
Montgomery County Education Association

New Business Items Committee

NBI 26-02: Bargaining on Immigration Enforcement

The Representative Assembly will empower the President to approach the MCPS Board of Education and Superintendent to enter into an agreement with MCPS that addresses the impact of immigration enforcement activities on unit members, students, and the MCPS community.

- 1) The creation of a joint immigrant support committee
- 2) Resources, education, and training for unit members on:
 - a) Rights and responsibilities of unit members who engage in legal means of advocacy and support for students and community members impacted by immigration enforcement
- 3) The development of comprehensive response protocols to the presence of immigration enforcement agents around school campuses, including:
 - a) Clarification of spaces on school property that constitute sensitive locations under the Maryland Values Act
 - b) Specific, actionable protocols for unit members to follow in the event of immigration enforcement activities on or near school campuses before, during, and after school hours
- 4) Privacy protections for students and staff regarding immigration status
- 5) Protection of unit members' rights in relation to workplace immigration enforcement, including:
 - a) Support related to work authorization verification and documentation
 - b) Sponsorship of employee visas
 - c) Employer-provided paid leave to address immigration and/or citizenship status matters

Additionally, the President of MCEA, or their designee, shall publicly affirm and communicate the Association's position in support of unit members, students, and families impacted by immigration enforcement within the MCPS community.