

**RESOLUTION AGREEMENT**  
**Mora Independent Schools**  
**Case Number 08-14-1221**

In order to resolve the allegation in case number 08-14-1221, filed against the Mora Independent Schools opened for investigation by the U.S. Department of Education, Office for Civil Rights (OCR), the District agrees to implement this Resolution Agreement. This case was initiated pursuant to Section 504 of the Rehabilitation Act of 1973 (Section 504), and its implementing regulation at 34 C.F.R. § 104.7 and Title II of the Americans with Disabilities Act of 1990 (Title II), and its implementing regulation at 28 C.F.R. §§ 35.106-35.107.

During the investigation, before OCR made findings, the District indicated its willingness to ensure compliance with Section 504 and Title II regarding the remaining allegation related to its response to the Complainant's disability discrimination complaint. Additionally, the District participated in mediation with the Complainants as a result of a due process complaint that involved all but one of the allegations originally filed by the Complainants and initially accepted by OCR for investigation. The mediation resulted in a signed agreement between the Complainants and the District addressing all of the other allegations and includes individual remedies that would have been addressed in the resolution of the remaining allegations regarding the Complainant's discrimination complaint.

Pursuant to Section 302 of OCR's *Case Processing Manual*, a complaint may be resolved when, before the conclusion of an investigation, a recipient expresses an interest in resolving the complaint. The District's decision to enter into this Agreement is not an admission of liability or wrong-doing, nor shall it be construed as such.

1. Policies and Procedures: The District will develop policies and procedures to respond to disability discrimination complaints that are compliant with Section 504 and Title II of the ADA. See 34 C.F.R. § § 104.7–104.8 and 28 C.F.R. §§ 35.106-35.107

**REPORTING REQUIREMENTS:**

- By February 1, 2015, the District will submit to OCR for review and approval the District's draft policies and procedures for responding to disability discrimination complaints.
- Within 60 days of OCR's approval of the policy, the District will adopt the approved policy and provide the policy to all parents and students. The notice may be accomplished by placing information regarding the policy in school newsletters and on the District's website with links to the policy posted on its website.
- Within 60 days of OCR's approval of the policy, the District will provide OCR with supporting documentation to show the approved policy is adopted and notice was provided. Supporting documentation will include 1) weblinks to the page where the policy is posted on its website, 2) copies of school newsletters, or 3) other similar documents notifying parents of the changes to the District's policies and procedures.

2. The District will ensure that the new policy is disseminated to all staff in the District. The District will provide a review of the new policies and procedures at a staff meeting at each of its schools within 60 days of OCR's approval.

**REPORTING REQUIREMENTS:**

- Within 60 days of OCR's approval of the policies and procedures, the District will provide OCR with a description of how the new policies and procedures were disseminated to staff members, documenting that the policies have been reviewed in a staff meeting at each school.
3. The District will identify and annually train the staff members at each school that are responsible for responding to disability discrimination complaints.

**REPORTING REQUIREMENTS:**

- Within 60 days of OCR's approval of the policies and procedures, the District will provide OCR with a copy of the training agenda for the training and identify the trainer and her/his qualifications to provide the training, for OCR's review and approval
- Within 60 days of OCR's approval of the trainer and training materials, the District will provide OCR with a copy of all handouts provided during or before the training, a list of all staff at identified to receive the training, and a sign-in sheet for those attending the training.

The District understands that OCR will not close the monitoring of this Agreement until OCR determines that the District has fulfilled the terms of this Agreement and is in compliance with the regulations implementing Section 504 of the Rehabilitation Act of 1973 at 34 C.F.R. § 104.7 and Title II of the Americans with Disabilities Act of 1990 at 28 C.F.R. §§ 35.106-35.107, which were at issue in this case.

The District 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 the District written notice of the alleged breach and a minimum of sixty (60) calendar days to cure the alleged breach.

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 this Agreement. Further, the District understands that during the monitoring of the Agreement, if necessary, OCR may visit the District, interview District employees and students, and request such additional reports or data as are necessary for OCR to determine whether the District has fulfilled the terms of this Agreement and is in compliance with the regulation implementing Section 504 of the Rehabilitation Act of 1973 at 34 C.F.R. § 104.7 and Title II of the Americans with Disabilities Act of 1990 at 28 C.F.R. §§ 35.106-35.107, which were at issue in this case.

For Mora Independent Schools:

/s/

12/26/2014

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Dora M. Romero, Superintendent

Date