

Resolution Agreement
Reynoldsburg City School District
OCR Docket No. 15-14-1351

The Reynoldsburg City School District (the District) submits this Resolution Agreement (Agreement) to the U.S. Department of Education, Office for Civil Rights (OCR), for the purpose of resolving the above-referenced complaint to ensure compliance with Title VI of the Civil Rights Act of 1964, 42 U.S.C. § 2000d *et seq.*, and its implementing regulation at 34 C.F.R. Part 100, and to resolve the above-referenced complaint. Accordingly, the District agrees to take the following actions:

A. ACTION STEPS - Student Remedies

1. By August 15, 2015, the District will send a letter to the parent(s) of each English language learner (EL) student who is currently enrolled at the District and was enrolled and receiving services as part of its English as a second language (ESL) program during the September 19, 2014-October 9, 2014, work stoppage. Each letter will explain that the District has developed a written remedial plan to offer the EL student remedial services consistent with student's previously developed ESL Intervention Plan to address any loss of services suffered as a result of the work stoppage. The remedial plan will be detailed in the letter and will identify the nature and amount of the remedial services available at no cost to the student's parent(s), by whom the services will be provided, and when the services will be offered. The letter will also explain that a copy of each student's remedial plan shall be included in their ESL file or other similar record of services received through the ESL program. EL students currently enrolled in the District, but who have been exited from the ESL program as demonstrating proficiency with the English language as of May 25, 2015, will not be included.
2. By October 30, 2015, the District will implement all EL students' remedial plans that were developed in accordance with Action Step A.1. The District will offer remedial services at a variety of times to minimize conflicts with other District programs or activities EL students may be involved in including, but not limited to, District sports teams, District clubs, academic classes, morning programs, and afterschool programs.
3. In implementing Action Steps A.1 and A.2 above, the District will ensure that it communicates with limited English proficient parents and students in a language that they can understand.

REPORTING REQUIREMENTS:

- By September 8, 2015, the District will provide OCR with documentation of the letters sent to the families of eligible EL students pursuant in accordance with Action Step A.1.
- By October 30, 2015, the District will provide OCR with documentation verifying that it offered each EL student the services set forth in the remedial plan, including the dates, times, and locations that the services were available, the name(s) and title(s) of the service provider(s), and the participation of each EL student in the available services.

B. ACTION STEPS - District-wide Remedies

1. By September 15, 2015, the District will submit to OCR for review and approval its revised work stoppage procedures to include a specific discussion of how to prevent service disruption for EL students in the event of a future teacher strike or other work stoppage. Such revisions should make clear the District's obligation to provide EL program services in the event of a work stoppage. The procedures shall also discuss a plan to notify parents of EL students, in a language they can understand, in the event of a future work stoppage of the measures in place to ensure students are provided services.
2. Within 45 calendar days of OCR's approval of the procedures, the District will make publicly available a copy of the revised procedures described above and shall publicize its existence and location(s) to the District community, including staff, students, and parents. This may be done through hard copy distribution, maintenance of hard copy procedures in central locations, electronic distribution, and/or posting to the District's website. Publicizing of the location(s) of the procedures may be done through notation in a District newsletter or other publication widely distributed to District constituents, through direct e-mail notification, through flyers posted at District buildings, or other similar means. In publicizing the revised procedures, the District will ensure that it is communicating the information to limited English proficient parents in a language they can understand.

REPORTING REQUIREMENTS: By September 15, 2015, the District will submit the revised procedures to be employed in the event of a work stoppage to OCR for review in accordance with Action Step B(1). Within 45 calendar days of OCR's approval of the procedures, the District will provide OCR with a link to or a copy of the document in which the procedures have been published in accordance with Action Step B(2). The District will also provide documentation of how the District community was notified of the existence and location of the procedures.

General Requirements

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 Title VI at 34 C.F.R. § 100.3, which was at issue in this complaint.

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 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 of this Agreement and is in compliance with the regulation implementing Title VI at 34 C.F.R. § 100.3.

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/

5/18/15

Superintendent or Designee

Date