

RESOLUTION AGREEMENT
Wayland Public Schools
OCR Complaint No. 01-22-1035

Wayland Public Schools (the District) has voluntarily entered into this agreement to resolve the allegations in the above-referenced complaint. The District assures that it will take the following actions.

The District agreed to resolve this complaint prior to the completion of OCR's investigation pursuant to Section 302 of OCR's *Case Processing Manual*.

Action Item 1: Front Main Entrance

- A. The District will make necessary alterations to the designated accessible entrance at the XXXXXXXXXXXXXXXXXXXXXXXX School (School) to ensure that the door threshold complies with the 2010 Americans with Disabilities Act Standards for Accessible Design (2010 Standards) § 404.2.5.¹
- B. The District will install an international symbol of accessibility on the designated accessible entrance, in accordance with 2010 Standards §§ 216.6 and 703.7.2.1.
- C. The District will re-set its front door intercom to a height that complies with the reach range requirements of the 2010 Standards § 308.

Reporting Requirements

- 1. By **September 30, 2022**, the District will submit to OCR documentation showing implementation of Action Items 1(A) including copies of invoices, repair records or similar documentation, and photographs.
- 2. By **July 1, 2022**, the District will submit to OCR documentation showing implementation of Action Items 1(B) including copies of invoices, repair records or similar documentation, and photographs.
- 3. By **June 1, 2022**, the District will put out to bid for a contractor to replace its front door intercom and will require a contractor to complete the work within ninety (90) calendar days from the date the contract is executed, allowing for excusable delays.
- 4. By **December 31, 2022**, the District will submit to OCR documentation showing implementation of Action Items 1(C) including copies of invoices, repair records or similar documentation, and photographs.

¹ The 2010 Standards can be accessed at the following link:
<https://www.ada.gov/regs2010/2010ADAStandards/2010ADAStandards.pdf> (last accessed March 24, 2022).

Action Item 2: Accessible Exterior Routes

- A. The District will inspect the accessible exterior route from the School's designated accessible entrance to the blacktop and the playground located behind the School (i.e., Playground 1), and make modifications necessary to ensure compliance with the accessible route requirements that ground surfaces shall be stable, firm, and slip-resistant. The District will install an accessible route leading to and into the Gaga ball pit, in accordance 2010 Standards § 402. The District may instead choose to relocate the Gaga ball pit to be on an existing accessible route or remove the Gaga ball pit.

Reporting Requirements

1. By **September 1, 2022**, the District will submit to OCR documentation showing implementation of Action Item 2(A), including (a) a statement that the District completed its inspection of the specified route and the date of the inspection, and (b) copies of invoices, repair records or similar documentation, and photographs.
2. By **June 1, 2022**, as described in Action Item 2(B) the District will submit a plan for OCR's review and approval, including a detailed timeline with an expected completion date, (i) to install an accessible route to the Gaga ball pit or (ii) relocate the Gaga pit to an accessible route, or (iii) remove the Gaga ball pit.
3. By **December 31, 2022**, the District will submit to OCR documentation showing implementation of Action Item 2(B), including (a) copies of invoices, repair records, and photographs.

Action Item 3: Accessible Parking

- A. The District will create one (1) additional accessible parking space at the School so that the School will have a total of three (3) accessible parking spaces; and will ensure that at least one (1) space is designated as a van accessible space. The District will also create a curb ramp at the access aisle between the two existing accessible parking spaces so that the access aisle connects directly to an accessible route. The District will ensure that all of the accessible spaces meet the accessible parking requirements of the 2010 Standards, including, but not limited to, location, accessible routes, and access aisles. *See* 2010 Standards §§ 208.2, 208.3, and 502.
- B. The District will erect permanent mounted accessible signage in front of each accessible parking space in accordance with the requirements of the 2010 Standards § 502.6. The sign identifying the van parking space shall contain the designation "van accessible."

Reporting Requirements

1. By **October 15, 2022**, the District will submit to OCR documentation showing implementation of Action Items 3(A) & (B), including copies of invoices, repair records or similar documentation, and photographs.

Action Item 4: Policies and Procedures

- A. The District will review and revise its policies and procedures to ensure that interested persons can obtain current and accurate information about the existence and location of accessible programs, services, and facilities at the District. This will include but shall be not limited to designating at least one person (designated employee) who will be responsible for addressing requests and questions about accessibility.
- B. The District will send a communication to all staff members regarding the District's policies and procedures for responding to complaints regarding the accessibility of District facilities. The communication will include a contact person to whom staff can direct individuals with questions or requests about accessibility concerns and will state that the District will respond to complaints involving physical accessibility using its Section 504 grievance procedures.
- C. The District will provide the Complainants with a letter stating (a) its ongoing commitment to provide accessible programs, services, and facilities to individuals with disabilities; (b) the name and contact information of the District's designated employee who will be responsible for responding to any accessibility questions in a timely manner, and (c) upon the Complainants' request, the District's willingness to meet with the Complainants to review any outstanding accessibility concerns.

Reporting Requirements

1. By **June 1, 2022**, the District will submit its policies and procedures to OCR for its review and approval.
2. Within thirty (30) calendar days of OCR's approval, the District will adopt, implement, and publish the revised policies and procedures. The District will make this information available through the District's website and any other additional means of notification the District deems effective to ensure that the information is disseminated. The District will provide OCR with documentation that it has completed this item, including copies of written notices to students,

parents/guardians, administrators, and staff, and a copy of any publications (such as student handbooks) or a link to any website containing the policy.

3. Within thirty (30) calendar days of OCR's approval of the policies and procedures required by Action Items 4(B) and 4(C), the District will provide OCR with copies of the communications required by Items 4(B) and 4(C).

The District understands that by signing this Agreement, it agrees to provide data and other information in a timely manner in accordance with the reporting requirements of the Agreement. Further, the District understands that during the monitoring of this Agreement, if necessary, OCR may visit the District, interview staff and students, and request such additional reports or data as are necessary for OCR to determine whether the District has fulfilled the terms and obligations of this Agreement. Upon the District's satisfaction of the commitments made under the Agreement, OCR will close the case.

The District understands and acknowledges that OCR may initiate proceedings to enforce the specific terms and obligations of this Agreement and/or the applicable statute(s) and regulation(s). Before initiating such proceedings, OCR shall give the Recipient written notice of the alleged breach and sixty (60) calendar days to cure the alleged breach.

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

By: /s/ Omar Easy Date _____
Dr. Omar Easy
Superintendent