

**TEMPE UNION HIGH SCHOOL DISTRICT NO. 213
OF MARICOPA COUNTY, ARIZONA**

RESOLUTION RE: ADDRESSING EQUITABLE DISCIPLINE PRACTICES

WHEREAS, the Tempe Union High School District No. 213 ("TUHSD") Governing Board (the "Board") is committed to the safety and wellbeing of all students and staff;

WHEREAS, the Board recognizes and prioritizes that a fundamental purpose of schools is the creation of physical and psychological safety for students to advance their learning and growth, and a key component to creating this safety is positive relationships among students, families, and staff in school communities;

WHEREAS, the Board is party to intergovernmental agreements with the City of Phoenix and City of Tempe by which the respective police departments currently station police officers in TUHSD schools as School Resource Officers ("SROs");

WHEREAS, the Board recognizes that there are alternative school safety plans without the current usage of SROs that will more effectively keep students and staff safe at all schools, build positive community relationships, ensure a safe learning environment for students and staff, and address students' and staff social and emotional needs;

WHEREAS, the Board recognizes the importance of engaging stakeholders across the TUHSD community, including students, teachers, families, administrators, and staff in establishing equitable practices, policies, and systems to reduce the disproportionality in student discipline and referrals to law enforcement (e.g., Black TUHSD students are 3 times more likely to than their White peers to be referred to law enforcement, as reported to the U.S. Department of Education);

WHEREAS, the Board recognizes that the phasing-out of the current usage of SROs in the existing school safety plan must be accomplished in conjunction with development/refinement of new and revised school safety plans, revised intergovernmental agreements with law enforcement agencies, and opportunities for the community to learn about and provide input into such plans.

NOW, THEREFORE, be it resolved that the Governing Board of the Tempe Union High School District No. 213 of Maricopa County, Arizona hereby directs the Superintendent to:

- 1) Develop a timeline and budget considerations to advance the work regarding the development and implementation of equitable discipline practices by developing a comprehensive plan to reduce disparities in school discipline, including the phasing-out of the current usage of SROs;
- 2) The comprehensive plan shall include:
 - a. An inclusive, thoughtful, and timely process to learn and further develop community-based systems of safety for TUHSD students in every school that prioritizes their physical safety and social-emotional wellness, and learning;

- b. Benchmarks for the refinement of school safety plans without the current usage of SROs made after rigorous engagement with students, teachers, administrators, families, and community partners involved with school safety;
 - c. Ongoing evaluation of student safety (including both objective data on disciplinary, law enforcement involvement, and students' experience in schools);
 - d. A process to implement revised school safety plans without the current usage of SROs at each school by August 2022;
 - e. A budgetary plan (1) considering the phasing-out of the current usage of SROs; and (2) implementation of community-based safety plans, including pursuing grants and additional funding aligned with best equitable practices;
 - f. An educational outreach and communications plan to reach all TUHSD students, families, and staff;
 - g. A proposed Board policy that guides schools on appropriate school-law enforcement engagement and the development of positive community-law enforcement relationships to start by August 2022;
- 3) Use a process to develop a comprehensive plan that reflects the diverse make-up of the TUHSD community which incorporates diverse voices of students, teachers, administrators, families, and community partners, specifically including people who are BIPOC, LGBTQ+, and individuals with disabilities;
 - 4) Assure the comprehensive plan incorporates the development of new revised school safety plans, revised intergovernmental agreements with law enforcement agencies, investment in school social workers as well as recruitment and retention of district employed security staff, and opportunities for the community to learn about and provide the input into the school safety plans;
 - 5) Provide meaningful updates on the process to develop the comprehensive plan, and no later than June 1st, 2022 in accordance with the Board's normal budget cycle, to present the comprehensive plan, including a target date for ending the current usage of SRO's as part of the school safety plans by August 2022 in time for the beginning of the 2022-2023 school year.

Adopted by the Governing Board of the Tempe Union High School District No. 213 of Maricopa County this 13th day of October 2021. The Governing Board hereby authorizes the Governing Board President to sign this resolution on behalf of the Governing Board.

TEMPE UNION HIGH SCHOOL DISTRICT No. 213

By:



Brian Garcia
Governing Board President