

Memorandum of Understanding

Los Angeles Unified School District and United Teachers Los Angeles

Support for Immigrant Students and Families

- 1.0 The District and UTLA agree that every LAUSD site will continue to be a place of support and resources 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 bulletin noted above.
- 2.0 LAUSD/UTLA District Immigrant Support Committee: A joint District-UTLA committee shall meet on a quarterly basis for the duration of the 2022-2025 school years of this 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 students impacted by immigration 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) Centers, Extended Support Sites) ~~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 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 opportunities to explore education and training options in career pathways. In addition, the District will collaborate with external partners, including Federally Qualified Health Centers and 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 within the **consistently across** local District Regions to facilitate the provision of low cost or no cost services to students and their families **impacted by immigration.**
- 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 social emotional learning (SEL) tools, translation services, adult ESL courses, education/training in career pathways, legal, housing and health resources and services available through District support services providers.

5.0 LAUSD shall provide staff **certificated and classified employees** with professional development on an ongoing basis related to the needs of students and their families **impacted by immigration** as follows:

- a. LAUSD policy bulletin, "LAUSD Campuses as Safe Zones and Resource Centers."
- b. Immigration rights including legal and education rights.
- c. Procedures for addressing federal immigration enforcement efforts as well as safeguarding confidentiality.
- d. 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.

6.0 The District shall continue to:

- a. Provide crisis management and support services **through the response network** to assist students whose 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 in independent study programs.

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- 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.

7.0 The LAUSD Office of Student Family and Community Engagement shall include in their parent and family academy webinars information regarding family preparedness and crisis management response resources, We Are One resources and Know Your Rights workshops.

8.0 The District shall make school space available to organizations providing supports and resources to the community in accordance with Civic Center Permit policies and applicable law.

9.0 In alignment with Article XII, Section 17.0, employees may request and be granted with an unpaid personal leave of up to 52 consecutive calendar weeks to attend to immigration 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.

10.0 Upon exhaustion of personal necessity time and written request, employees may be released for up to ten (10) unpaid workdays during their employment in order to attend to immigration matters. The days need not be taken consecutively. The District may request verification of such absences as outlined in Article XII, Section 14.1(d).

11.0 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.

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

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