

UNITED TEACHERS OF RICHMOND CTA/NEA

Resolution in Matter of Reaffirming our Values of Peace, Tolerance, and Respect

RECITALS

- A. The Board of Education for West Contra Costa Unified School District and United Teachers of Richmond CTA/NEA is committed to the success of every student in each of our schools. The mission of West Contra Costa Unified School District and United Teachers of Richmond CTA/NEA is that by the end of elementary, middle, and high school, every student will get the highest quality education to enable all students to make positive life choices, strengthen our community, and successfully participate in a diverse and global society. We believe that every student has the potential to achieve, and it is the responsibility of our school district to give each student the opportunity and support to meet his or her highest potential.
- B. If President-elect Trump enacts policies to execute any of his hateful messages, millions of students throughout America will face unprecedented persecution, particularly students of Arabic descent, those of Muslim faith, Latinos, African-Americans, Asian-Americans, Native Americans, women, immigrants, persons with disabilities, and the LGBTQ community. United Teachers of Richmond CTA/NEA believe that the physical safety and emotional well-being of all children and teachers in the district is paramount to student achievement. WCCUSD does not tolerate any form of discrimination, harassment, intimidation or bullying. (Board Policy 5145.3 Nondiscrimination, Harassment, Intimidation, & Bullying).
- C. This safe and inviting environment would be disrupted by the presence of the Immigration and Naturalization Service employees who come on to WCCUSD property for the purposes of removing students or their family members, or obtaining information about students and their families.
- D. United Teachers of Richmond further believes that students' ability to achieve is negatively impacted by the removal of their family members during ICE raids. These raids leave students without supervising adults to care for them, and that the District should have in place policies and procedures to protect and care for such students until a guardian or other designated adult is contacted, and that all teachers, administrators and staff should be trained on such procedures.
- E. United Teachers of Richmond supports all educators in West Contra Costa Unified including those under the Deferred Action for Childhood Arrivals Act (DACA). UTR will support these individuals and offer the same protections.

RESOLUTION

1. In light of the increasing threat by the incoming Trump administration to immigrant, Muslim and other targeted communities, and the possible detrimental effect on the educational rights of said students and their families by the enactment of the President-Elect's campaign promises, WCCUSD restates its position that all students have the right to attend school regardless of race, immigration status, gender, sexual orientation, ethnicity or religion of the student or of the student's family members.
2. The Superintendent shall ensure that WCCUSD schools and facilities be established as resources and information sites for students and their families, and that the Board directs the Superintendent to increase and enhance partnerships with community-based organizations and legal services organizations which provide resources for families being targeted for deportation or registration, and that a rapid response network be created to assist children whose families have been detained.
3. In order to provide a public education, regardless of a child or family's immigration status, race, gender, sexual orientation, ethnicity or religion, we ask the Board affirms that the District shall abide by the following conduct:
 - I. District personnel shall treat all students equitably in the receipt of all school services, including but, not limited to, the free and reduced lunch program, transportation, and educational instruction
 - II. West Contra Costa Unified staff shall not ask about a student's immigration status or that of the student's family members, and pursuant to FERPA shall not disclose, without parental consent, the immigration status of any WCCUSD student or personal information.
 - III. If parents or students have questions about their immigration status, school personnel shall not refer them to any office or representative of the Immigration and Customs Enforcement Office (ICE), but will instead refer to them to community-based organizations as described above;
 - IV. It is the general policy of the District not to allow any individual or organization to enter a school site if the educational setting would be disrupted by that visit. The presence of ICE, or state or local law enforcement agencies acting for ICE, is likely to lead to a disruption of the educational setting. Therefore, Any Immigration and Naturalization Service (INS) employee or other agencies intending to enter any WCCUSD property must first notify the Superintendent, in person, of its intention, with adequate notice so that the Superintendent can review and make decision on whether to allow access to the site; The Superintendent is authorized to ask for the ICE agent's credentials, ask the agent why he or she is requesting access, and ask the agent what evidence of reasonable suspicion exists.

- V. No District personnel shall allow a student to be questioned by any law enforcement agency outside of the presence of their parent, guardian, or legal representative;
- VI. If ICE officers or other law enforcement agencies come onto campus without advanced notice, the site administrator should immediately notify the Superintendent and not comply with orders given by those officers unless directed to by the Superintendent;

4. Within the next 30 days the Superintendent shall develop a plan for training teachers, administrators, and other staff on how to respond to ICE personnel who are requesting information about WCCUSD students and families and are attempting to enter WCCUSD property. The plan shall also include procedures for notifying families about INS and ICE efforts to gain information about students and families, and how to support students whose family members have been displaced because of ICE. This plan shall be communicated to all WCCUSD families in all supported languages.
5. Within the next 30 days we ask that the Superintendent shall develop a plan for supporting our students, teachers, administrators, and other staff in trauma and provides psychological support and services to every site in WCCUSD. The plan shall also include procedures for notifying families about psychological services and immigration legal service resources that people may reach out to for our students, families, and educators. This plan shall be communicated to all WCCUSD families in all supported languages.

6. The Board instructs the Superintendent to review Board Policy 5145.3 on bullying to make any necessary recommendations for changes in light of recent national incidents of harassment and communicate the importance of maintaining a bullying free environment for all students;
7. The Board affirms that WCCUSD certificated personnel have the academic freedom to independently develop lessons and activities that align with the values and directives stated within this Resolution;
8. The Board instructs the Superintendent and the WCCUSD Office of Charter Schools to forward a copy of this resolution to every charter school authorized by, or located within our district and encourage those schools to pass a similar resolution. The Board is resolute that having a similar policy in place will be required for future charter school approvals or renewals by the West Contra Costa School District Board of Education;
9. After school providers and other service providers who are in contract with WCCUSD will be notified of this resolution and abide by the actions delineated herein;
10. The Board of Education of the West Contra Costa Unified School District will submit a joint letter, along with the Superintendent, to the California State Board of Education (SBE),

as well as the members of the California State Legislature, requesting that those bodies act quickly to pass a similar resolution for all K-12 school districts in the state;

11. The Board of Education of the West Contra Costa Unified School District will submit a joint letter, along with the Superintendent, as well as any District students, families, staff, and community organizations who would like to be added as signatories, to the President-elect affirming that the West Contra Costa community has a set of core values that include liberty, equality, democracy, equity, unity and diversity and we will continue to stand firmly for and celebrate them.
12. Be it further resolved that the West Contra Costa Unified School District Board of Education declares that every school site or office of West Contra Costa Unified School District is a safe place for all its students and their families, and that students and their families can come to any District school or office to seek help, assistance, information, shelter, and safety if faced about any and all non-criminally related immigration enforcement efforts.

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