

SEA 2026 Sanctuary Schools and Sanctuary Employer Proposal #1

June 25, 2026

Common - Certificated, Paraprofessional and SAEOP

Sanctuary Schools and Sanctuary Employer

SPS is an Immigration and Customs Enforcement (“ICE”) designated “sensitive location” in which ICE enforcement activities would pose a severe disruption to the learning environment and educational setting for students and their families.

- A. SPS and SEA jointly declare that the buildings and grounds of SPS Schools are sanctuary spaces for all students, parents, administrators, bargaining unit members, and community members at the school for school-related business and jointly commit to defend the right to a free and safe learning environment to the extent permitted by law.
- B. School personnel shall not inquire about or record a student’s or a family member’s immigration status. Except by a court order, SPS shall not disclose to ICE any information regarding the immigration status of any SPS student. SPS will not disclose to anyone other than ICE any immigration information pertaining to any SPS student except pursuant to the Family Educational Rights and Privacy Act. SPS shall not voluntarily divulge information to immigration agents to the fullest extent possible under the law.
- C. Upon request by ICE agents to enter SPS school grounds or to obtain or review SPS records, SPS administration shall verify the immigration agent’s credentials, ask the agent why the agent is requesting access, and require a criminal judicial warrant signed by a federal judge. SPS shall not admit ICE agents based upon an administrative warrant, ICE detainer, or other document issued by an agency enforcing civil immigration law.
- D. In the interest of ensuring the success of the commitments made in this article, SPS and the SEA shall meet to develop a training program for administrators and staff on how to appropriately respond to ICE agents should they request entrance to the school facilities or grounds as well as proactive steps to aid students and families in obtaining legal or other assistance with immigration enforcement actions. SPS and SEA shall also discuss matters pertaining to the issues of Sanctuary employers and schools as requested.
- E. Employees shall not face any discipline for following the policies contained in this Article.

- F. Employees will be granted up to five (5) days of paid leave to attend to immigration matters.
- G. Employees may request and be granted unpaid leave up to one (1) year to attend to immigration matters without impact to SPS seniority. In the event a second year of immigration leave is necessary, an employee may apply for an additional year upon written request to Human Resources.
- H. The provisions contained within this article shall in no way prohibit the SPS from honoring and complying with a duly authorized warrant and in no way shall obligate the Employer or any of its agents to violate any State or Federal statutes.