



**Date Mailed:** January 15, 2026  
**Docket No.:** 25-028280  
**Case No.:** [REDACTED]  
**Petitioner:** [REDACTED]



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এটি একটি গুরুত্বপূর্ণ আইনি ডকুমেন্ট। দয়া করে কেউ দস্তাবেজ অনুবাদ করুন।

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Ky është një dokument ligjor i rëndësishëm. Ju lutem, kini dikë ta përktheni dokumentin.

IN THE MATTER OF:

██████████,  
Petitioner,

MOAHR Docket No.: 25-028280

Agency No.: ██████████

Case Type: ██████████

v

MICHIGAN REHABILITATION SERVICES,  
Respondent.

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**Issued and entered  
this 15<sup>th</sup> day of January 2026  
by: Corey A. Arendt  
Administrative Law Judge**

**DECISION AND ORDER**

On August 8, 2025, the Michigan Office of Administrative Hearings and Rules (MOAHR) received a Request for Hearing from Respondent Michigan Rehabilitation Services (Respondent or MRS). The request was in regard to the Respondent's decision to amend an Individualized Plan for Employment (IPE), to include installation of central air conditioning or equivalent cooling measures.

After due notice, hearings took place on November 26, 2025, and on December 3, 2025. Following the hearing, the record was left open for the parties to submit closing briefs. Both parties submitted closing briefs.

Witnesses:

Petitioner	██████████
Respondent	Anna-Lisa Trent

Exhibits:

Petitioner	1. MRS Case Note for June 12, 2024
	2. August 27, 2024, Assessment
	3. November 14, 2024, MRS Assessment
	4. November 24, 2024, MRS Case Note
	5. December 23, 2024, MRS Case Note
	6. January 3, 2025, MRS Case Note
	7. January 16 <sup>th</sup> and 17 <sup>th</sup> , 2025 MRS Case Notes
	8. January 28, 2025, Email
	9. January 30, 2025, IPE
	10. June 2025 Notes
	11. July 2025 Emails

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12. July 2, 2025, MRS Case Notes
  13. July 2025 Emails
  14. July 14, 2025, MRS Case Notes
  15. July 14, 2025, MRS Case Notes
  16. July 2025, Emails
  17. August 1, 2025, Letter
  18. MRS Administrative Rules
  19. 34 CFR 361.5
  20. 34 CFR 361.46
  21. 34 CFR 361.48

Respondent            A. Signed IPE

### **ISSUE**

Did MRS improperly deny Petitioner's request for a new or amended Individualized Plan of Employment (IPE)?

### **FINDINGS OF FACT**

The Administrative Law Judge, based upon the competent, material and substantial evidence on the whole record, finds as material fact:

1.     In January 2017, Petitioner was diagnosed with multiple sclerosis (MS), a condition associated with heat intolerance. (Exhibit 2; Testimony.)
2.     In February 2024, Petitioner and her family purchased their current home in ████████ Michigan. The home was built in the early 1900s and does not have central air conditioning. (Exhibit 3; Testimony.)
3.     In June 2024, Petitioner moved into the ████████ home. (Testimony.)
4.     On or around June 12, 2024, Petitioner participated in an MRS intake appointment for vocational rehabilitation services. (Testimony.)
5.     As of June 12, 2024, Petitioner worked as a customer service representative in a sedentary, phone-based role, performed remotely under an employer accommodation. (Testimony.)
6.     On or around August 27, 2024, Petitioner's Neurologist completed MRS forms noting sustained temperatures above 72 degrees will cause weakness. (Exhibit 2.)
7.     On November 14, 2024, an Occupational Therapist issued a worksite

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accommodation/assessment plan and recommended as an immediate solution, a Portable AC unit. A Mini-split system was offered as a long-term option. (Exhibit 3.)

8. On November 25, 2024, a Teams meeting took place regarding options. At this time, Respondent proposed one portable AC unit to move between rooms. Petitioner objected to the recommendation due to the items weight and the presence of stairs. (Exhibit 4; Testimony.)
9. On December 22, 2024, Petitioner sent an email to Respondent describing heat related symptoms. (Exhibit 5.)
10. On January 2, 2025, Petitioner emailed Respondent explaining her employer's remote-work accommodation and need to maintain certain temperatures. (Exhibit 6.)
11. On January 17, 2025, Petitioner and advocate requested time to support the need for AC, noting affects of heat on the entire home and how it creates a barrier to work. (Exhibit 7.)
12. On January 28, 2025, Petitioner emailed Respondent indicating she disagreed that two portable AC units would meet her needs and reserved the rights to seek an amendment. (Exhibit 8.)
13. On February 12, 2025, Petitioner signed an IPE that provided the following:
  - Two LG portable AC units (rated for 250 sq. ft. each) for office and bedroom.
  - Additional office equipment (desk, monitor, headset, footrest, filing cabinet).<sup>1</sup>
14. From June 16, 2025, through June 30, 2025, Petitioner made journal entries recording temperatures and symptoms while using portable units. Entries included notes on office temperatures at 77-79 degrees, bedroom temperatures at 75-80 degrees, and complaints of noise disrupting sleep and calls. (Exhibit 10; Testimony.)
15. On July 1, 2025, Petitioner emailed Respondent requesting an amendment to her IPE to include central air conditioning. (Exhibit 11.)
16. On July 2, 2025, Respondent denied Petitioner's request, stating the services provided were reasonable and consistent with policy. (Exhibit 12.)

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<sup>1</sup> Exhibit A; Testimony.

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17. On July 9, 2025, Petitioner sent an email to Respondent stating an openness to other options and explaining driving limitations. (Exhibit 14.)
  18. On July 18, 2025, Petitioner provided Respondent with room measurements for the bedroom (156 sq ft) and office (93.5 sq ft).
  19. Portable units costs had a price of \$697.78 while central AC had a price range of \$6,700 to \$20,000. (Exhibit A; Testimony.)

### **CONCLUSIONS OF LAW**

Michigan Rehabilitation Services (MRS) is governed by the Rehabilitation Act of 1973, as amended, 29 USC §701 et seq., and its implementing regulations at 34 CFR Part 361. Under 34 CFR 361.5(c)(15) and 361.45-361.46, MRS is obligated to provide only those vocational rehabilitation (VR) services that are necessary for an eligible individual to achieve an employment outcome consistent with the individual's unique strengths, abilities, capabilities, interests, and informed choice. MRS must base the Individualized Plan for Employment (IPE) on objective vocational needs and available vocational evidence. The MRS Policy Manual (RSM) 5050 similarly requires MRS to provide the VR services necessary to enable the individual to prepare for, secure, retain, or regain employment.

Federal and state VR law requires that services included in an IPE be tied to documented vocational need.<sup>2</sup> Services may not be provided based solely on preference or speculative benefit.

In this case, Petitioner bears the burden of proving that the requested amendment, installation of central air conditioning, was necessary to maintain her employment outcome. The record, however, does not support this claim. Petitioner provided no corroborating evidence such as employer documentation, performance warnings, or verified lost work time showing her job was at risk due to heat intolerance. The medical evidence establishes a threshold for sustained exposure above 72 degrees, not a requirement for whole-home cooling. Portable units were provided for the office and bedroom, which are the primary work and rest areas; and those rooms fall within the rated capacity of the units. There is no evidence that the portable units were defective or that a min-split system would be quieter or more effective. Additionally, Petitioner's notes and the testimony fail to present any evidence that Petitioner was using the portable units in the appropriate fashion with doors and windows closed.

The record further shows that Respondent complied with the least-cost requirement. The portable units cost approximately \$697.78 total, while central air quotes ranged from \$6,700 to \$20,000; a difference of nearly tenfold. Absent credible evidence that portable units failed to meet vocational rehabilitation needs, Respondent was not obligated to authorize a significantly more expensive solution. Petitioner's early

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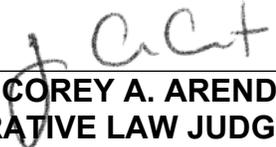
<sup>2</sup> 34 CFR 361.48; RSM 5050.

statements in January 2025, reserving rights and expressing dissatisfaction before using the portable units indicates a predetermined preference, not an objective evaluation of necessity. The vocational rehabilitation program is not required to provide services based on personal preference or comfort; services must be necessary for employment and cost-effective under the law.

Accordingly, Respondent's July 2, 2025, decision to deny Petitioner's request to amend her IPE to include central air conditioning was consistent with applicable law and supported by the record. Petitioner failed to establish that the requested service was necessary to achieve or maintain her employment outcome. Therefore, the denial must be affirmed.

**DECISION AND ORDER**

For all of the reasons stated in the foregoing decision, Respondent's decision is **AFFIRMED**.

  
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**COREY A. ARENDT**  
**ADMINISTRATIVE LAW JUDGE**

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**APPEAL RIGHTS:** Petitioner may appeal this Hearing Decision to the circuit court. Rules for appeals to the circuit court can be found in the Michigan Court Rules (MCR), including MCR 7.101 to MCR 7.123, available at the Michigan Courts website at [courts.michigan.gov](http://courts.michigan.gov). The Michigan Office of Administrative Hearings and Rules (MOAHR) cannot provide legal advice, but assistance may be available through the State Bar of Michigan at <https://irs.michbar.org> or Michigan Legal Help at <https://michiganlegalhelp.org>. A copy of the circuit court appeal should be sent to MOAHR. A circuit court appeal may result in a reversal of the Hearing Decision.

Either party who disagrees with this Hearing Decision may also send a written request for a rehearing and/or reconsideration to MOAHR within 30 days of the mailing date of this Hearing Decision. The request should include Petitioner's name, the docket number from page 1 of this Hearing Decision, an explanation of the specific reasons for the request, and any documents supporting the request. The request should be sent to MOAHR

- by email to [MOAHR-BSD-Support@michigan.gov](mailto:MOAHR-BSD-Support@michigan.gov), **OR**
- by fax at (517) 763-0155, **OR**
- by mail addressed to  
Michigan Office of Administrative Hearings and Rules  
Rehearing/Reconsideration Request  
P.O. Box 30639  
Lansing Michigan 48909-8139

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**PROOF OF SERVICE**

I hereby state, to the best of my knowledge, information, and belief, that a copy of the foregoing document was served upon all parties and/or attorneys of record in this matter by first class mail at their respective addresses as disclosed below or electronic delivery as specified this 15<sup>th</sup> day of January 2026.

**P. Ewalt**

**Michigan Office of Administrative Hearings  
and Rules, Secretary**

**Via First Class and  
Electronic Mail:**

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[REDACTED]  
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