

RESOLUTION OF THE
SLATON INDEPENDENT SCHOOL DISTRICT
BOARD OF TRUSTEES

At a lawfully called meeting on January 5, 2023, the Slaton Independent School District Board of Trustees does hereby make the following Resolution regarding the use of racial slurs, harassment, hate speech, or derogatory language within the District and the consequences thereto:

Slaton Independent School District (“SISD” or the “District”) and its Board of Trustees and its Administration has taken proactive measures prior to any complaints by students of racial slurs, harassment, or bullying.

In May 2022, an all-student assembly was held with Principal Mario Aguirre highlighting student expectation for preventing use of racial slurs, racial hate speech, and derogatory language, including use of swear words. Consequences increase from an immediate office referral to three days in ISS. Thereafter, a student used a racial slur and was appropriately disciplined.

On August 11, 2022, in a freshman orientation for high school, expectations were outlined with parents and students regarding all manners of behavior, including bullying, hazing, name-calling, rumor spreading, threats, assault, taunting, teasing, and theft. The students were advised on how to report, including QR codes around the campus monitored by MTSS and an introduction of the administration team and counseling personnel to assure a safe place for all students.

On August 19, 2022, the administration hosted a school-wide assembly with all students detailing expectations for acceptable and unacceptable behaviors with all students and faculty regarding racial slurs. It was made very clear to everyone that the use of racial slurs warranted an immediate three days of mandatory ISS.

On September 14, 2022, administration had a second all-school assembly regarding safety concerns and once again discussed inappropriate racial slurs and the consequences that followed if students used racial slurs.

Between the time of August 16 and December 5, 2022, there were 14 discipline referrals for racial slurs turned into the office and investigated. One hundred percent of those cases ended in three days of ISS placement.

On November 10, 2022, the Board, for the first time, heard from citizens and a student that the use of racial slurs was being used at Slaton High School. Thereafter, on November 15, 2022, the administration team reviewed the consequences of racial slurs, hate speech, and derogatory language and it was determined that the consequences would be increased for the first incident to five days of ISS. A second incident would result in 10 days of ISS and a third incident would result in 30 days of DAEP.

On Monday, November 28, 2022, the discipline increase was communicated to all high school students, and from that time until the present, there have been no complaints regarding the use of racial slurs, harassment, hate speech, or derogatory language.

On January 3, 2023, the entire staff had training on prevention of racial slurs, hate speech, bullying, and harassment and their consequences. The Board of Trustees and the staff

and administration have a zero tolerance for racial harassment, bullying, and racial slurs. Once notified, immediate action will be investigated and implemented.

WHEREAS, the Board of Trustees of Slaton ISD publicly condemns any acts of students or staff who might use racial slurs or harass or bully other students;

WHEREAS, the Board of Trustees expects all students to have an environment which is safe and healthy for education to flourish;

WHEREAS, the Board of Trustees commends the administration and staff in their continued attempts to create a non-hostile environment for its students and directs them to continue in their efforts to make sure that each student is in a good and educational environment;

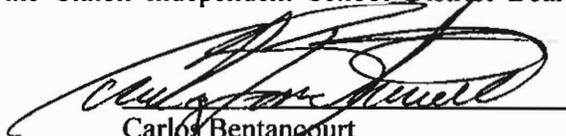
WHEREAS, the Board of Trustees affirms the zero tolerance policy in the District for racial slurs, harassment, and bullying and affirms the increase in discipline to help to resolve any issues; and

WHEREAS, the Board of Trustees appreciates the citizens and students advising them of their concerns and is always willing to try to immediately resolve those concerns.

NOW THEREFORE BE IT RESOLVED BY THE BOARD OF TRUSTEES OF THE SLATON INDEPENDENT SCHOOL DISTRICT:

1. That the Board of Trustees publicly condemns any acts of students or staff who might use racial slurs or harass or bully other students;
2. That the Board of Trustees expects all students to have an environment which is safe and healthy for education to flourish;
3. That the Board of Trustees commends the administration and staff in their continued attempts to create a non-hostile environment for its students and directs them to continue in their efforts to make sure that each student is in a good and educational environment; and
4. That the Board of Trustees affirms the zero tolerance policy in the District for racial slurs, harassment, and bullying and affirms the increase in discipline to help to resolve any issues; and

PASSED AND APPROVED by the Slaton Independent School District Board of Trustees this 5th day of January 2023.


Carlos Bentancourt
President, Board of Trustees