



MASSENA CENTRAL SCHOOL DISTRICT

TIMELINE:

Fall 2018: District Safety Committee begins discussions about reinstating SRO.

November 2018: Survey to community, parents, staff, and students is conducted.

December 13 2018: BOE decides on hiring SRO.

January 2019: Public forum.

Spring 2019: Anticipated hiring of SRO.

SUMMARY:

In the fall of 2018, the Board of Education (BOE) and Superintendent began to research the concept of reinstating a School Resource Officer (SRO) at Massena Central School District.

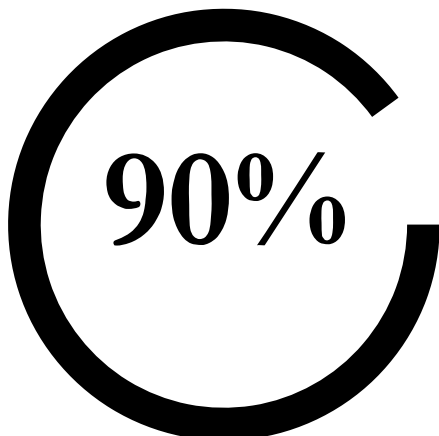
The District Safety Committee and Superintendent Brady looked into job descriptions for SROs and met with other superintendents in school districts that employ SROs. The District also met with the Massena Police Department to discuss the partnership between the school and the police.

A survey was sent to community members, staff, and students in the district to gauge the level of support for reinstating the position. Overwhelmingly, respondents to the survey reported that they strongly supported this addition to our school district.

A community forum is planned for January on the topic of bringing back an SRO. Parents, community members, staff members, and Board of Education members are encouraged to attend the forum. Summaries of the discussions will be included in the superintendent's update, which is posted on the district website.

The Superintendent of Schools will provide an update to the Board and community at the December 13th meeting.

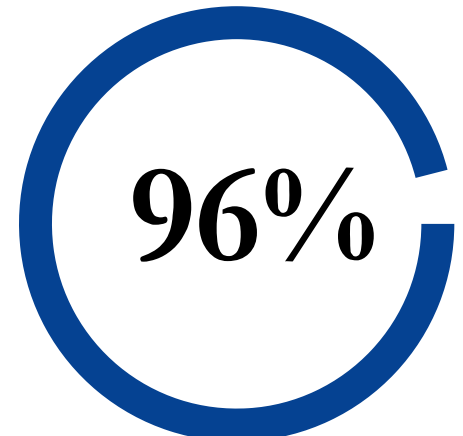
Percentage of students who support the reinstatement of an SRO.



Percentage of overall survey respondents who support the reinstatement of an SRO.



Percentage of school staff who support the reinstatement of an SRO.



FAQ

Question #1: Why is the Massena Central School District considering the addition of a School Resource Officer (SRO)?

Response: The Board of Education views the safety of our students and staff as a top priority. As with keyless entries, security cameras, and lockdown drills, a School Resource Officer provides a measure of protection against those who would seek to do harm to others. Rising issues of school shootings around the country merit additional steps to reduce risks of violence against our school community.

Question #2: Will the SRO be a local police officer?

Response: The District will collaborate with the Massena Police Department to hire a retired law enforcement officer. The SRO will be an employee of the MPD with the District allocating the funding for the position. St. Lawrence County Civil Service requires school districts and law enforcement agencies to follow specific guidelines for hiring school security personnel. We have been collaborating with their officials as well as the MPD to ensure proper procedures are in place for hiring an SRO.

Question #3: How will the SRO position be funded?

Response: The District received newly authorized federal funding this year referred to as Title IV Student Support & Academic Enrichment. These funds

may be used for student health and safety. Retired law enforcement officers can make up to \$30,000 per year and continue to receive NYS retirement benefits. We expect to hire a retired officer at this rate of pay. The Massena Police Department will furnish the uniform and equipment. This is a model currently being used by both Malone and Potsdam.

Question #4: Will the SRO be armed?

Response: Yes, by definition an SRO is a law enforcement officer and must, therefore, carry a firearm.

Question #5: Will the SRO work year-round in all school buildings?

Response: The SRO will work the school year calendar (10 months) and be paid a per day rate. Hours may be flexed to allow for afternoon and evening events if warranted. The SRO will work predominately at the high school where his/her office will be located. As necessary, the SRO will also serve at the junior high and elementary schools.

Question #6: What will be the major responsibilities of the School Resource Officer?

Response: The SRO serves as a resource throughout the school system and will be required to perform the functions of educator, counselor, and law enforcement officer while becoming an integral member of the school community. The SRO serves as the responsible person in school buildings to provide for the safety and welfare of students and school personnel under the direction of the superintendent and building principals. The SRO position involves the responsibility for maintaining order within the school and on school property. This is to be done through proactive prevention and diversion programs, as well as providing expertise and guidance in the area of school safety and security.

Question #7: Would a School Resource Officer be involved in disciplining students?

Response: The SRO would not be involved with enforcing the Code of Conduct. That responsibility will remain with the District administration. The SRO might assist in investigations or alert the administration to potential discipline issues or crimes but will not question students or assign disciplinary consequences.

Question #8: Would the School Resource Officer receive any special training on how to effectively interact with students?

Response: If the District were to employ an SRO, a condition of employment would be attendance at the 5-day Basic Juvenile Officers training provided by the State of New York Police Juvenile Officers' Association.

Question #9: If the SRO is considered a member of the Massena Police Department, paid by the District, will this mean there will be more juvenile offenses and more kids getting into trouble with the law rather than just with the school?

Response: The District will work with the School Resource Officer in the same way we currently work with the Massena Police Department to determine the best course of action on a case-by-case basis, but we don't expect an increase in juvenile offenses. We believe having an SRO present might deter this type of behavior, and the SRO can act as a mentor to keep some children from getting into trouble.

Question #10: When does the District expect to hire the School Resource Officer?

Response: If recommended and approved, the committee will begin the process of hiring an SRO with an anticipated start in the spring semester.

THE SRO WILL:

- 1) Build positive relationships with students and act as an informal mentor;
- 2) Provide educational programs to students on a variety of topics including, but not limited to: drug and alcohol use, child abuse, the criminal justice system, law enforcement careers, domestic violence, dating violence, bullying, internet safety and sexting, suicide prevention, Halloween safety, conflict resolution, impaired and distracted driving;
- 3) Provide educational programs to staff and parents on a variety of topics including, but not limited to: internet safety, sexual abuse prevention, drug identification;
- 4) Serve as a resource to school officials when referring students to social service agencies;
- 5) Assist the school administration in enforcing the compulsory education law (student attendance);
- 6) Provide informal consultation with students, parents and faculty members to assist them with problems they may have interfacing with law enforcement agencies;
- 7) Serve as a member of the District Safety Committee and provide consulting advice to administrators on plans for safety, emergency preparedness, traffic flow, evacuation, lighting, and video surveillance, as well as other safety/security concerns;
- 8) Monitor and test security systems on a daily basis, including reviewing all security cameras in the district to be sure they are working;
- 9) Confer with building-level administrators on a daily basis to develop plans and strategies to prevent and/or minimize dangerous situations or criminal behavior on or near the campus or involving students at school-related activities;
- 10) Provide training for all school personnel in emergency management procedures;
- 11) Assist school administrators with required safety drills and debriefings with staff following a drill or an actual emergency response;
- 12) Serve as a first responder in the event of a crisis or student safety emergency;
- 13) Provide security for special school events or functions, when requested to do so by the building-level administrator;
- 14) Act as a liaison to building-level administrators when investigating potential criminal violations occurring in the school or on school property;
- 15) Assist school administrators in conducting investigations of possible criminal conduct on school grounds and areas adjacent to school grounds, with the goals of establishing a deterrent to delinquent student behavior and promoting the safety of students, faculty, and administration;
- 16) Assist school administrators in conducting searches which may involve weapons, controlled substances or in situations where a student's emotional state may present a risk of harm to school administrators;
- 17) Maintain detailed and accurate records of his/her operations, and shall make them available to the Principals and Superintendent, within a reasonable time after a request for such records has been made.

POSSIBLE NEXT STEPS:

- Continue public outreach ex. community forum(s)
- Finalize job description
- Develop agreement with Village of Massena for hiring an SRO
- Set up Hiring Committee to recruit and hire an SRO