

# LOS ANGELES UNIFIED SCHOOL DISTRICT

## Division of Risk Management and Insurance Services

### Integrated Disability Management

**John E. Deasy, Ph.D.**  
Superintendent of Schools

**Enrique G. Boulton**  
Chief Operating Officer



**Dawn C. Watkins, Director**  
Integrated Disability Management

September 18, 2014

Secondary Teacher

Johnnie Cochran Middle School

Dear Ms.

The Reasonable Accommodation Committee convened July 22, 2014 and August 12, 2014 to further engage in the interactive process regarding your request for an accommodation. According to your application you requested to continue using your LAUSD laptop without wired wall connection for all internet connections and to allow to teach in Wi-Fi free classroom. You also specifically requested to teach in the top floor of 400 building of your current school, Johnnie Cochran Middle School, without any Wi-Fi connections.

After your initial meeting with the Committee wherein you attended in person, the Committee reconvened on September 9, 2014 after obtaining additional information from various departments to reach a decision. Serving as members of the Committee were: Isaias Martinez, Field Director, Staff Relations; Beth Harker, Certificated Personnel Specialist; Lori Dietrich, Specialist, Compliance Support and Monitoring; and Dina Bobadilla-Aguilar, Return to Work Specialist. David Greco, Assistant General Counsel; Paul Aguilar, Legal Assistant, and I participated as resource members to the Committee.

The Committee appreciated your participation in person. During the meeting there was discussion regarding your reasonable accommodation request. You informed the Committee that you have been a LAUSD employee since 2002, and only worked at Johnnie Cochran Middle School as an English Teacher. You indicated due to your medical condition it is best to keep Wi-Fi off in the classroom. You further stated that you have worked in classroom wherein the Wi-Fi was turned off for the last two years at Johnnie Cochran Middle School; however, you were moved to a new classroom wherein the Wi-Fi is turned on effective 2014-2015 school year. You indicated your

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medical condition does not prevent you from working with a laptop or desktop that connects to a regular internet box. You also told the Committee the Common Core can be utilized on any PC and an iPad is not necessary.

The Committee reconvened September 9, 2014. After reviewing and taking into consideration all of the documentation you submitted as part of your request, the information you presented during the meeting, and reviewing alternate accommodations, the Committee approved your request to have the Wi-Fi turned off in your classroom during the 2014-2015 school year. As an alternate accommodation, the Committee also approved a reassignment to a different school site where Wi-Fi has yet to be installed. If you wish to avail yourself to a reassignment, please contact Dina Bobadilla-Aguilar or me.

If you wish to appeal the decision of the Reasonable Accommodation Committee you may contact the Educational Equity Compliance Office at (213) 241-7682. The completed appeal application must be received in their office within thirty (30) calendar days of receipt of the Committee's decision.

If you are later reassigned or your needs change and you require assistance with your accommodation(s) please discuss with your supervisor and contact our office.

If you have any questions, please contact Dina Bobadilla-Aguilar at (213) 241-2668 or me at (213) 241-7630.

Sincerely,



Demetrius Patrick, Disability Coordinator  
Reasonable Accommodation Program

C: Cheryl Broussard, Supervising EEO Investigator, OGC  
Jan Davis, Administrator of Operations, Educational Service Center – West  
Sergio Franco, Interim Director, Certificated Placement and Assignments  
Julie Hall-Panameño, Director, Educational Equity Compliance  
Rosa Mercado, M.D., Medical Director, Employee Health Services  
Gilberto Samuel, Principal, Johnnie Cochran Middle School  
Cynthia Williams, Operations Coordinator, Educational Service Center - West

DP:dba