



*Highline Public Schools Board Action Report*

DATE: 2.12.25

FROM: Dr. Ivan Duran, Superintendent

LEAD STAFF: Holly Ferguson, Chief Policy & Strategy Officer

CABINET MEMBER: Same as above

For Introduction: 2.19.25      For Action: 3.05.25

**I. TITLE** Resolution 02-25 Our Schools, Our Promise: A Stand for Every Student

Select one:     New Item     Renewed Item     Annual Item     Revised Item

**II. WHY BOARD ACTION IS NECESSARY**

As the governing body of Highline Public Schools, the Board can approve resolutions.

**III. BACKGROUND INFORMATION**

Recent statements and actions at the federal level have targeted communities that are integral to Highline. These communities include the immigrant community and the LGBTQIA+ community--especially members of the transgender community.

This targeting has caused fear and uncertainty among students, families and staff. The actions taken may violate state or federal law and negatively impact the district's ability to create a Culture of Belonging, as called for in our strategic plan.

The purpose of this resolution is to ensure that our community, especially those community members who have been targeted by federal actions, is aware that Highline does not support or agree with those actions. Highline will stand for the rights of all members of our community to live free from harassment, discrimination, and bullying regardless of their identity and personal characteristics.

**IV. RECOMMENDED MOTION**

I move that the Highline School Board approve Resolution 02-25 Our Schools, Our Promise: A Stand for Every Student.

**V. FISCAL IMPACT/REVENUE SOURCE**

Fiscal impact to this action will be N/A. There is expected to be no fiscal impact to passing this resolution. However, future actions at the federal level could financially impact the district; at this time those impacts are unknown.

The revenue source for this motion is N/A.

Expenditure:     One-time     Annual

**VI. APPLICABLE POLICY(S)**

This action is in compliance with the following:  
Policy 3205 Sexual Harassment (students)  
Policy 3207 Harassment, Intimidation and Bullying  
Policy 3210 Nondiscrimination (students)

Policy 3211 Gender Inclusive Schools  
Policy 4300 Limiting Immigration Enforcement in Schools  
Policy 5000 Workplace Environment & Culture  
Policy 5010 Nondiscrimination (staff)  
Policy 5011 Sexual Harassment (staff)

**VII. ALTERNATIVES**

The alternative is to not approve this Resolution, or to approve a different resolution. This is not recommended. Resolution 02-25 accurately reflects the beliefs of the Highline School District. By approving this resolution the School Board is indicating their support of all of our community.

**VIII. COMMUNITY ENGAGEMENT**

Community Engagement Required:  Yes  No

**IX. ATTACHMENTS**

Resolution 02-25 Our Schools, Our Promise: A Stand for Every Student For Approval

**HIGHLINE SCHOOL DISTRICT No. 401**

**RESOLUTION 02-25**

**OUR SCHOOLS, OUR PROMISE: A STAND FOR EVERY STUDENT**

**A RESOLUTION** affirming the district’s commitment to creating safe & welcoming schools and upholding state and federal laws and district policies and procedures.

**WHEREAS**, Highline Public Schools is proud to be a diverse community of students, staff, families, volunteers, and community members, representing multiple countries, cultures, and languages and identities; and

**WHEREAS**, Highline’s strategic plan prioritizes a *Culture of Belonging* in which all are welcomed, valued, and safe; and

**WHEREAS**, Highline is committed to ensuring every member of our community feels safe and supported, regardless of disability, race, creed, color, sex, sexual orientation, gender identity or expression, national origin, immigration/citizenship status, religion, ancestry, family compositions, or physical characteristics; and

**WHEREAS**, the State Legislature has recognized the value of inclusive learning materials, defining “inclusive” as those that reflect the “histories, contributions, and perspectives of historically marginalized and underrepresented groups” and confirms inclusive curricula improve students’ mental health, academic performance, attendance, and graduation rates of historically marginalized and underrepresented communities (SB 5462, 2024); and

**WHEREAS**, Washington law protects individuals from discrimination based on race, creed, color, national origin, citizenship or immigration status, sex, veteran or military status, sexual orientation, gender identify or expression, or disability, ensuring equal access to education and opportunity; and

**WHEREAS**, federal law, as established in Plyler v. Doe (1982), guarantees the right of all children, regardless of immigration status, to a public education; and

**WHEREAS**, the Highline School Board is committed to policies and practices that uphold students’ rights and dignity, ensuring safe and equitable learning environments, and comply with Washington state law, federal law, and district policies and procedures; and

**WHEREAS**, recent statements and actions at the federal level are causing uncertainty and fear among some students, families, and staff;

**NOW, THEREFORE, BE IT RESOLVED**

That the Highline School Board is committed to upholding district policies and state laws, regardless of federal actions.

**BE IT FURTHER RESOLVED** that the Highline School Board and the district leadership will use all lawful powers to protect our LGBTQIA+ students and community members, through implementation of federal and state laws and district policies, including Policy and Procedure 3211.

**BE IT FURTHER RESOLVED** that the district shall not tolerate discriminatory behavior, including anti-Semitic actions and other forms of religious harassment.

**BE IT FURTHER RESOLVED** that the Highline Board of Directors reaffirms its commitment to creating safe and equitable school environments through district policies prohibiting all types of bullying, discrimination, and harassment. Principals, teachers, students, and families are encouraged to immediately report such behaviors according to district policies.

**BE IT FURTHER RESOLVED** that the district shall communicate this Resolution to district staff, families, and other stakeholders.

**NOW, THEREFORE, BE IT RESOLVED** that the Highline School District Board of Directors adopts this Resolution on the \_\_\_\_\_ day of \_\_\_\_\_, 2025.

Highline School District No. 401

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I, Ivan Duran, secretary to the Board of Directors for Highline School District No. 401, do hereby certify that the above is a true and accurate copy of Resolution 02-25 for the use and purpose intended.

\_\_\_\_\_  
Ivan Duran, Ed.D.  
Secretary to the Board