

**Saline Area Schools
Resolution Agreement
OCR Docket #15-19-1310**

Saline Area Schools (the District) voluntarily 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 and ensuring compliance with Section 504 of the Rehabilitation Act of 1973, 29 U.S.C. § 794, and its implementing regulation at 34 C.F.R. Part 104 (Section 504), and Title II of the Americans with Disabilities Act of 1990, 42 U.S.C. § 12131 *et seq.*, and its implementing regulations at 28 C.F.R Part 35 (Title II).

The District agrees to take the following actions:

Action Steps

1. By November 1, 2021, the District will provide training by a competent authority on Section 504 and Title II to all District administrators who are responsible for implementing Section 504 and Title II and all administrators and instructional staff, including paraprofessionals, at the Saline High School. The training will address, at a minimum, the following topics:
 - a. The District's obligation pursuant to Section 504 to provide a free and appropriate public education (FAPE) to students with disabilities.
 - b. Section 504 and Title II's prohibition against disability harassment and the District's obligation to address disability harassment pursuant to these laws. The training will provide instruction on how to recognize disability harassment and how to respond appropriately to address such harassment, prevent its reoccurrence and remedy its effects. The training will emphasize the District's obligation to take escalating measures to prevent additional acts of harassment towards a student with a disability when the District's previous measures have not stopped the harassment.
 - c. The District's policy prohibiting discriminatory harassment on the basis of disability, the responsibility of staff to report incidents of possible harassment, and the procedures for doing so. The training will emphasize the importance of documenting any reported incidents, documenting the District's response to each incident, including maintaining documentation of any District investigation and findings, and notifying the complainant of any findings.
 - d. The content of the District's Section 504/Title II grievance procedures;
 - e. How disability harassment, and other forms of bullying and harassment, even if not based on a student's disability, can result in a denial of FAPE for students with disabilities. The training will also cover the District's obligation to reconvene a student with a disability's IEP or Section 504 team if the District has reason to believe a student has been denied FAPE as a result of disability-based or other bullying and harassment to determine if a change in placement, additional disability related services, or compensatory education is necessary to address any denial of FAPE.

2. In implementing Action Step 1 of this Agreement, the District may use technology and/or alternative training modes to provide the training, as long as the content meets the requirements of Action Step 1, and as long as the technology and/or alternative training modes selected are capable of creating documentation of the content of the training, the names of the individuals trained, and the dates that the training occurred.

REPORTING REQUIREMENT: By November 15, 2021, the District will provide documentation to OCR to verify its implementation of Action Steps 1-2. Specifically, the District will provide the dates of the training, how the training was provided, verification of the names and titles of administrators and staff who received the training, a description of the qualifications of the presenter(s), outlines of the topics covered in the training, and any materials distributed during the training.

GENERAL REQUIREMENTS

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 the Agreement. Upon the District's satisfaction of the terms and obligations of 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 the Agreement and/or applicable statute(s) and regulation(s). Before initiating such proceedings, OCR will give the District written notice of the alleged breach and 60 calendar days to cure the alleged breach.

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

/s/

7/21/2021

Superintendent or Designee

Date