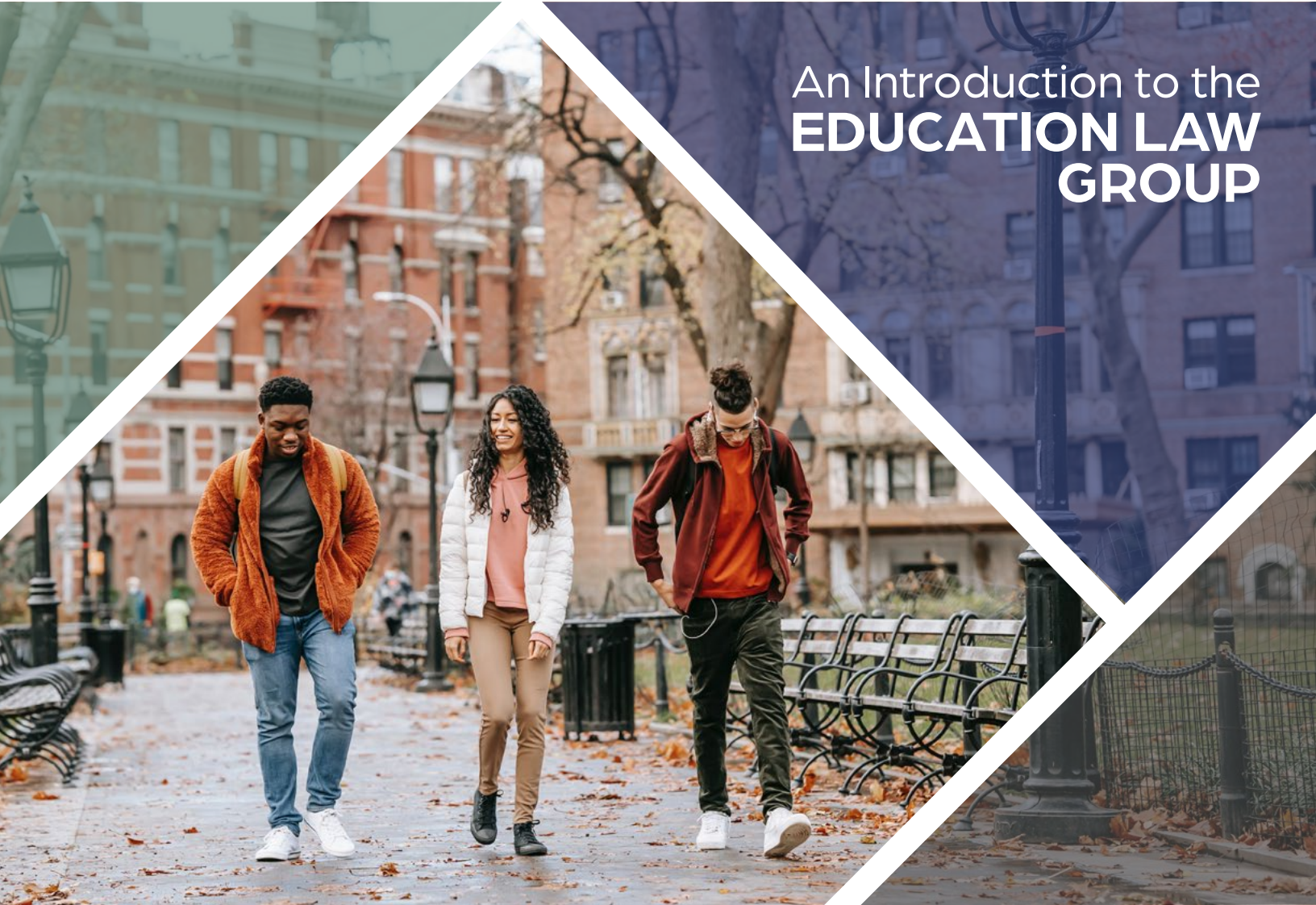


An Introduction to the **EDUCATION LAW GROUP**



The Education Law Group of Mazanec, Raskin & Ryder Co., LPA (MRR Law) offers the experience and insight to deliver cost-effective legal services required by public school districts, private schools, and institutions of higher learning. Our services include policy review and development, counseling on matters involving employment, student discipline, teacher evaluation, special education issues, staff member misconduct, residency, preparation of employment agreements, significant accidents, compliance with state and federal regulatory requirements, construction law, collective bargaining, and zoning and land use compliance. MRR Law has considerable experience providing advice to school districts relating to civil rights, personal injury, and premises liability as well.

David J. Sipusic, Partner

David J. Sipusic is the lead partner of the Education Law Group at MRR Law and focuses his practice on education law, public sector law, employment, and civil rights matters. He is recognized for his work in the fields of preventive assessment and civil rights law for education, notably in the areas of Title IX, Section 504 of the Rehabilitation Act, Individuals with Disabilities Education Act (IDEA), Family Educational Rights and Privacy Act (FERPA) harassment, discrimination, and employment. He regularly advises clients on risk management and liability, campus conduct and employment issues.

David has also conducted civil rights investigations related to various forms of discrimination and harassment, including Title IX. He has been appointed a third-party independent Hearing Officer for the review of due process claims including Section 504 disability plans, and successfully assists clients with the resolution of disputes.

Throughout his career, David has successfully counseled and trained educational institutions on best practices for state and federal compliance, while also resolving civil rights matters in the state courts of Ohio, the Federal District Courts of Ohio and the United States Sixth Circuit Court of Appeals.



Understanding Education Law from an Insider's Perspective

David combines a passion for education with a commitment to the law. Prior to launching his career as an attorney, he served as a teacher in the Chardon School District and has teaching professionals among his immediate family members. In the implementation of compliance training, he is able to present information using terminology and concepts that education professionals understand and appreciate. David is dedicated to helping school districts develop and implement policies and procedures that manage risk and result in cultural change, leaving a legacy of inclusion that contributes to positive student outcomes and institutional success.

Related Experience at Youngstown State University

Prior to his arrival at MRR Law, David served as **Associate General Counsel** for Research, Athletics and Equal Employment Opportunity at Youngstown State University. During his tenure, he advised University leadership on all aspects of EEO and affirmative action, including risk management and compliance, training, and policy research and development. He was responsible for the revision of the University's Title IX Policy and Procedures to comply with 2020 Department of Education Regulations.

At Youngstown State University, David was also the Executive Director in charge of planning, development, launch and operation of the University's' Excellence Training and Research Center, a \$12M initiative, where he served as project manager and developed partnerships with industry collaborators, updated University policies and procedures related to commercialization of intellectual property, and negotiated licensing agreements. His negotiation of sponsored research agreements, grants, patent applications and partnerships resulted in more than \$1.85M in awarded funds and three patents.

Related Experience at United Educators Insurance

As a **Senior Risk Management Consultant**, David served as a thought leader and subject matter expert while consulting with leaders at colleges and universities across the country to understand, identify and evaluate areas of greatest vulnerability. Working with educational institutions to discern critical gaps in compliance and best practices, he generated clear and concise risk management strategies to support the mission of each educational institution. He leveraged his experience to align Human Resources, Student Affairs and Athletics departments in the areas of Title VI, Clery Act, Title IX, and ADA/504 compliance. His contributions included school-specific frameworks for Policy, Procedure, Training, Communications and Organizational Structure.

Related Experience at John Carroll University and the University of Dayton

David also served as the **Title IX Coordinator** at John Carroll University and **Chief Equity Compliance Officer and Title IX/Section 504 Coordinator** at the University of Dayton. At John Carroll University, he was focused on oversight of the University's Title IX/VAWA policies and grievance procedures, and implemented a new mandatory reporting policy. For the University of Dayton, Mr. Sipusic was responsible for the implementation and oversight of the University's Nondiscrimination and Anti-Harassment policy, including an employee grievance process. Here, Mr. Sipusic worked to resolve harassment and discrimination matters, and developed and implemented proactive training programs related to Title VI, Title VII, Title IX/VAWA, Clery, ADA/504 and FERPA for students, faculty and staff.

Related K-12 Experience at the Cleveland Metropolitan School District

David's Education Law experience includes K-12 education experience. He served as **Legal Counsel** for the Cleveland Metropolitan School District, the second largest public school district in the State of Ohio. As part of his Title IX efforts, he worked successfully with the U.S. Department of Education's Office for Civil Rights (OCR) in negotiating and resolving various matters through its Early Complaint Resolution program, as well as the OCR's investigation and Section 302 Resolution Agreement process.

Professional Qualifications

Mr. Sipusic earned his Bachelor's degree from Youngstown State University and his J.D. degree, cum laude, from Cleveland Marshall College of Law. He is a member of Ohio State Bar Association, and is licensed to practice in the state of Ohio, U.S. District Court for the Northern District of Ohio, U.S. District Court for the Southern District of Ohio, and U.S. Court of Appeals for the Sixth Circuit. He has served as a featured Title IX panelist with the Higher Education Recruitment Consortium (HERC) and as a member of the ModernThink advisory board on campus climate surveys.



SERVICES OFFERED BY

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- Consulting
- Training
- Investigations
- Hearings
- Negotiations
- Policy Review
- Litigation





David Sipusic Publications and Presentations

Title IX Updates: Rule Changes are Almost Here!, MRR Law Blog, March 7, 2023

A Comprehensive Guide to the Distribution of 504 Plans, Eligibility, Plan Modifications, and More, National Business Institute online seminar, February 22, 2023 (Featured Panelist)

Title IX Foundations, Huron Local Schools, November 21, 2022 (Live Presentation)

One Voice: Improving Campus Unity through Policy, MRR Law Blog, September 9, 2022

What Institutions Need to Know About Title IX Now, Published on LinkedIn, August 15, 2017

Instant Repay: Upon Further Review, The NFL's Misguided Approach to the Signing Bonus Should Be Overturned. Published in *The Sports Lawyers Journal*, 8 *Sports Law. J.* 207

Measuring the Impact of the OCR's Recent Title IX Changes, October 25, 2017, United Educators Webinar Series (Live Webinar – Presenter and Moderator)

Hurry Up and Wait!: How to Manage and Navigate an OCR Inquiry, October 8, 2016, ATIXA/SCOPE National Conference, Philadelphia, PA (Live Presentation)

Four Schools Share Their Experiences with Title IX Surveys, August 13, 2015, HERC Webinar Series (Featured Panelist)

Gender Discrimination & Sexual Misconduct on Campus: Understand Your Climate & Protect, Faculty, Staff & Students, May 28, 2015, HERC Webinar Series (Featured Panelist)

**Interested in learning more about MRR Law's
Education Law Group and the services we provide?**

Contact David J. Sipusic, Partner | 440.424.0016 | dsipusic@mrrlaw.com

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