



**RESOLUTION NO. 202425-01  
SAFE AND WELCOMING SCHOOLS**

**WHEREAS** the Salem-Keizer Public Schools Board of Directors was elected by the people to provide leadership and vision for Salem-Keizer schools by enacting policies and promoting educational practices that lead directly to the educational and life success of all K-12 students; and

**WHEREAS** Salem-Keizer Public Schools is committed to providing safe and welcoming spaces where all students are able to focus on education, secure in the knowledge that the district will support their safety and well-being while providing access and opportunity to high-quality education; and

**WHEREAS** this commitment means that student success will not be predicted nor predetermined by race, national origin, religion, ethnic and religious dress, ability, economic circumstance, mobility, native language, sexual orientation, immigration status, gender identity, or level of proficiency upon entering school; and

**WHEREAS** the school board is committed to protecting students' constitutional rights, including their Fourth Amendment right to be free from unreasonable searches and seizures and to access a free public education; and

**WHEREAS** the school board believes that federal immigration law enforcement activities at Salem-Keizer Public Schools, on transportation routes, on district property and/or during school activities will significantly interfere with the district's ability to provide safe and welcoming spaces and interfere with Salem-Keizer students' rights; and

**WHEREAS** the school board does not tolerate any form of discrimination, hate speech, racist remarks, including discrimination against ethnic and religious dress, hazing, harassment, intimidation, bullying, cyberbullying or menacing against students; and children exposed to violence and trauma may not feel safe or ready to learn; and these traumatized children's experiences may have impact on other students, adults on district campuses, and the school community who interact or work with them; and

**WHEREAS** the school board recognizes that community, state, and national events can have an impact on our students, educators, and all district staff, impacting their sense of safety and belonging. Salem-Keizer Public Schools has a shared responsibility to respond to these circumstances on behalf of all Salem-Keizer Public Schools educational professionals, students, and families to promote healing, harmony, psychological safety and reconciliation in our community;

**NOW, THEREFORE, BE IT RESOLVED** the school board expects the district shall do everything in its lawful power to protect Salem-Keizer students' confidential information and ensure that their learning environments are not disrupted by immigration enforcement actions, including, but not limited to, the following:

The district will continue its practice to not ask for, collect, or maintain any information about Salem-Keizer students' or their families' immigration status.

Any request by a federal immigration official (a) for entry into any district school or other district property, (b) to communicate with any student while that student is under the supervision of the district during any school activity or while using district transportation, or (c) for any information about Salem-Keizer students shall immediately be forwarded to the district's legal counsel.

In responding to such requests, the district's legal counsel will not share information or provide access to Salem-Keizer students unless required by law and will direct the district to protect the constitutional and legal rights of Salem-Keizer students. The district's legal counsel will not grant access to Salem-Keizer students unless presented with a valid arrest warrant issued by a federal or state judge or magistrate.

**BE IT FURTHER RESOLVED** that the district shall provide training and additional resources if needed for existing crisis and emergency response teams in order to help ensure the safety and well-being of Salem-Keizer students who may be impacted by immigration enforcement actions; and

**BE IT FURTHER RESOLVED** all district staff are diligent in recognizing and addressing discrimination, racism, hazing, harassment, intimidation, bullying, cyberbullying or menacing as per administrative policy (Instruction-A003); staff are informed of and follow the administrative policy (Instruction-A035) related to dealing with non-local law enforcement, including immigration officials who enter any district property, and the administrative policy and procedure related to the handling of complaints (Administrative-ADOS and P008); and

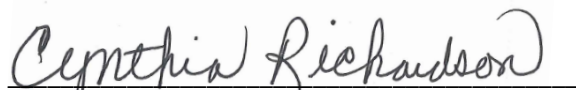
All district staff maintain an organizational culture that treats students and their families with respect, dignity and courtesy and strive to create and nurture an inclusive and welcoming environment for all students, families; and

The superintendent maintains, develops, communicates, and implements administrative policies and procedures that foster a culture that is safe, inclusive, welcoming and celebrates the rich diversity and beliefs found within the Salem-Keizer community; and

The superintendent takes appropriate action to prevent and/or correct conditions, procedures, actions, or decisions that are unlawful, unethical, unsafe, disrespectful, disruptive, undignified or in violation of board or administrative policy; and

The school board is committed to identifying and correcting practices and policies that cause and contribute to opportunity gaps, success gaps and racism in all areas of the district and the school board. The school board acknowledges the trauma caused by systemic racism and acts of racism. The school board commits to learning about the trauma caused by racism, ways to eradicate all forms of racism, and learning about its own biases. The school board further commits to fostering an equitable and inclusive environment for every student, employee, family, and people in our communities.

**BE IT FURTHER RESOLVED** that the Salem-Keizer Public Schools Board of Directors is fully committed to this resolution and will review, revise if appropriate, and reaffirm this resolution annually.



Cynthia Richardson, Chairperson  
Board of Directors, Salem-Keizer Public Schools

August 13, 2024

Date