

September 19, 2025

Sent Via Email: Bradley.Burke@ed.gov and Frank.E.Miller@ed.gov

Bradley R. Burke
Regional Director
Office for Civil Rights
U.S. Department of Education

Frank E. Miller
Acting Director
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U.S. Department of Education

**RE: OCR Case Nos. 07251501, 07251502, 07251503, 07251504
SPPO Case Nos. 25-0738, 25-0737, 25-0739, 25-0704**

**School Districts' Request for Meeting to Explore Voluntary
Resolution and Response to Data Request**

Dear Mr. Burke and Mr. Miller,

The Kansas City, Kansas School District U.S.D. 500, Olathe Public Schools U.S.D. 233, Shawnee Mission School District U.S.D. 512, and Topeka School District U.S.D. 501 (collectively referred to herein as the "School Districts") jointly request a meeting with you to explore voluntary resolution. In Attachment A to this letter, the School Districts provide initial responses to the Data Request in the above-referenced cases.

Request for Mediation or Resolution

In reviewing the Data Request, we note that the U.S. Department of Education (Department) is subject to statutory provisions stating that it shall take no action until it "has advised the appropriate person or persons of the failure to comply with the requirement and has determined that compliance cannot be secured by **voluntary** means."¹ Further, the Department "shall to the fullest extent practicable seek the cooperation of recipients in obtaining compliance with this part and **shall provide assistance and guidance to recipients to help them comply voluntarily** with this part."² Seeking voluntary compliance serves many purposes -- it facilitates faster, more efficient, and more satisfactory resolutions to disputes, while building trust and avoiding the adversarial nature

¹ Sec. 602, Civil Rights Act of 1964; 78 Stat. 252; [42 U.S.C. 2000d-1](#) (emphasis added).

² 34 C.F.R. § 100.6(a).

and high costs of formal proceeding; this is critical to improve government efficiency, to save taxpayers money, to expedite compliance, and ultimately to better serve our students. The importance of voluntary resolution is reflected in OCR's Case Processing Manual regarding mediation (Section 201) and voluntary resolution agreements (Section 302).³ Thus, the School Districts request a meeting with you both to facilitate voluntary resolution of the following three pending issues.

Before providing our response to the Data Request, we thought it would be helpful to identify and address the three issues set forth in the Department's August 14, 2025 letters identifying compliance concerns related to:

- (1) Male students participating in interscholastic and intramural athletic programs designated for female students, consistent with Title IX of the Education Amendments of 1972, 20 U.S.C. § 1681 *et seq.*, and its implementing regulation 34 C.F.R. Part 106 (Title IX);
- (2) Transgender students accessing restrooms and locker rooms consistent with their gender identity, under Title IX; and
- (3) School staff disclosing a student's transgender status to the student's parents, under the Family Educational Rights and Privacy Act (FERPA).

After addressing each of the Department's three concerns below, we provide additional information that clearly explains why a meeting would be extremely important and necessary here. Specifically, we acknowledge that – (1) we are willing to proceed with either mediation or a meeting to explore voluntary resolution (as the Department deems appropriate), (2) the nature of the applicable case law under Title IX, (3) the importance of an oral, interactive discussion regarding the Schools Districts' policy, procedure, or guidance documents, and (4) how our response to your Data Request may need to be updated once we receive the information we requested from the Department. We welcome the opportunity to discuss these issues in addition to the Department's three concerns.

(1) Student Participation in Interscholastic and Intramural Programs

As outlined below (and previously referenced in the School Districts' August 29, 2025, letter to Mr. Burke (OCR)), the School Districts are in compliance with their state athletic association, the Kansas State High Schools Athletics Association (KSHSAA), policy regarding transgender students' participation in athletics and activities. This policy expressly

³ See, [U.S. Department of Education, OCR, Case Processing Manual – February 19, 2025\(PDF\)](#).

states that “Kansas interscholastic activities under the jurisdiction of the KSHSAA shall be expressly designated as one of the following based on biological sex: 1. Males, men, or boys, 2. females, women, or girls; or 3. coed or mixed. Athletic teams or sports designated for females, women or girls shall not be open to students of the male sex.”⁴ As KSHSAA members, the School Districts are reiterating that they must, and do, comply with this participation policy.

Additionally, each School District has, respectively, adopted policies requiring compliance with KSHSAA’s policies. For example, Olathe Public Schools has agreed to “adhere to the policies, guidelines and procedures and governance of” KSHSAA.”⁵ Shawnee Mission similarly has a policy stating that “students who participate in any school activity shall meet ... all applicable KSHSAA regulations.”⁶ KCKPS also requires students to meet “applicable age and eligibility requirements required by KSHSAA.”⁷

The School Districts respectfully note that their compliance with KSHSAA’s “Transgender Student Participation Policy” should resolve the first concern identified by the Department. This is particularly true given the positions that OCR has taken in similar investigations of K-12 school districts⁸, the apparent lack of any parent or student in attendance at the School Districts filing a complaint with OCR regarding transgender students’ participation in athletics/activities, and that the School Districts have neither received, nor are aware of, any Title IX complaint as affirmed below in the Data Request response.

(2) Restroom and Locker Room Access

Given the positions that OCR has taken in similar investigations of K-12 school districts, and given statements in OCR’s investigation notice letters to the School Districts, it is clear that OCR is taking the position that school districts act in violation of Title IX when they meet requests by transgender students and their parents to access school facilities that align with their gender identity. The law is unsettled in this area, although most federal courts of appeal have determined that schools must provide equal access to transgender students. The School Districts request that OCR meet with the School Districts to provide assistance and guidance, as supported by existing federal court interpretation of Title IX, regarding

⁴ A copy of KSHSAA’s “*Transgender Student Participation Policy*” can be found on KSHSAA’s website, <https://www.kshsaa.org/Public/PDF/TransgenderPolicyRecommendations.pdf>.

⁵ See, <https://go.boarddocs.com/ks/olathe/Board.nsf/goto?open&id=83DEZJ757D2B>.

⁶ See, <https://go.boarddocs.com/ks/smsd/Board.nsf/goto?open&id=D9USSG7410BB>

⁷ See, <https://go.boarddocs.com/ks/kckps/Board.nsf/goto?open&id=9PFR7N69C053>

⁸ <https://www.ed.gov/about/news/press-release/us-department-of-education-finds-five-northern-virginia-school-districts-violation-of-title-ix>;
<https://www.ed.gov/about/news/press-release/us-department-of-education-finds-five-northern-virginia-school-districts-violation-of-title-ix>

compliance with Title IX as it relates to equal access to restrooms and locker rooms for all students. In particular, the School Districts request a meeting and follow-up with specific written guidance with supporting legal authority under Title IX related to student access to locker rooms and bathrooms based upon a student's gender identity.

(3) Disclosure of Student's Gender Identity

The Department's August 14, 2025 notification letters state that each "[School] District has a policy that prevents school officials from disclosing a student's 'transgender status' to the student's parents unless authorized by the student, in violation of the Family Educational Rights and Privacy Act, 20 U.S.C. § 1232g, and its implementing regulation at 34 C.F.R. Part 99."

This statement is both confusing and inaccurate. The applicability of FERPA is at best unclear or more likely -- not applicable -- given that the School Districts do not maintain information about gender identity in their education records of students in attendance. The School Districts only maintain information about students' sex (M or F), as recorded on their birth certificate, in their education records of students in attendance. Additionally, the School Districts have no such policies. In stark contrast to the Department's statement, the School Districts have enacted policies ensuring their compliance with FERPA, as noted below in Attachment A in the response to the Data Request.

We respectfully request resolution of this matter as this response addresses any potential FERPA concerns. Given the apparent lack of any parent of a student in attendance at the School Districts filing a complaint with SPPO regarding any alleged denial of access to education records, and given that the School Districts have not received any such FERPA complaint as affirmed below in response to the Data Request, this response should resolve any compliance concerns with respect to disclosure of student's gender identity.

(4) Request for Mediation or Voluntary Resolution

The OCR Case Processing Manual ("CPM") sets forth three different methods for resolution of a complaint: rapid resolution, mediation, and informal resolution. Article II of the CPM specifically addresses mediation of allegations. Article I, Section 110 of the CPM addresses rapid resolution. In light of the information provided above, if OCR wishes to proceed with rapid resolution for a dismissal or resolution letter, we would be glad to discuss these options.

Additionally, the School Districts would be amenable to mediation, however, according to the CPM, the mediation process involves OCR facilitating a discussion and possible

agreement *between a complainant and a recipient*. It is unclear whether mediation is an available option to resolve this matter. However, if it is available, the School Districts remain amenable to mediation should a parent of a student in attendance at the School Districts have filed a complaint. In such a situation, the School Districts request that OCR act as a neutral facilitator and mediate the complaint.

Article III, Section 302 of the CPM addresses resolution agreements during an investigation. Because of the unsettled state of the law regarding Title IX protections for students and the myriad of court decisions enjoining the Department's attempted enforcement actions against recipients, it appears that this investigation would be most appropriate for a voluntary resolution process. Litigation would further consume taxpayer resources and that will neither serve students (whom we all jointly serve as part of our mission) and provide little benefit to either the Department or the School Districts. The School Districts request that OCR initiate voluntary resolution proceedings under CPM Section 302.

Specifically, we welcome the opportunity to meet with you both. If easier, would you please provide a few dates in the next two weeks or, if you prefer, undersigned counsel for the School Districts can email you dates that we are available to explore a resolution discussion.

(5) Applicable Case Law under Title IX

As OCR is well aware, case law has developed in a manner that strongly indicates that transgender students are protected under Title IX and that school districts are legally required to provide equal access to transgender students. The plain language of Title IX does not answer whether transgender students come under its protections. We therefore look to courts to interpret the law. *See Loper Bright Enterprises v. Raimondo* 603 U.S. 369 (2024) (holding that courts may not defer to an agency interpretation of the law simply because a statute is ambiguous, and that the Administrative Procedure Act requires courts to "decide all relevant questions of law").

The vast majority of federal appeals courts that have directly considered whether Title IX protects transgender students have found that excluding these students from facilities (or sports) consistent with their gender identity constitutes unlawful discrimination based on sex, often citing the U.S. Supreme Court precedent in the *Bostock v. Clayton County* case. There is only one federal court of appeals that has determined that Title IX protections do not extend to transgender students and our state, Kansas, is not in that jurisdiction.

As you likely know, the U.S. Supreme Court has yet to decide whether transgender status is a protected class under Title IX, or to determine if cisgender students' Title IX rights can be

violated when equal protection access is provided to transgender students. Most recently, on September 10, 2025, the U.S. Supreme Court denied a request to lift a federal appeals court's injunction order that requires a public school to allow a transgender boy to use the boys' bathroom while he challenges a state law that requires students to use bathrooms based on their biological sex at birth.⁹

(6) School Districts' Policy Documents

The School Districts are providing with this response their respective policy, procedure, or guidance documents regarding transgender students.¹⁰ The School Districts are also providing their respective non-discrimination/non-harassment policies, which ensure compliance with Title IX. The School Districts' position is that their non-discrimination policies, along with their practices with regard to responding to requests by transgender students and their parents, are in compliance with Title IX as it has been interpreted by federal courts.

We welcome a meeting as part of a resolution discussion with OCR and SPPO so that we may fully address, and hopefully resolve, the Department's three compliance concerns as we seek to find a path forward to voluntarily resolve any remaining questions regarding these three concerns.

(7) Response to Data Request Dependent on Receipt of Requested Information

Finally, we must express some frustration with our attempts to obtain additional information, both so that we can be responsive to the Department's Data Request, but more importantly

⁹ <https://www.scotusblog.com/cases/case-files/south-carolina-v-doe/>

¹⁰ Olathe Public Schools does not have a policy or documented procedure; however, it does have an informal guidance document, dated 12/2/21, that is provided. Shawnee Mission School District does not have a policy or procedure document. It has an informal living document titled "Transgender Student Practices & FAQs" that is an internal guidance document for school principals that has been updated as principals have raised questions. KCKPS does not have a policy or documented procedure, but has an internal guidance document titled "USD 500 Transgender and Gender Non-Conforming Students Internal Guidance Document", which is provided. Of note, this guidance document is **not** the document linked to your August 14, 2025, letter to KCKPS labeled as "Kansas City Kansas Public Schools Guidelines for Transgender and General Non-Conforming Students at School." As has been communicated repeatedly to the Kansas Attorney General and other inquiring parties, the document linked to your letter is not and has never been adopted, approved or utilized by the KCKPS. Rather, that document was included in a presentation made to KCKPS's Board of Education during an open public meeting on September 18, 2017. At the meeting (as reflected in the publicly available minutes), the Board accepted the report as an information item only and did not and has not ever adopted or approved the referenced "Guidelines for Transgender and Gender Non-Conforming Students at School". This document is only accessible on the district website through BoardDocs, because the document was presented to the Board at that meeting and, therefore, is required to remain part of the Board's public records.

to identify any potential harm to students. We know that our most important mission is to serve our students, and it is this mission that we jointly share. In trying to obtain information from your offices on whether there is any actual or potential harm to a student, we have encountered difficulties, but look forward to addressing any student-specific issues promptly once we receive such information.¹¹

We appreciate the time you are taking to carefully review our response. We also appreciate the opportunity to provide additional clarification in a meeting with you to address any outstanding questions or concerns.

Sincerely,

/s/ Counsel for the School Districts:

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¹¹ The August 14, 2025 letters stated the Department had received a complaint alleging that the School Districts have “a policy, procedure, or guidance ...that permits male students to participate in interscholastic and intramural athletic programs designated for female students, and allows students to use restrooms and locker rooms designated for the opposite sex based on a student’s ‘gender identity [in violation of Title IX].” and “a policy that prevents school officials from disclosing a student’s ‘transgender status’ to the student’s parents unless authorized by the student, in violation of [FERPA].” On August 29, 2025, the School Districts requested the Department provide information about any complaint, complainant, and policies related to its letters. To date, the Department has not provided any information. The Department’s response stated only that “[r]equests for records must be submitted in accordance with [FOIA].” When the School Districts submitted their September 5, 2025 FOIA request, the Department’s September 8, 2025 letter indicated that “the current average request processing time is 185 business days.” Given that the Department denied the School Districts’ request for an extension beyond an additional 14 days, the Department has created a near-impossible situation under which the School Districts must respond to the Data Request without sufficient information. When the School Districts receive responsive information under FOIA, each School District reserves the right to supplement its response to the Data Request within a reasonable time following receipt of such information.

Attachment A
School Districts' Response to Data Request in
OCR Case Nos. 07251501, 07251502, 07251503, 07251504 and
SPPO Case Nos. 25-0738, 25-0737, 25-0739, 25-0704

The responses below are, as requested, for school years 2023-2024, 2024-2025, and 2025-2026 (through September 19, 2025).

In response to request nos. 1 and 2, as stated in the School Districts' August 29, 2025 letter, counsel for each School District will be the point of contact. The undersigned counsel provide legal guidance to their respective School Districts on a variety of legal matters, including on compliance with Title IX and other civil rights laws with respect to sex and gender identity. The undersigned counsel have *"information relevant to the issues OCR and SPPO are investigating."*

In response to request no. 10, the undersigned counsel have provided *"guidance ... that relates or refers to student participation in sex-separated interscholastic athletic or intramural programs based on a student's 'gender identity' or similar terms."*

In response to request no. 11, the undersigned counsel have provided *"guidance ... that relates or refers to utilization of District provided sex-separated restrooms, locker rooms, or changing rooms, based on a student's 'gender identity' or similar terms."*

In response to request no. 27, the undersigned counsel assisted in the preparation of this response. Please note that the undersigned counsel must preserve the attorney-client privilege and attorney work product privilege as it relates to legal guidance given to their clients regarding Title IX and FERPA and as it relates to documents or records prepared in anticipation of litigation with the Department.

If there is any additional non-privileged information or records that OCR requires in response to request nos. 1, 2, 10, 11, or 27, the School Districts shall make such documents available onsite to OCR representatives (in accordance with section 702(c)(3) of the CPM).

In response to request no. 3, as stated in the School Districts' August 29, 2025 letter, the School Districts' understanding is that the Department has access to *"a copy of all documentation submitted by the District to the Kansas Department of Education [KSDE] requesting or applying for federal funding, including formula and discretionary grants."* The School Districts further understand that OCR has requested the same documents from KSDE.

If there is any specific funding documentation that OCR is seeking in response to request no. 3 that it does not have access to, the School Districts shall make such documents available onsite to OCR representatives (in accordance with section 702(c)(3) of the CPM).

In response to request no. 4, each School District has a Board of Education policy ensuring compliance with FERPA. Those policies are publicly available on each School Districts' website. A link to those policies is provided below.

- Kansas City, Kansas Board Policy JR (Student Records):
<https://go.boarddocs.com/ks/kckps/Board.nsf/goto?open&id=9PFUX67C4418>
- Kansas City, Kansas Board Policy IDAE (Student Privacy Policy):
<https://go.boarddocs.com/ks/kckps/Board.nsf/goto?open&id=9PH2V57B36D7>
- Olathe Board Policy IDAE (Student Privacy):
<https://go.boarddocs.com/ks/olathe/Board.nsf/goto?open&id=9QU6Z97076AD>
- Olathe Board Policy JRB (Release of Student Records):
<https://go.boarddocs.com/ks/olathe/Board.nsf/goto?open&id=83DEZU757DE2>
- Shawnee Mission Board Policy JR (Student Records):
<https://go.boarddocs.com/ks/smsd/Board.nsf/goto?open&id=9QUARS796A2C>
- Shawnee Mission Board Policy IDAE (Student Privacy Policy):
<https://go.boarddocs.com/ks/smsd/Board.nsf/goto?open&id=CHBL7R55372A>
- Topeka Board Policy 8250 (Student Records) and accompanying Regulation 8250-01 (Collecting, Maintaining, and Releasing Information from Student Records):
https://cdnsm5-ss11.sharpschool.com/UserFiles/Servers/Server_8252759/File/About%20Us/Policies%20and%20Regulations/8000%20-%20Students/8250.pdf
https://cdnsm5-ss11.sharpschool.com/UserFiles/Servers/Server_8252759/File/About%20Us/Policies%20and%20Regulations/8000%20-%20Students/8250-01.pdf
- Topeka Board Policy 8065 (Student Privacy Policy):
https://cdnsm5-ss11.sharpschool.com/UserFiles/Servers/Server_8252759/File/FINAL%20Policy%208065%20Oct%206%2022.pdf

The School Districts comply with FERPA, including specifically parents' and eligible students' right to inspect and review their education records and parents' and eligible students' right to request that their education records be amended. The School Districts do not respond to requests to inspect or access education records of students in attendance at the School Districts differently for any parent, including parents of transgender students.

If there is any additional information or records that OCR requires in response to request no. 4, the School Districts shall make such documents available onsite to OCR representatives (in accordance with section 702(c)(3) of the CPM).

In response to request nos. 5-8, 12, 14, 16, and 18, all of which relate to interscholastic athletic or intramural programs, as stated in the School Districts' August 29, 2025 letter, the School Districts are all members of the Kansas State High School Activities Association (KSHSAA) and are subject to KSHSAA's policies and rules. Kansas law establishes that the authority and responsibility to regulate, supervise, promote, and develop activities such as athletics, music, forensics, dramatics and any other interschool extracurricular activities by students from grades 7 through 12 lies with KSHSAA.¹² Each of the School Districts' sports/athletic programs and performing arts activities are offered through and sanctioned by KSHSAA. After the Kansas legislature passed the Fairness in Women's Sports Act (K.S.A. §§ 60-5601 *et. seq.*) in 2023¹³, KSHSAA modified its participation policy. The current KSHSAA policy requires that interscholastic activities "*shall be expressly designated as one of the following based on biological sex: 1. Males, men, or boys, 2. females, women, or girls; or 3. coed or mixed.*" The KSHSAA policy is publicly available on its website at: <https://www.kshsaa.org/Public/PDF/TransgenderPolicyRecommendations.pdf>

The School Districts comply with this KSHSAA participation policy. The School Districts' interscholastic activities are designated as one of the following based on biological sex: 1. Males, men, or boys, 2. females, women, or girls; or 3. coed or mixed. In accordance with the KSHSAA participation policy, the School Districts' athletic teams or sports designated for females, women, or girls are not open to students of the male sex. If, after reviewing the KSHSAA participation policy, OCR determines that any provision of the KSHAA policy would require the School Districts to take action in violation of Title IX, the School Districts request that OCR facilitate a mediation or resolution meeting between OCR, KSHSAA, and the School Districts to discuss any specific provisions of the KSHAA policy that OCR believes is illegal, the specific authority for such position, and possible resolutions.

If there is any additional information or records that OCR requires in response to request nos. 5-8, 12, 14, 16, and 18, the School Districts shall make such documents available onsite to OCR representatives (in accordance with section 702(c)(3) of the CPM).

In response to request no. 9, as stated in the School Districts' August 29th letter, the School Districts' school buildings are each outfitted with typical sex-separated restrooms and locker rooms that would be present in any school building or other public building in accordance with 34 C.F.R. § 106.33. The School Districts ensure students and staff have equal access to facilities, and they ensure equivalent quality and availability of athletic facilities.

¹² See, KSHSAA enabling statutes at K.S.A. §§ 72-7114 *et seq.*

¹³ Note that this Kansas state law has not yet been challenged under Title IX or the Equal Protection Clause. The U.S. Supreme Court decision in the consolidated cases of *Hecox v. Little* and *B.P.J. v. W. Va. State Bd. of Educ.* will determine the legality of state laws barring transgender girls from girl's sports.

If there is any additional information or records that OCR requires in response to request no. 9, the School Districts shall make such documents available onsite to OCR representatives (in accordance with section 702(c)(3) of the CPM). Further, OCR is welcome to conduct an onsite inspection of the restrooms and locker room facilities.

In response to request nos. 13, 15, and 17, all of which relate to restrooms, locker rooms, or changing rooms, the School Districts' policy, procedure, or guidance documents are public documents and they are being provided with, and are attached to, this response. The purpose of the School Districts' policy, procedure, or guidance documents is to comply with existing law regarding Title IX as it relates to transgender students.

If, after reviewing these documents, OCR determines that any provision would require the School Districts to take action in violation of Title IX, the School Districts request that a resolution meeting between OCR and the School Districts to discuss any potential specific provisions of the documents that OCR believes would be illegal and the specific authority for its opinion, as well as any proposed alternative language.

If there is any additional information or records that OCR requires in response to request nos. 13, 15, or 17, the School Districts shall make such documents available onsite to OCR representatives (in accordance with section 702(c)(3) of the CPM).

In response to requests no. 19-23 and 25, all of which relate to complaints or incidents of alleged failure to comply with practices for accommodating transgender students, each of the School Districts has a Board of Education policy affirming compliance with Title IX and setting forth a grievance procedure for formal Title IX complaints that complies with the Department's 2020 regulations. The School Districts' designated Title IX compliance coordinators have not received any formal complaints alleging a Title IX violation related to transgender students' participation in athletics/activities and/or to transgender students' access to restrooms/locker rooms/changing rooms. In accordance with 34 C.F.R. § 106.45(b)(vi), the School Districts' respective non-discrimination/Title IX policies set forth appropriate remedies, including appropriate disciplinary sanctions, that may be taken if a determination is made that conduct which violated Title IX occurred.

As stated in the School Districts' August 29th letter, the School Districts have not been notified of any parent complaint alleging failure to provide access to education records (or failure to comply with any other parent right afforded under FERPA) that has been filed with the SPPO or any other entity. The School Districts have asked the Department to identify any complainants or individual students for which a Title IX or FERPA complaint has been filed, so that they can search for responsive records. Without the identity of a complaint or specific student, the School Districts have no ability to search for any records or correspondence concerning any informal complaints. Again, the School Districts stress that they have received no formal complaints under their Title IX non-discrimination/

non-harassment policies related to equal access and transgender students, nor have they received any parent FERPA complaints related to transgender students.

If there is any additional information or records that OCR requires in response to request nos. 19-23 and 25, the School Districts shall make such documents available onsite to OCR representatives (in accordance with section 702(c)(3) of the CPM).

In response to request no. 24, the School Districts state that they have never “charged a fee to a parent to search for or to retrieve ... any records related to a student’s gender transition status or plan or related accommodations.” The School Districts have asked OCR/SPPO to identify any complainants or individual parents for which a FERPA complaint has been filed, so that they can search for responsive records. Without the identity of a complainant or specific parent, the School Districts have no ability to search for any records or correspondence concerning any informal complaints.

In response to request no. 26, the School Districts seek clarification regarding the “communications” that OCR is requesting. The School Districts have provided two communications to OCR regarding this investigation: their August 29, 2025 letter and this letter.

If there is any additional non-privileged information or records that OCR requires in response to request no. 26, the School Districts shall make such documents available onsite to OCR representatives (in accordance with section 702(c)(3) of the CPM).

In response to requests no. 28 and 29, the School Districts refer OCR to their request for a meeting for the purpose of voluntary resolution.