

**3/14/2023**

**School Resource Officer**

**Memorandum of Understanding (MOU)**

This Memorandum of Understanding (MOU) is being executed on \_\_\_\_\_ by the below listed entities:

**South Gibson School Corporation**

**and**

**Gibson County Sheriff's Office**

This document will serve as the written agreement between the South Gibson School Corporation and the Gibson County Sheriff's Office. This agreement establishes the needed commitment and support from both institutions. This document also provides a series of guidelines and policies relevant to the performance of the School Resource Officer, and will be the guiding document officers, school administrators, county administration and students and their caregivers look to for structure and accountability. This document shall be reviewed, updated, and endorsed yearly by August 1<sup>st</sup>, starting in 2023 and takes into account input from all community stakeholders, including caregivers, students and teachers. Nothing in this MOU should be construed as limiting or impeding the basic spirit of cooperation, which exists between the participating entities listed above and all community stakeholders.

**1. Purpose**

This MOU establishes and delineates the mission of the School Resource Officer Program, herein referred to as the SRO Program, as a joint cooperative effort. Additionally, the MOU clarifies roles and expectations and formalizes relationships between the participating entities to foster an efficient and cohesive program that will build a positive relationship between police officers, school staff, and the students and promote a safe and positive learning environment.

**2. Mission**

The Mission of the SRO Program is to promote school safety by building a positive school climate in which everyone feels safe and students are supported to succeed. The SRO Program accomplishes this mission by supporting safe, secure, and orderly learning environments for students, teachers and staff. SROs will establish a trusting channel of communication with students, parents, and teachers and establish regular feedback opportunities. The role of the SRO is not to enforce school discipline or punish students. SROs will serve as positive role models to instill in students good moral standards, good judgement and discretion, respect for other students, and a sincere concern for the school community. SROs will provide information on community resources available to students and parents. Goals and objectives are designed

to develop and enhance rapport between youth, families, police officers, school administrators, and the community in order to promote overall student achievement and success.

### **3. Goals of the SRO Program**

#### **SRO program goals include:**

1. To ensure a safe learning environment for all children and adults who enter the building.
2. To prevent and reduce potential harm related to incidents of school violence.
3. To foster a positive school climate based on respect for all children and adults in the school.
4. To create partnerships with behavioral health and other care providers in the community for student and family referral.

This SRO program is unique to the community, based on input from the school administration, teachers, faculty, students, families and community members. This program is designed to fulfill three overall roles:

1. Law Enforcement;
2. Fostering Positive School Climate/Crime Prevention; and
3. Education

**Law Enforcement Role** – SROs are responsible for the majority of law enforcement activities occurring at the school during school hours but not general student discipline. A determination of whether an activity raises to the level of a law enforcement activity shall be made in consultation with a school administrator. Parents, students, teachers and other school personnel should bring complaints about student misbehavior to the school principal and/or designee, rather than the SRO.

While the enforcement is the role of SROs, alternatives to arrest should be used whenever possible, and arrest of students should be a measure of last resort. The SROs discretion to act remains the same as that of any other police officer/sheriff's deputy.

When criminal activity is suspected, the SRO will take appropriate steps consistent with local, state or federal laws and Sheriff Regulations. The SRO's first responsibility is to act as a law enforcement officer and his/her decisions in carrying out those duties are not subject to interruption or interference by Corporation personnel. The SRO will keep school administrators advised of any law enforcement activity in a timely and complete manner. As further clarification, the School's administrators are not agents for the SRO or the Sheriff. The SRO will not participate in any searches initiated by the School's administrators as permitted by state and federal law. If the SRO conducts an interview with a student as part of a criminal

investigation, SRO will follow state and federal law with regard to any interrogation as well as any attendant search or seizure involving students or their property.

**Fostering Positive School Climate/Crime Prevention** - One of the primary roles SROs fulfill is fostering a positive school climate through relationship-building and crime prevention. Officers will engage in various activities, in consultation with school administration, teachers, and students, and should strive to build a school culture of open communication and trust between and among students and adults by focusing on officers getting to know students at the school, serving as a role model, and working with teachers and administrators to identify students who may be facing challenges and need additional resources or attention to be successful in school. Crime prevention activities include foot patrols, monitoring previous crime locations, speaking to teachers about reducing the opportunity for crimes to occur, analyzing possible crime patterns, investigating crimes, and patrolling the parking lots. Officers may also complete security surveys analyzing the physical safety of school property and facilities.

**Education** – SROs should participate in the school community by becoming a member of the educational team where appropriate, and by representing the law enforcement community to build positive relationships with youth, their families and school staff.

Whether talking to students in the hallway or delivering a presentation in the classroom, SROs are embedded in the education fabric within the school. SROs are expected to be proactive in creating and taking advantage of educational situations, and school administrators are encouraged to leverage this resource.

#### **4. Organizational Structure**

##### **A. Composition**

The SRO Program will consist of Deputy Sheriffs, Reserve Deputy Sheriffs and Special Deputy Sheriffs who enter into separate employment or independent contractor agreements with the South Gibson School Corporation. Personnel shall meet all requirements as set forth by the South Gibson School Corporation and Gibson County Sheriff's Office Rules and Regulations.

##### **B. Officer Recruitment and Selection**

School officials and the Gibson County Sheriff's Office shall agree on guidelines for the selection of officers to serve as SROs. The ultimate selection process and appointment of the SRO is completed by the South Gibson School Corporation. SROs serve at the pleasure of the South Gibson School Corporation and Gibson County Sheriff. Nothing in this Agreement prohibits or limits the Gibson County Sheriff's authority to discipline or terminate an officer who is a merit deputy (who is entitled to due process proceedings under Indiana in many cases) or a reserve or special deputy (who may be terminated for any or no reason by the Gibson County Sheriff without advance notice).

**C. SROs should meet four general criteria**

- 1. Education** – SRO must have taken and passed the Indiana Pre-Basic Course and maintain all in-services and State of Indiana mandatory mandates, officers have taken and passed the National Association of School Resource Officers Basic SRO Training Course (40 hours). Additional requirements may be imposed consistent with changes in Indiana law.
- 2. Experience as a police officer and commitment to student well-being** – SROs must have a minimum of two years of law enforcement experience and be at least 21 years of age. Experience working with youth and an interest in student success, juvenile justice, child and adolescent development and psychology, and creating a positive school climate are essential.
- 3. Success performance** – All candidates should have proven performance as reflected by prior performance evaluations. Candidates should be free of significant disciplinary action.
- 4. Training Requirements** - Prior to entering service as an SRO, officers shall complete a minimum of 40 hours of National Association of School Resource Officers Basic Course of initial training that covers responsibilities or and limitations of SROs, MOU, child development, conflict resolution, developmentally informed de-escalation and crisis intervention techniques, working with youth in a school setting and integrating SROs into a positive school environment. In addition, it is recommended that SROs receive additional training each year on topics such as trending school based law enforcement topics, child development, adolescent psychology, trauma, conflict resolution, mental health and addition, children with disabilities, juvenile and education law and policy, PBIS and cultural competence.
- 5. Operational Procedures**

**A. Chain of Command for SROs:** The SRO will be accountable to the Gibson County Sheriff's Office chain of command. However, while at the school, the SRO will be additionally accountable to the Chief SRO officer or Safety and Security Director. The Chief SRO officer or Safety security director shall report directly to the Chief Deputy of the Gibson County Sheriff's Office. The SRO is expected to cooperate with the school officials, including administrators and faculty.

**B. Vehicle:** the SRO will be provided a take home vehicle equipped with all necessary equipment to allow him or her to perform their job as a law enforcement officer. The Gibson County Sheriff's Office will Provide a Vehicle to the SRO for a reasonable amount time, this will allow South Gibson School Corp time to acquire vehicles for the SRO, during this time the South Gibson School Corp will be responsible for the fuel and maintenance costs during the school year (August – May end). The Sheriff's Office will be responsible for maintenance and fuel during the summer (Jun – July end). The Gibson County Sheriff's Office will provide the insurance and licensing for the vehicle.

The SRO's activity in the school is guided by the following procedures and supervision and evaluation shall be provided by South Gibson School Corporation to effectively support SROs efforts and monitor their progress.

### **C. Duties**

The primary functions of the SRO are to help provide a safe and secure learning environment, foster a positive school climate, reduce/prevent crime, serve as an educational resource, and serve as a liaison between the school and Gibson County Sheriff's Office. Specific daily assignments to accomplish this function will vary by school. The SRO and school principal or designee will meet on a regular basis to discuss plans and strategies to address specific issues or needs that may arise. As required by law, SROs should never be assigned to duties within schools in lieu of a certified teacher.

Basic responsibilities of the SRO will include but will not be limited to:

1. To enforce criminal law and protect the students, staff, and public at large against criminal activity.
2. Foster mutually respectful relationships with students and staff to support a positive school environment.
3. Provide information concerning questions about law enforcement topics to students and staff.
4. Provide classroom instruction on a variety of topics including, but not limited to, safety, public relations, occupational training, leadership, and life skills.
5. Coordinate investigative procedures between police and school administrators.
6. Handle initial police reports of violent crimes committed on campus.
7. Take enforcement action on criminal matters when appropriate and after consultation with school administrators.

8. Attend school special events as needed.
9. Prepare lesson plans as necessary for the instruction provided.
10. Collect data on SRO activities (arrests, citations, etc.)
11. SROs provide information to school administrators with suggestions or recommendations for improvements to school security in a timely fashion.

#### **D. Uniform/Attire**

Normally, the SRO is in a uniform approved by the South Gibson School Corporation and Gibson County Sheriff's Office.

#### **E. Daily Schedule**

To be determined by the commanding officer and the school administrators consistent with the MOU.

#### **F. Absence/Substitution**

The South Gibson School Corporation and Gibson County Sheriff's Office should develop and agree on a protocol for assigning and using substitute SROs when regular SROs are unavailable. Substitute SROs should, at a minimum, have the same requisite experience as regular SROs and, ideally, should have had some training in child development, trauma, and conflict resolution in the school environment. In the event an SRO cannot work an assigned shift, the SRO will contact assigned school secretary staff of the absence and will contact SRO supervisor as soon as possible reporting their absence from assigned shift.

#### **G. Special Events**

To be determined by the commanding officer and the school administrators consistent with this Agreement.

#### **H. Summer Activity**

SROs should accomplish as much of the required training as possible during the summer months when school is not in session. SROs may still be involved in some summer projects with the School Corporation.

#### **I. Role in Responding to Criminal Activity**

One of the roles of SROs, as law enforcement officers, is to engage in traditional criminal investigation and report taking. As a police officer, SROs have the authority to issue warnings, make arrests and use alternatives to arrest at their discretion. SROs, however, perform their duties mindful of the parties' common

goal of supporting student success. The following procedures will help SROs be as effective as possible in this role:

1. School staff will contact SROs to inform them of all violent or other criminal activity that creates a safety risk that occurs on the school campus. SROs will inform school administration of all criminal activity they observe on the school campus
2. For any offense on school property, the SRO, working cooperatively with the school administration, will endeavor to avoid arrest and criminal involvement for misdemeanor activity. Certain offenses (felonies), such as sex offenses, weapons offenses, and offenses of violence rising to the level of a felony, will normally require the filing of charges. The SROs power to arrest will be governed by Indiana Law.

#### **J. Role in School Policy Violations**

SROs are not school disciplinarians and violations of the student code of conduct or schools rules that are not criminal matters should always be handled by school faculty and staff, not SROs. SROs should not directly intervene unless the situation directly affects an imminent threat to the health, safety and security of the student or another person in the school and will employ de-escalation techniques as appropriate. School discipline is the responsibility of the appropriate school administrator and clear guidelines on SRO involvement should be developed and distributed to school staff. The SRO, as a staff member, will report school policy violations through the proper channels to be handled by school administration. It is the responsibility of the SRO to become familiar with the Student Handbook or Student Code of Conduct, but it is not the responsibility of the SRO to enforce the rules in these documents.

#### **K. Data Collection**

SROs should use the daily activity report, in the event of a piece of information of importance a report should be made to the Superintendent of Schools, building principals, and his/her Sheriff. The report should include descriptions of the event engaged in by the SRO, including names of students and/or staff involved, student searches, arrests, citations and/or summons issued, and other referrals to the juvenile justice system.

#### **L. Sharing of Information**

Communication and information sharing is essential to the success of the SRO program. SRO's may share information related to a student as a support of student success in school.

1. The sharing of information will be governed by Indiana State Law, Public Records Law, and relevant Gibson County Sheriff's Office and South Gibson School Corporation policies.
2. The sharing of arrest related information by the SRO with school administration upon request or at the direction of the SRO will involve the dissemination of arrest reports and calls for service filed with the Gibson County Sheriff's Office or from other Police agencies coming into contact with students from South Gibson School Corporation.
3. Juvenile fingerprints and photos as part of the arrest record will not be shared by the SRO.
4. If the SRO is aware of information on a student that is officially obtained by the Gibson County Sheriff's Office, which reflects that the student is in violation of school policies (Student Handbook or Athletic Code), the SRO may forward that information to school administration.
5. If a juvenile is an uncharged suspect in a crime, his/her information will not be released unless authorized by the Gibson County Sheriff and/or the Sheriff's designee.
6. Information which the SRO obtains from school personnel which deals with criminal or possible criminal intelligence will be maintained by the SRO as a criminal justice file. This file may be shared with other Division personnel and Criminal Justice Agencies, but will not be part of the student's school record. The parties acknowledge that a law enforcement agency may protect material gathered during the investigation of a crime from a public records request under Indiana law.
7. Hearsay information or rumors will alone, not be the basis for any formal action by the Gibson County Sheriff's Office. It can be used in an intelligence capacity or to validate the need for further investigation.
8. Any information that is obtained by the SRO that pertains to criminal activity occurring outside the Gibson County Sheriff's Office limits shall be relayed to the police department of jurisdiction.
9. When any felony occurs or any crime that prompts a Public Information Officer response from the schools or the County or if a school building is evacuated the SRO shall contact his immediate supervisor as soon as possible.
10. The SRO shall have access to any public records maintained by the school to the extent allowed by law. Law enforcement officials may need



confidential information in emergency situations based on the seriousness of the threat to someone's health or safety, time sensitivity, and the direct relationship of the information to the emergency.

**M. The following procedures should be followed to facilitate a free flow of information between school officials and the SRO:**

**1. Role in Locker, Vehicle, Personal and Other Searches**

SROs may participate in a search of a student's person, possessions, locker, or vehicle only where there is probable cause to believe that the search will turn up evidence that the student has committed or is committing a criminal offense. SROs will not ask a school employee to conduct a search for law enforcement purposes.

Unless there is a serious and immediate threat to student, teacher, or school safety, the Superintendent of Schools in concert with the building principals shall have final authority in the building.

The SRO may perform searches independent of the school administration only during emergency situations and where criminal activity is suspected.

- i. Strip searches of students by SROs are prohibited.
- ii. Unless there is a serious and immediate threat to a student, a teacher, or public safety, SROs shall not initiate or participate in other physically invasive searches of a student.

**2. Limits on Interrogations and Arrests**

(a.) Interrogations – SROs may participate in the questioning of a student about conduct that could result in criminal charges only after informing the student or his or her Miranda rights in age-appropriate language and informing the student's parent(s) or guardian(s). Parents/guardians should be allowed sufficient time to arrive at school to be present for interrogation.

(b.) Arrests – Incidents involving public order offenses, including disorderly conduct, profanity, and fighting that do not involve serious physical injury or a weapon, should be considered school discipline issues to be handled by school officials rather than criminal law issues warranting formal law enforcement intervention.

- i. Building principals and the Superintendent or his/her designee shall be consulted prior to an arrest of a student when practical.

- ii. The student's parent(s) or guardian(s) shall be notified of his or her arrest immediately or as soon as practical and in a timely manner.
- iii. Unless there is a serious and immediate threat to student, teacher, or public safety, SROs shall not use physical force or restraints on students.

#### **N. Role in Critical Incidents**

The SRO will be familiar with the emergency operations manual of the South Gibson School Corporation. During critical incidents occurring when the SRO is present, the SRO will normally act as a liaison between school administration, police personnel, and other emergency resources if practical.

#### **O. Role in Truancy Issues**

Truancy will be handled by school personnel and the SRO. The SRO will act as a liaison between the school and police personnel should police involvement become necessary due to safety concerns.

#### **P. School District Responsibilities**

The South Gibson School Corporation shall provide the SRO of each campus and any SRO supervisor the following materials and facilities, which are deemed necessary to the performance of the SRO's duties:

1. Access to a properly lighted office space, which shall contain a telephone, a secure computer and printer, which may be used for general business purposes.
2. A location for files and records which can be properly locked and secured.
3. A desk with drawers, chair, work table, filing cabinet and office supplies.
4. The opportunity for SROs to address teachers, school administrators and student families about the SRO program, goals and objectives.
5. The opportunity to provide input regarding criminal justice problems relating to students.

6. The opportunity to address teachers and school administrators about criminal justice problems relating to students during in-service workdays.
7. The District Emergency Operations Manual, Crisis Plan, Student Handbook/Code of Conduct and other related materials as deemed appropriate.
8. School staff designee for referrals for counseling and other school-based and/or community based supportive services for students and families.
9. SROs shall respect the sensitive nature of student privacy and shall abide by all applicable confidentiality, privacy policies and applicable laws.
10. Encourage attendance for secondary Assistant Principals at NASRO Basic SRO training.
11. Provide training to teachers, administrators, staff and SROs about when to directly involve SROs with student misconduct and about available alternatives to arrest.
12. **School will purchase and maintain insurance during the term of this Memorandum consistent with the exposure of any political subdivision under the Indiana Tort Claims Act or under any other state or federal law that may impose liability on the Sheriff or School. In this regard, each will maintain a general comprehensive liability insurance coverage in an amount of at least \$1 million for any acts or omissions alleged against Sheriff or School arising out of this Memorandum during its term.**

#### **Q. Crisis Planning**

South Gibson School Corporation and the Gibson County Sheriff's Office will coordinate Crisis Planning and training. Each entity will be involved in updates and creation of new Crisis Plans. Consistency throughout the district should be adhered to.

Lock down drills shall be included as part of the South Gibson School Corporation's preparedness plan. Gibson County Sheriff's Office shall be included in the creation of lock down procedures so that first responders are familiar with procedures.

#### **R. Reviewing the MOU and SRO Program**

The assigned parties shall review the MOU/SRO Program annually and adjust as needed. Any revisions will be reflected in an updated MOU.

Complaints against the SRO shall follow the normal complaint process of the Gibson County Sheriff’s Office and include notice to the appropriate school administrators.

**S. Problem Resolution**

Unforeseen difficulties or questions will be resolved by negotiation between the Superintendent of the South Gibson School Corporation and the Gibson County Sheriff’s Office or their designees.

SIGNATURE OF PARTIES AND SIGNATURE DATE

_____	_____
Dr. Bryan Perry, Superintendent of Schools South Gibson School Corporation	Date

_____	_____
Sheriff Bruce Vanoven Sheriff Gibson Co. Indiana Sheriff’s Office	Date

_____	_____
Dan Lienemann SRO Gibson Co. Sheriff’s Office Safety Security Director South Gibson School Corporation	Date