

RESOLUTION AGREEMENT

Douglas County School District Case Number 08-15-1025

The U.S. Department of Education, Office for Civil Rights (OCR), initiated the above-referenced complaint against the Douglas County School District ("District"), pursuant to Section 504 of the Rehabilitation Act of 1973 and its implementing regulation at 34 C.F.R. Part 104. Prior to the completion of OCR's investigation, the District voluntarily agreed to resolve the allegations of this complaint pursuant to Section 302 of OCR's Case Processing Manual (CPM). This resolution has been entered into voluntarily and does not constitute a finding or admission that the District is not in compliance with Section 504 and its implementing regulation. Accordingly, to ensure compliance with Section 504 and its implementing regulation and to resolve the allegations of this complaint, the District voluntarily agrees to take the following actions:

Remedial Action and Reporting

1. By May 15, 2015, the District will engage the Complainant in the interactive process to ensure that the District provides the Complainant with employment related reasonable accommodations for her disability. The interactive process shall address, at a minimum, accommodations for trainings, meetings (e.g. IEP/504 meetings, staff meetings, etc.), evaluations (including performance related observations and review of supporting data), emergency planning, and access to video and intercom announcements.

REPORTING REQUIREMENT:

By May 30, 2015, the District will submit to OCR, for review and approval, a proposal for ensuring the District provides the Complainant with employment related reasonable accommodations. The proposal shall, at a minimum, articulate the Complainant's disability related needs, the accommodations the District will provide for the particular needs, the steps the District will take to implement the accommodations, and a statement whether the Complainant agrees to the proposed accommodations. For any proposed accommodation that will take time to implement, the District will submit to OCR a timetable detailing the steps it will take to implement the proposed accommodation.

2. Within 10 days of OCR's approval of the proposal in Term 1, the District will implement the requirements of the proposal.

REPORTING REQUIREMENT:

By June 1, 2015, January 15, 2016, June 1, 2016, and annually on January 1 and June 1 until the close of the monitoring, the District will provide OCR with a statement describing its efforts to comply with the requirements of the proposal in Term 1. The District will provide documentation in support of its efforts as requested by OCR in OCR's monitoring responses.

3. The District will notify OCR of any instance where a parent, student, or staff raised concerns regarding the Complainant to the Principal or Assistant Principal.

REPORTING REQUIREMENT:

By June 1, 2015, January 15, 2016, and June 1, 2016, the District will provide OCR with a statement describing each instance when a parent, student, or staff raised concerns to the Principal or Assistant Principal regarding the Complainant. For each instance, the District will provide the date the concern was raised, information regarding the concern, and how the Principal or Assistant Principal handled or responded to it.

The District understands that by signing this Agreement, it agrees to provide data and other information in a timely manner. Further, the District understands that during the monitoring of this Agreement, 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 of this Agreement and is in compliance with the Section 504 of the Rehabilitation Act of 1973 and its implementing regulation at 34 C.F.R. Part 104 which were at issue in this case.

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 regulation implementing Section 504 of the Rehabilitation Act of 1973 and its implementing regulation at 34 C.F.R. Part 104 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.

_____/s/_____
For Douglas County School District

____4/10/2015_____
Date