 2008) and that no prohibited contact as described herein was revealed.

I have attached a list of employees, including myself, who have or will have continuing duties related to the contract and who will have direct contact with students. None of these individuals has a reported criminal history that would render the employee ineligible for service at a Texas public school district. Upon request, I will make available for the District's inspection the criminal history record information of any covered employee. I will notify the District within three business days if I receive information that a covered employee has been convicted of a criminal offense that would render the individual ineligible for service at a Texas public school district under state law. I agree that if the district objects to the assignment of a covered employee to the district, on the basis of the covered employee's criminal history record information, I will discontinue such assignment, or my contract with the District may be terminated.

SIGNATURE OF PERSON DOING BUSINESS WITH THE GOVERNMENTAL ENTITY	DATE

EAGLE PASS I.S.D. - NOTICE OF GRANT AWARD RECEIPT AFFIDAVIT (FOR CONTRACTS USING FEDERAL FUNDING)

Vendor hereby acknowledges and accepts that any contracts or agreements using federal funds entered into by vendor and the Eagle Pass Independent School District (EPISD) shall be contingent on, and be executed after, receipt of Notice of Grant Award (NOGA). The contracting period for this contract or agreement shall be aligned to the grant period of availability as stated on the NOGA received by EPISD. Services shall be completed during the effective dates of the contract and invoiced to EPISD after the services are performed by vendor and verified by EPISD. If the NOGA is not received by EPISD to fund the contract or agreement, the contract or agreement between the vendor and EPISD shall become null and void.

City of Eagle Pass
Company Name
George Antuna
Printed name of authorized company representative
City Manager
Title of authorized company representative
Signature and data of authorized company representative

EAGLE PASS INDEPENDENT SCHOOL DISTRICT 1420 Bidson Road, Bagle Pass, Texas 78853

Verification of Vendor (TX Gov't Code § 2270.001)

(Included in All District Contracts for Goods and/or Services)

This Verification of Vendor is included in all contracts entered into by the Bagle Pass Independent School District, and its campuses and departments, for goods and/or services, as required by Section 2270.001 of the Texas Government Code.

The District is prohibited from entering into a contract with a <u>company</u>¹ for goods or services unless the contract contains a written verification from the company that it (1) does not <u>boycott Israel</u>² and (2) will not boycott Israel during the term of the contract.

Accordingly, please complete the following verification, which is hereby incorporated by reference into the contract for goods and/or services with the Hagle Pass Independent School District:

VERIFICATION							
I hereby verify on behalf of _	City of Eagle Pass / Fire Dept.						
that I am authorized to make this verification on the company's behalf and so verify that the company does not boycott Israel and that it will not boycott Israel during the term of its contract with the Bagle Pass Independent School District for goods and/or services.							
	Signature of Attestor George Antuna						
	Printed Name of Attestor City Manager Title of Attestor						
	Date of Verification						

¹ "Company" means a for-profit sole proprietorship, organization, association, corporation, partnership, joint venture, limited partnership, limited liability partnership, or limited liability company, including a wholly owned subsidiary, majority-owned subsidiary, parent company, or affiliate of those entitles or business associations that exist to make a profit.

²"Boycott Israel" means refusing to deal with, terminating business activities with, or otherwise taking any action that is intended to penalize, inflict economic harm on, or limit commercial relations specifically with Israel, or with a person or entity doing business in Israel or in an Israeli-controlled territory, but does not include an action made for ordinary business purposes.

EAGLE PASS INDEPENDENT SCHOOL DISTRICT CONSULTANT CONTRACT DISCLOSURE FORM

(TO BE COMPLETED BY REQUESTOR)							
1. Name and Title of Requestor	Ana Laura Castillon, Director						
2. Name of Campus/Department	Career & Technical Education	Career & Technical Education					
3. Name of Company, Firm, or Vendor b	Deing Contracted (Contact Name, Address	s, City, State, Phone Number)					
City of Eagle Pass / Fire Dept. / 100 S.	Monroe St. / Eagle Pass, TX 7885	52/ 773-1111					
4. Total Requested Contract Amount	\$ <u>17,600.00</u>						
5. What is the funding source for this co	Ontract (Federal, State, and/or Local Budgeted	I Funds).					
<u>244</u> - <u>11</u> - <u>6216</u> 244 - 11 - <u>6216</u>		222 (\$8,800) 222 (\$8,800)					
6. Have there been any additional contryear? If yes, please list? NO		•					
7. Will there be any additional contract(year? If yes, please list? NO	s) with this company, firm, or ve	ndor during this fiscal					
8. What other Company, Firm, or Vendo services? NONE	or was/were considered to provid	e these contracted					
9. What specific criteria were used for selecting the recommended contractor? Please list? CONTRACTED WITH CITY OF EAGLE PASS 2021 -2022 SCHOOL YEAR							
10. Does this contracted service support the District Improvement Plan? If yes, please explain and attach pertinent section of DIP Plan. YES							

The Eagle Pass Independent School District does not discriminate on the basis of sex, disability, race, color, age, or national origin in its educational programs, activities, or employment as required by Title IX, Section 504 and Title VI.

EAGLE PASS INDEPENDENT SCHOOL DISTRICT CONSULTANT CONTRACT DISCLOSURE FORM

11. Does this contracted service support your Campus Improvement Plan? If yes, please explain and attach pertinent section of CIP Plan.							
YES							
12. Please summarize the purpose of this contracted service and what specific program(s) will benefit from this contracted service? STUDENTS ENROLLED IN THE HEALTH SCIENCE PROGRAM MAY TAKE THE EMERGENCY MEDICAL TECHNICIAN COURSE AND HAVE AN OPPORTUNITY TO OBTAIN A CERTIFICATION 13. Does this Company, Firm, or Vendor meet the requirements under Senate Bill 9 having							
obtained state and national criminal history background searches on their employees? YES							
APPROVAL							
SIGNATURE OF REQUESTOR DATE	Ana Laura Castillón Name of Requestor						
SIGNATURE OF DIRECTOR/COORDINATOR DATE	Ana Laura Castillón, CTE Director Name and Title of Director and Coordinator						
SIGNATURE OF ASST. SUPT./EXEC. DIRECTOR DATE	David Camarillo, Ex Director for InstructionE Name and Title of Asst. Supt./Exec. Director						
FOR DEPARTMENT OF DIRPCHASTING LISE ONLY							
FOR DEPARTMENT OF PURCHASING USE ONLY							

The Eagle Pass Independent School District does not discriminate on the basis of sex, disability, race, color, age, or national origin in its educational programs, activities, or employment as required by Title IX, Section 504 and Title VI.