

UTLA Proposal 2-18-25
District Counter 5-19-25
UTLA Counter 6-17-25
District Counter 9-10-25
UTLA Counter 10-27-25
District Counter 11-20-25
UTLA Counter 12-2-25

NEW ARTICLE: SUPPORT FOR IMMIGRANT STUDENTS AND FAMILIES

1.0 The District and UTLA agree that every LAUSD site will be a place of support and resource for all students and families, regardless of immigration status. As outlined in LAUSD policy bulletin, "LAUSD Campuses as Safe Zones and Resource Centers," the District is committed to creating environments where the school community feels safe, welcomed, and excited to learn and that students are provided with a sense of security to thrive academically and emotionally without fear. Further, the District is committed to increasing and enhancing partnerships with community-based and legal organizations that provide resources for families facing immigration challenges.

a. The District will meet and discuss with UTLA updates/revisions to the LAUSD policy

2.0 LAUSD/UTLA District Immigrant Support Committee: A joint District-UTLA committee shall meet quarterly per year for the duration of this 2022-2025 agreement. Additional meetings may be held as needed upon mutual agreement of the parties. The committee shall be comprised of three (3) members from the District, three (3) members from UTLA, and two (2) parents (one (1) appointed by the District and one (1) appointed by UTLA). The committee shall review the changing needs of immigrant students and families and make recommendations on ways to expand resources for students and families including but not limited to: providing indigenous language resources for immigrant students in the form of curriculum, translators, tutoring and other community engagement efforts.

3.0 The District shall seek opportunities to secure additional funding in order to create expand comprehensive resource centers (e.g. Student Centers, School Enrollment, Placement and Assessment (SEPA) one-stop cradle-to-career (C2C) hubs. C2C Hubs shall consult with Dream Centers located throughout the district for guidance on offering services offered to immigrant and newcomer students and families impacted by immigration. LAUSD teams assigned to these Centers, will serve students and work with neighboring schools in the community to promote prevention and early intervention wellness efforts across the regions, provide adult education programs, health and human services, and career paths. These hubs would provide adult education programs, health and human services, and career paths. In addition, the District will collaborate with external partners, including Federally Qualified Health Centers and

UTLA Proposal 2-18-25
District Counter 5-19-25
UTLA Counter 6-17-25
District Counter 9-10-25
UTLA Counter 10-27-25
District Counter 11-20-25
UTLA Counter 12-2-25

other community partners, regarding the health and wellness of students and their families. These services will support the post-pandemic recovery by in the development of developing resilient school communities with protective factors against academic and social barriers.

4.0 The District shall make every effort to

- a. Expand existing and develop new partnerships with legal clinics, legal organizations and law firms consistently across local District regions to facilitate the provision of low cost or no cost services to immigrant students and their families.
- b. Facilitate clinics/trainings with organizations that provide services and resources to students and their families regarding immigration including Know Your Rights workshops and family preparedness plans.
- c. Develop partnerships with philanthropic organizations with the goal of providing additional supports for immigrant students and their families.
- d. Increase support for newcomers and their families, including but not limited to additional staff to assist newcomers (e.g., PSA, PSW, school counselors) social emotion learning (SEL) tools, translation services, adult ESL courses, legal assistance and health resources and services available through District support service providers.

5.0 LAUSD shall provide all staff with professional development related to the needs of immigrant students and their families impacted by immigration as follows:

- a. LAUSD policy bulletin, "LAUSD Campuses as Safe Zones and Resource Centers."
- b. LAUSD Sanctuary Schools Policy - implementation and enforcement
- c. Immigration rights including legal and education rights.
- e. Procedures for addressing federal immigration enforcement efforts as well as safeguarding confidentiality.
- f. Available resources, workshops, and services for student/family access including immigration rights, family preparedness plans, crisis management response resources, school enrollment, attendance, social-emotional supports, medical referrals, health insurance enrollment, legal resources and mental health referrals.
- g. School site plan to support students whose guardians are detained

6.0 The District shall continue to make every effort to

- a. Provide crisis management and support services through the response network

UTLA Proposal 2-18-25
District Counter 5-19-25
UTLA Counter 6-17-25
District Counter 9-10-25
UTLA Counter 10-27-25
District Counter 11-20-25
UTLA Counter 12-2-25

- to assist students who parents have been detained.
- b. Engage in outreach efforts to assist families with student enrollment, attendance and providing/updating emergency contact information.
 - c. Explore alternative learning settings/pathways and assist students and families with enrollment independent study programme.
 - d. Safeguard confidentiality and immigration status of students families and employees to the extent permitted by law.
 - e. Assign specially trained staff to support students and their families impacted by immigration across the District.
 - f. ~~Develop partnerships with philanthropic organizations with the goal of providing additional supports for newly arrived immigrant students and their families.~~

7.0 The District shall make school spaces available to organizations providing supports and resources to the community in accordance with Civic Center Permit policies applicable by law and the District would waive all related fees.

8.0 The District will increase B-basis PSA staff assigned to support immigrant students from one District-wide to at least five for each LAUSD Local Region.

9.0 The number of Dream Resource Centers will be increased from 4 to 8 and available to school communities at all school levels.

10.0 When there is a report of ICE present, the Chapter Chair shall be notified. ICE agents shall not be allowed inside District facilities without a judicial warrant. The District shall create a policy acknowledging that they have no authority to enforce federal civil immigration law and declaring that they will not participate in immigration enforcement efforts of federal authorities. This includes campus police not holding people on ICE detainers.

11.0 Staff will not be required to assist immigration enforcement agents in any way. Refusal to assist immigration agents shall not result in disciplinary action by the District.

12.0 In alignment with Article XII, Section 17.0, employees may request and be granted with an unpaid leave of up to 52 consecutive calendar weeks to attend to immigration related matters without impact to District seniority. Should the need to address these matters extend beyond 52 consecutive calendar weeks and the employee chooses to resign in good standing, they may apply for reemployment and if reemployed within 39 months of their last day of paid service, the employee will retain their rights in accordance Education Code 44931 and the law.

UTLA Proposal 2-18-25
District Counter 5-19-25
UTLA Counter 6-17-25
District Counter 9-10-25
UTLA Counter 10-27-25
District Counter 11-20-25
UTLA Counter 12-2-25

13.0 In the event an employee does not have direct deposit and is no longer employed by the District, the employee may designate a family member on their behalf who may receive their final paycheck by mail. The employee shall provide a signed authorization letter to the District with the designee's name, contact information inclusive of their mailing address and a copy of the designee's valid government issued ID.

14.0 Upon exhaustion of personal necessity time and written request, employees may be released for up to ten (10) unpaid working days during their employment in order to attend to immigration or citizenship status matters.

18.0 The District shall continue its rapid response network to assist students and their family members who have been detained with crisis management and support services.

21.0 LAUSD shall, in consultation with the UTLA, develop a fund of no less than \$500,000 to assist employees in planning for and navigating immigration issues. This fund will be under the purview of the Committee (referenced in 2.0 of this article). The District will also develop a plan to support DACA educators.

22.0 The District recognizes that DACA recipients are a valued and important part of our community. The District shall not disclose employees' immigration status unless required by federal and state law.

This non-precedent setting agreement is in effect through June 30, 2028 and may be renewed by mutual agreement of the parties.