

## Article 32 - Immigration - Safety & Related Protections

### A. Safe and Supportive Schools

1. The District affirms that schools are safe spaces for students, families, and staff, free from unnecessary immigration enforcement.
2. No immigration agent (Immigration Customs Enforcement (ICE), Department of Homeland Security (DHS), or federal law enforcement) may enter school property or access records without all of the following:
  - a. Proper legal credentials
  - b. A judicial warrant signed by a federal judge
  - c. Providing identification documents to school personnel
3. Administrative warrants, detainers, or other civil immigration documents shall not be grounds for entry. To summarize, anything other than a judicial warrant signed by a federal judge will not satisfy the requirements in 2.b above.
4. If enforcement agents arrive, the District shall:
  - a. Verify credentials and purpose; if a proper warrant is not provided the District will immediately direct the federal agents to leave;
  - b. Implement the District's standard response protocol, including lockdown or shelter-in-place procedures if necessary to ensure safety;
  - c. Restrict unauthorized access to students and sensitive areas until verification is complete;
  - d. Notify the Association immediately; and.
  - e. Take steps to minimize disruption for students, families, and staff including asking ICE or DHS personnel to remove themselves from private property.

### B. Rights During Enforcement

1. If the District receives a warrant, subpoena, or request for documents, affected educators will be notified within three (3) days and provided a copy.
2. The District will only comply to the extent explicitly required by law.
3. If enforcement agents are expected to enter a school, staff and families will be notified in advance, through existing District communication systems.
4. No educator shall be required to remain on site if they reasonably fear enforcement action.
5. Questioning of educators will occur privately whenever possible.
6. Translation services will be provided upon request.

### C. Educators Support and Leave

1. Educators actively seeking work authorization will not be disciplined or terminated.
2. The District will provide up to ninety (90) calendar days of unpaid, job-protected leave for immigration-related issues, with reinstatement guaranteed.
3. Absences of ninety (90) days or less due to arrest, detention, or deportation will be treated as paid leave, except for cases involving violent or hate crimes.
4. The District will explore alternative arrangements, including remote work when legally feasible.
5. Educators may request association representation in all immigration-related matters.

#### D. Privacy and Confidentiality

1. Immigration status and related personal information are confidential.
2. Disclosure will occur only when legally required or with educator consent.
3. The District will notify the Association promptly if contacted by any agency regarding immigration matters.

#### E. No-Match Letters and Audits

1. Educators identified in “no-match” letters shall have two (2) weeks to resolve discrepancies without penalty.
2. The District shall not require re-verification of work authorization unless legally required, and will allow at least one hundred twenty (120) days to respond, when possible.
3. The District shall not participate in E-Verify unless required by law.
4. The employer will provide reasonable access to resources in order to find a resolution to any discrepancy.

#### F. Non-Retaliation

1. Educators may update names or social security numbers without loss of rights or seniority.
2. Immigration status shall not be used to coerce, discipline, or negotiate employment terms.

#### G. Sponsorship and Legal Support

1. The District shall sponsor eligible educators for visas, work authorization, or permanent residency, and cover related fees.
2. Each foreign national employee who is a green card holder or applicant for legal status shall be assigned a Liaison for updates, guidance, and resources related to their situation.
3. Supervisors and HR staff shall receive training on immigration law, cultural competency, and non-discrimination.
4. The District shall provide regular “Know Your Rights” training for staff, students, and families.
5. A comprehensive immigration resource guide shall be distributed to employees and families, and updated regularly.

#### H. Language Access

1. All essential documents and required meetings shall be translated into the home languages of employees and families.
2. Employees may use their preferred language among themselves.

#### I. Participation

1. In the event that an employee has a problem with their right to work in the United States, the District shall notify the Association in writing prior to taking any action. The District agrees to meet with the Association to discuss the nature of the problem to attempt to reach a resolution.

J. The District shall comply with all immigration laws. If changes in law affect working conditions, the District shall bargain with the Association over the impact.