



UNITED STATES DEPARTMENT OF EDUCATION
OFFICE FOR CIVIL RIGHTS

1999 BRYAN ST., SUITE 1620
DALLAS, TX 75201-6810

REGION VI
LOUISIANA
MISSISSIPPI
TEXAS

RESOLUTION AGREEMENT
International Leadership of Texas
OCR Ref. No. 06201215

A. GENERAL TERMS & PRINCIPLES:

OCR and International Leadership of Texas (ILT, District) enter into this agreement to resolve the allegations in the above-referenced complaints. This agreement does not constitute an admission of liability, non-compliance, or wrongdoing by ILT.

ILT assures the U.S. Department of Education, Office for Civil Rights (OCR) that it will take the following actions to comply with the requirements of Section 504 of the Rehabilitation Act of 1973 (Section 504), as amended, 29 U.S.C. § 794, and its implementing regulation at 34 C.F.R. Part 104, and Title II of the Americans with Disabilities Act of 1990 (Title II), 42 U.S.C. §§ 12131 *et seq.*, and its implementing regulation at 28 C.F.R. Part 35, which prohibit discrimination on the basis of disability by recipients of Federal financial assistance and public entities, respectively.

Prior to the completion of OCR's investigations, ILT agreed to resolve the issues of these investigations pursuant to Section 302 of OCR's *Case Processing Manual*. Accordingly, to resolve the issues of these investigations, ILT agrees to take the following actions.

B. STUDENT REMEDIES

ACTION ITEM 1

1. By **March 15, 2020**, ILT will convene a group of people knowledgeable about the data, the Student, and placement options (504 Committee) to conduct an evaluation of the Student pursuant to Section 504, at 34 C.F.R. § 104.35 (504 Meeting).
 - a. During the 504 Meeting, the 504 Committee will review all records of disciplinary incidents resulting in write-ups, in-school suspensions, and/or out of school suspensions for the Student during *redacted* and identify those which arose from *redacted*. The 504 Committee will assess whether the actions taken by the Student in any of the identified incidents related to behaviors associated with his disabilities and for which *redacted*. If so, the 504 Committee will assess whether in each of these instances, *redacted*, and expunge his discipline record for those where the behaviors were associated with his disabilities and where *redacted*.
 - b. During the 504 Meeting, the 504 Committee will also determine whether any changes to the manner in which the *redacted* is implemented and/or tracked by teachers are necessary.

The ILT will provide written notice to the Student's parents inviting them to attend the 504 meeting, and will provide the Student's parent(s)/guardian(s) with notice of their procedural

safeguards under Section 504, including the right to challenge the group’s determination through an impartial due process hearing.

If during the 504 Meeting described in Action Item 1, the 504 Committee determines that changes to the Student’s plan are necessary, by **March 20, 2020**, the District will ensure that all the Student’s teachers are appropriately informed of these changes

REPORTING REQUIREMENTS

By **March 30, 2020** the District will submit to OCR documentation of the 504 meeting conducted pursuant to Action Item 1. The documentation submitted will include:

- a. A list of all participants in the meeting (including names and titles);
- b. Copies of all documentation and information considered during the meeting;
- c. Minutes or notes from the meeting;
- d. Documentation of the District’s invitation to the Student’s parents to attend the meeting, notice of procedural rights under Section 504 provided to the Student’s parents, and accompanying transmittal records (e.g. certified mail, email record); and
- e. If the 504 Committee identifies any disciplinary instance(s) that need to be expunged, the District will provide a copy of the Student’s corrected disciplinary record for *redacted*.

By **March 30, 2020**, if the 504 Committee determines that any changes to the Student’s plan are necessary, the District will submit to OCR documentation demonstrating that the Students’ teachers have been appropriately informed. The documentation submitted will include:

- f. Written notice to each teacher, paraprofessional, or other aide responsible for implementing the Student’s 504 plan which sets forth the changes and any necessary explanations/instructions regarding implementation; and
- g. Evidence of transmission to staff (e.g. email records).

C. EXECUTION

ILT understands that, by signing this Agreement, it agrees to provide the foregoing information in a timely manner in accordance with the reporting requirements of this Agreement. Further, ILT understands that, during the monitoring of this Agreement, if necessary, OCR may visit ILT, interview staff and students, and request such additional reports or data as are necessary for OCR to determine whether ILT has fulfilled the terms of this Agreement and is in compliance with Section 504 and its implementing regulation at 34 C.F.R. § 104.21, and Title II implementing regulation at 28 C.F.R. § 35.149. Upon completion of the obligations under this Agreement, OCR shall close and dismiss this case.

ILT understands and acknowledges that OCR may initiate administrative enforcement or judicial proceedings to enforce the specific terms and obligations of this Agreement. Before initiating administrative enforcement (34 C.F.R. §§ 100.9, 100.10) or judicial proceedings to enforce this

Agreement, OCR shall give ILT written notice of the alleged breach and sixty (60) calendar days to cure the alleged breach.

This Agreement will become effective immediately upon the signature of ILT's representative below.

Authorized Official's Name (Printed)

Authorized Official's Signature
International Leadership of Texas

Date