

School Resource Officers

Contract language concerning School Resource Officers (SRO) normally focuses on people working in the capacity of being liaisons from the local police for a school worksite. As such, the SRO help provide guidance and security to prevent and respond to safety concerns regarding students and staff. One of the more prevalent approaches is to develop language that addresses the working conditions of the SRO and the type of safety concerns that get reported to the SRO.

The following are collectively bargained language examples showing these approaches:

LOCAL NAME: SPOKANE EDUCATION ASSOCIATION –EDUCATION SUPPORT SPECIALISTS

STATE: WASHINGTON

ARTICLE VI

SCHOOL RESOURCE OFFICERS (SRO), SECURITY RESPONSE SPECIALISTS (SRS)

Section 1 - Work Year

A. Central School Resource Officers shall be twelve (12) month employees.

B. Itinerant Central School Resource Officer shall be at least ten (10) month employees. The work year for Itinerant Central SROs shall be the same as the school calendar, with an additional five (5) days before the start of school and five (5) days after the last day of school. Up to two (2) of these days may be flexed and used during the summer as training days with Security Supervisor agreement.

C. High School Resource Officers shall be ten (10) month employees. The work year for High School SROs shall be the same as the school calendar, with an additional five (5) days before the start of school and five (5) days after the last day of school. Up to two (2) of these days may be flexed and used during the summer as training days with Security Supervisor agreement.

D. Security Response Specialists shall be twelve (12) month employees. These positions will work swing shift, graveyard, weekends, and holidays and may be part time positions.

Section 2 - Work Day

A. In addition to the provisions in the overtime section of this agreement, SROs and SRSs shall receive the following:

1. Any work on Sundays shall be paid at two (2) times the employee's regular hourly rate of pay providing Sunday is not part of the regular shift.

2. If a SRO believes overtime is necessary to complete his/her job, he/she should consult either the Security Supervisor or the building administrator, if feasible for approval.

B. Work hours for Central SROs shall be between 7:30 a.m. - 4:30 p.m., Monday through Friday, inclusive of a 30-minute unpaid duty-free lunch.

1. There shall be one (1) shift of three (3) SROs working from 7:30 a.m. - 4:00 p.m. and one (1) shift of three (3) SROs working from 8:00 a.m. - 4:30 p.m.

a. Volunteers shall be sought for each shift. If there are not enough volunteers for each shift, SROs will be assigned a shift based on seniority. One (1) SRO shall be assigned to a north side shift and one (1) SRO to a south side shift.

b. The shift shall be reevaluated once annually.

2. The duty-free lunch may be taken away from the regular work site. Should an employee work through their lunch, due to an emergency to which only he/she can respond, the employee shall take their thirty (30) minute duty free lunch at the end of the shift.

3. Employees are otherwise required to work until 4:30 p.m.

4. Employees may flex their hours to meet operational needs after consulting with the Security Supervisor.

C. High School SROs shall work eight (8) consecutive hours daily, Monday through Friday, between the hours of 7:00 a.m. and 5:00 p.m.

1. Regular hours within this time frame shall be determined by the principal at the beginning of the school year.

2. Starting and ending times may be changed during the year, if mutually agreed-upon by the principal and the employee.

3. Employees shall have a thirty (30) minute unpaid, duty free lunch.
4. The District has the option of flexing the work day outside of the regularly scheduled work day, and/or outside of the regularly scheduled work week up to three (3) times during the school year. Additional times may be flexed if mutually agreed upon between the principal and the employee. This flexible scheduling may include split shifts, and may include up to one (1) Saturday each semester. Hours flexed under this section shall be in no less than three (3) hour blocks. This provision shall not apply to Sundays or holidays.

Section 3 - Standby and Callback Duty

A. Standby is defined as duty that requires an employee be ready to respond as soon as possible, be reachable by telephone or cell phone, be able to report to work in a reasonable amount of time, and refrain from activities which might impair his/her ability to perform assigned duties.

1. Standby time is not to be construed as work time.
2. Employees on standby may be called upon to resolve problems by telephone without leaving their homes or going out into the field.
3. The Security Supervisor shall set a rotating schedule of standby at the start of each year. The schedule shall rotate every two (2) weeks.
 - a. The schedule will be rotated equally among the Central SROs.
 - b. When there is a need to use a SRO for standby, the SRO who is on duty will be called.
 - c. If they are unable to perform the duty, the District will contact the other SROs following the defined call out schedule.
 - d. If no one else will accept the duty, it will be the responsibility of the SRO on the schedule to fill the standby duty or find someone else to fill it.
4. For each hour on stand-by, each employee shall receive one-half (1/2) hour of compensation at the contract rate.
 - a. Should standby occur on a holiday, compensation shall be according to the provisions of the contract language for holiday pay.
 - b. Should standby occur on a Sunday, compensation shall be at the double time (2x) rate of pay.

5. Should the employee be called back anytime during standby, compensation will be consistent with the callback provisions below.

6. SRSs shall be called first when a SRS shift needs to be filled. When a SRS is unable to cover a shift, Central SROs will be asked to cover as standby duty. The Central SRO who covered may request that an Itinerant cover their regular shift for up to two (2) hours without any loss of pay or leaves.

B. Callback duty is defined as an official assignment of work which does not continuously precede or follow an employee's regularly scheduled shift.

1. Callback time begins at the time the employee leaves his/her home and ends when the employee arrives home.

2. The first person called for callback duty shall be the officer on standby.

3. Callback duty beyond the officer on standby shall be rotated equally among the Central SROs based on the callback list.

a. The callback list shall be listed in seniority order and continuously rotate.

b. The supervisor may move to the next officer on the callback list if the supervisor is unable to reach an officer.

4. Employees called back to work shall receive a minimum of two (2) hours at time and one-half (1 1/2) or overtime for the actual time worked, whichever is greater.

Section 4 - Acting Supervisor

A. When the Security Supervisor is absent, the most senior Central SRO will assume the supervisor's duties (excluding any evaluation or discipline) as well as continue to perform his/her own assignment.

1. The rate of pay for these additional duties would be twelve (12%) percent above the employee's regular hourly rate.

2. If the most senior Central SRO declines the position, the next most senior Central SRO shall be offered the position until someone accepts the role.

Section 5 - Summer Hours

Summer work schedules shall include an option of working four ten-hour (4/10) days instead of the normal five eight-hour (5/8) days. Summer work shifts shall begin at 7:00 a.m., for those working ten (10) hour days and 8:00 a.m. for those employees working eight (8) hour days. The

summer schedule shall be in effect from the first full week after school is dismissed through the last full week prior to the start of school.

Section 6 - Uniforms

A. Upon hire, the District shall provide six (6) shirts, three (3) pairs of pants, one (1) jacket of District determined design and insignia, one (1) ballistic vest, and one (1) set of duty gear. The District shall replace these items as needed, by request of the employee, with the approval of the supervisor.

1. Unit members and the Director of Safety and Risk Management shall agree upon the standards for the wearing of the uniform.
2. It is understood that the uniform shall be worn as prescribed on a daily basis.
3. Variations for pants or shorts may be allowed for high school bike patrol officers.

B. If an employee determines that protective clothing/equipment is needed, the employee shall submit a request to the Security Supervisor for approval.

1. Upon hire, an employee shall be authorized to spend \$125 for initial purchases of protective gear during their first year.
2. An employee may be authorized up to \$50 per year for approved replacement items upon request.

C. Employees shall receive a stipend each year for maintenance of uniform clothing. This stipend is in the stipend section of this agreement.

Section 7 - District-Provided Vehicle

A. Each Central SRO will be provided a District vehicle for official use to include on-call duty.

1. All insurance and maintenance, including repairs and gasoline, is the responsibility of the District.
2. Taxability of District provided vehicles will follow IRS regulations.

B. Any District employee who is assigned a position which requires driving a District vehicle must be insurable by the District carrier. Failure to maintain insurability will not result in job loss.

Section 8 - License Fees

The District will reimburse SROs for the actual cost of the City Police Commission and any other license required for their respective positions.

Section 9 - Providing Back Up and Coverage

A. If in a responding officer's opinion the situation calls for additional support, he/she should call for police back up.

B. While officers are primarily assigned to their designated site or areas, the Security department is considered a District program. As such, shared staffing may occur under the direction of the Security Supervisor.

Section 10 - Report Writing

A. Officers will make every attempt to complete reports during the regular workday.

B. If workload is such that overtime needs to be authorized to complete reports in a timely manner, the Security Supervisor will have authority to authorize overtime.

C. The Security Supervisor may spell, if needed, other SROs for report writing. Section 11 - Facilities

A. In addition to the general facilities rights in Article III, Section 32 "Employee Facilities", the District will arrange for the following facilities and equipment for SROs:

1. Each site that has a SRO regularly assigned to it shall arrange a location where the officer can conduct confidential interviews.

2. Each SRO shall have their own office with a separate security key entrance. Section 12 - Assignment of Central SROs

Central SROs will be assigned to sites as directed by the supervisor to provide a quick response to their assigned areas.

Section 13 - Training Fund

A. A training fund of \$4000 per year will be established to enable officers to attend classes, seminars and workshops.

1. All requests for training will be coordinated through the Security Supervisor.

2. Unspent money will be carried over into following years. Section 14 - Physical Requirements

Security personnel must pass a physical agility test to match the requirements of the job upon hire, or promotion from SRS to SRO, to be paid for by the District.

LOCAL NAME: HAYWARD EDUCATION ASSOCIATION

STATE: CALIFORNIA

Article 9 Employee Safety

HEA will be contacted as soon as possible of the occurrence of any threat with a weapon, assault, and/or physical threat of a unit member to the extent known and can be otherwise disclosed by District Administration.

6. b. The behavior referred to above includes but is not limited to the use of force or violence, assault, possession of weapons or explosives, using or selling controlled substances, robbery, and/or damaging property, all of which are more fully defined by section 48900.

c. The District shall provide the information required by this section based upon any records that the District maintains in its ordinary course of business, or receives from a law enforcement agency or information from a School Resource Officer (S.R.O.) for the three (3) previous school years.

LOCAL NAME: MOORESTOWN EDUCATION ASSOCIATION

STATE: NEW JERSEY

Health and Safety Committee

1. A district Health & Safety Committee will exist during the duration of this Agreement. The committee will be composed of three (3) MEA members and one (1) principal from each school, the Assistant Superintendent for Business/Board Secretary, Buildings and Grounds supervisor, one (1) nurse, school resource officer, one (1) board of education member and one (1) Association designee. MEA members shall be selected by the building staff.

2. The purpose of the committee is to assist the administration in safety efforts that will help to reduce the potential for injuries, illnesses and property loss. It is recognized that a healthy and safe learning and working environment is of paramount importance and that the

health and safety of employees, students and visitors is critical to the success of the school district.

3. The parties agree that a building level ad hoc health and safety committee may be formed when necessary to address building level issues and concerns

LOCAL NAME: MAINLAND REGIONAL EDUCATION ASSOCIATION

STATE: NEW JERSEY

ARTICLE VIII
EMPLOYMENT CONDITIONS

6. School Resource Officer (SRO)

a. The School Resource Officer shall be a ten month position and will work the hours from 7:00 am to 3:00 pm each day with the same lunch as a teacher.

b. The School Resource Officer shall receive overtime pay for extra hours beyond the normal shift (dances, plays, games, etc.) Rate = \$40.00 an hour.

c. The school year shall be through two days after the teaching staff last day.

d. Overtime for court appearances and co-curricular events shall be a minimum of three (3) hours with an hourly rate for anything over three hours.

e. A maximum clothes allowance of \$250 will be allowed per School Resource Officer.

LOCAL NAME: BRIGHTON SCHOOL DISTRICT EMPLOYEE HANDBOOK HANDBOOK
FOR TEACHERS

STATE: WISCONSIN

3.05 Child Abuse Reporting

- A. Any school employee who has reasonable cause to suspect that a child, seen by the person in the course of professional duties, has been abused or neglected or who has reason to believe that a child, seen by the person in the course of professional duties, has been threatened with abuse or neglect, and that abuse or neglect of the child will occur, shall report as provided for below in section B: school nurse, social worker, professional counselor, school teacher, school administrator, school counselor, child care worker in a child care center, or residential care center for children and youth, a child care provider, an alcohol or other drug abuse counselor, a physical therapist, a physical therapist assistant, an occupational therapist, a dietitian, a speech-language pathologist, an audiologist, an emergency medical technician, a first responder and a police or law enforcement officer, including a police liaison officer.