

Crossing a Red Line Scenario

There is a cluster of schools in your UniServ area that are located in historically red-lined neighborhoods. The neighborhoods around these schools have suffered from generations of disinvestment due to institutional racism resulting in low property values, lack of local medical care, lack of access to fresh food, and a relationship of over-policing with local authorities. The school's education support professionals live in the same neighborhoods as the students, and most of the administrators and certified staff live outside of these neighborhoods.

During the warmer months of the school year, the spaces become unbearable to concentrate in, and as a result, parents are called to pick up the students from school. The schools do not have heating, ventilation, and air conditioning (HVAC) systems, only windows that open halfway. But because of security concerns, staff are not allowed to keep windows and doors open. It's the third school day of soaring temperatures and students and school staff are reporting headaches, fatigue, and dizziness from the extremely hot classrooms, buses, and gymnasium. Teachers are bringing in water bottles and fans to alleviate the conditions but to no avail.

Attendance rates of both students and staff are problematic. Incidences of absence due to asthma, expulsions, and suspensions are on the rise across all grade levels. There are also mold and asbestos concerns as well. These schools are typically viewed as "starter schools" for school staff – a place to get hired into and then transfer out as quickly as possible.