Resolution Agreement
Complaint Number 04-17-1163
Montgomery Public Schools, Alabama

The U.S. Department of Education, Office for Civil Rights (OCR) and Montgomery Public Schools (the District) enter into this Resolution Agreement (Agreement) to resolve the allegations in the above-referenced complaint. The District assures 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, 34 C.F.R. Part 104 which prohibit discrimination on the basis of disability by recipients of Federal financial assistance, and Title II of the Americans with Disabilities Act of 1990 (Title II), as amended, 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 public entities.

By December 18, 2026, the District will provide training to administrators and other staff members at the School involved in creating and implementing Individualized Education Programs (IEPs) and Section 504 plans, regarding the least restrictive environment requirements of Section 504 and Title II, the provision of a Free Appropriate Public Education (FAPE) as it pertains to a student's least restrictive environment in IEPs and Section 504 plans in accordance with 34 C.F.R. §§ 104.33 (FAPE), 104.34 (Educational Setting), 104.35(c)(4) (Placement Decisions Made in Conformity with 104.34), and 104.36 (Procedural Safeguards). This training should cover the District's duty to educate students with disabilities with students without disabilities, to the maximum extent appropriate to the needs of the students with disabilities.

Reporting Requirement

> **Within fifteen (15) calendar days of the training,** the District will provide OCR with a written report confirming the completion of training specified above. The documentation shall include: (1) the background and qualifications of the presenters or trainers; (2) a copy of the materials used for the training; and (3) a signed and dated list of the attendees, by name and title, who completed the training, including the District's plan to provide the training to school staff who were unable to attend the scheduled training session(s).

By signing this Agreement, the District agrees to provide data and other information in a timely manner in accordance with the reporting requirements of the Agreement. During the monitoring of the resolution agreement, if necessary, OCR may visit the recipient, interview staff and students, and request such additional reports or data as are necessary for OCR to determine whether the recipient has fulfilled the terms of the resolution agreement.

The District understands that OCR will not close the monitoring of the agreement until such time as OCR determines that the District is in compliance with the terms of the agreement and with Section 504, Title II, and their implementing regulations at 34 C.F.R. Part 104 and 28 C.F.R. Part 35, which were at issue in this complaint.

The District understands that OCR may initiate administrative enforcement proceedings or refer the case to the Department of Justice (DOJ) for judicial proceedings to enforce the specific terms

and obligations of the Agreement and/or the applicable statutes and regulations. Before initiating such proceedings, OCR will give the recipient written notice of the alleged breach and 60 calendar days to cure the alleged breach.

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

/s/ 8/12/2026

Superintendent or Designee Date