

School Resource Officer Memorandum of Understanding (MOU)

Guiding Principles:

WHEREAS, the purpose of this document is to create guidelines and roles to ensure that law enforcement, school administrators, and the communities they serve have a shared understanding of the goals of the School Resource Officer (SRO) program and that SROs receive the necessary support and training to ensure a safe school environment while respecting the rights of students and improving the overall school climate;

WHEREAS, school policing is intended to maintain a positive, safe and orderly school environment for all stakeholders; SROs develop and maintain relationships with students, parents, and other members of the school community;

WHEREAS, the parties agree that transparency and accountability are essential to the success of the SRO program.

WHEREAS, the parties agree that an effective SRO program sets forth: 1) the role of the SRO within the context of the educational mission and vision of the school; 2) distinctions between disciplinary misconduct to be handled by school officials and criminal offenses to be handled by law enforcement; 3) collaboration with school administrators on legal and school related issues; and 4) non-punitive approaches to student behavior.

WHEREAS, the signatories agree as follows:

Goals and Objectives:

The mission of the School Resource Officer program is to improve school safety and the educational climate at the school. School administrators are responsible for student conduct and school discipline. SROs may assist with raising awareness of school rules to students and referring potential violations to school administration.

The SRO is an asset used by the community and the school in an attempt to address situations proactively in the lives of students rather than in the judicial system.

The SRO shall foster educational programs and activities to increase student's knowledge of and respect for the law and the function of law enforcement agencies.

The SRO shall conduct himself or herself as a positive role model at all times; shall seek to establish a strong rapport with staff, faculty, students, community members and others associated with the school; shall encourage students to develop positive attitudes towards the school, education, law enforcement officers; and shall cultivate an environment of positive relationships with students, staff, community members and agencies.

The SRO shall help students deal with the pressures facing them today such as the use of alcohol, drugs and tobacco, along with peer pressure, bullying and harassment. These situations are sometimes present in the schools and community. SROs shall provide classroom instruction and act as a link to other service agencies that provide preventative and counseling services with the school district and community.

The SRO shall act swiftly and cooperatively when responding to major disruptions and flagrant criminal offenses at school, such as: disorderly conduct by trespassers, the possession and use of weapons or controlled substances, the illegal sale or distribution of controlled substances, and other serious crimes that occur on campus and threaten the safety of students and staff.

The SRO shall meet with building-level school administrators, teachers, support staff, parents, and student representatives at least annually to discuss issues of school safety.

The SRO shall be integrated into the school community through participation in faculty and student meetings, after school events, and assemblies as appropriate.

Duties of School Resource Officers:

To enforce Federal, State and Local criminal laws and ordinances, and to assist school officials with the enforcement of the Board of Education policies and administrative regulations regarding student conduct;

To investigate criminal activity committed on school property;

To counsel public school students in special situations, such as students suspected of engaging in criminal misconduct, when requested by principal or the principal's designee or by the parents of a student. School administration shall be present;

To answer questions the students may have about North Carolina criminal or juvenile laws;

To assist other law enforcement officers with outside investigations concerning students attending the school(s) to which the SRO is assigned;

To provide security for special school events or functions at the request of the principal or designee.

Distinguishing Disciplinary Misconduct from Criminal Offenses

Building level administrators, absent a real and immediate threat to student, teacher, or school safety, and absent the situations described herein where formal law enforcement intervention is deemed appropriate, shall have final authority.

School Resource Officers are responsible for criminal law issues. Administrators are responsible for school disciplinary issues. Like other staff, School Resource Officers shall report school-related disciplinary issues or offenses to a school administrator.

Absent a real and immediate threat to student, teacher, or public safety, student incidents involving public order offenses including; disturbance/disruption of schools or public assembly; trespass; loitering; profanity; and fighting that does not involve physical injury or a weapon, shall be considered school discipline issues to be handled by school officials, rather than criminal law issues warranting formal law enforcement intervention (e.g., issuance of criminal summons (ticket), filing of delinquency petition, referral to a probation officer, or actual arrest).

Students shall not be arrested at school, except where a student poses a real and immediate threat to student, teacher, or public safety; or a judicial warrant specifically directs the arrest of the student in a school; in all other instances the execution of an arrest warrant should be undertaken at a location other than a school. Patrol officers may serve a warrant at school with the assistance of the School Resource Officer.

School principals shall be consulted prior to an arrest of a student where practicable. The school administrator or designee will contact a student's parent/guardian, whenever possible, prior to an arrest.

The student's parent or guardian shall be promptly notified of a student's arrest by a school administrator or designee when it takes place on school property.

The SRO shall comply with Miranda and juvenile Miranda rules. If a SRO questions, searches, or arrests a student at school, all reasonable efforts will be made to protect the student's privacy.

The SRO should inform a school administrator prior to conducting a probable cause search where practicable.

Absent a real and immediate threat to student, teacher or public safety, a school official shall not ask a SRO to be present or participate in the questioning of a student that could expose the student to court-involvement or arrest.

Absent a real and immediate threat to student, teacher, public safety or personal harm, a SRO shall not use physical force or restraints - including handcuffs, tasers, mace, or other physical or chemical restraints - on a student.

Training:

Every School Resource Officer will annually receive the following from their local law enforcement agency:

Carrboro Police Department	Chapel Hill Police Department
Driver Training - classroom	Active Shooter Training
Driver Training	Decision Making (shoot/don't shoot)
Legal Updates*	Legal Updates*
Use of Force/Firearms*	Firearms Training*
Range Qualifications*	Range Qualifications*
Juvenile Minority Sensitivity Training*	Juvenile Minority Sensitivity Training*
Domestic Violence Training*	Domestic Violence (and Teen Dating) Training*
Police Officer Physical Abilities Testing*	Police Officer Physical Abilities Testing
Fair and Impartial Policing (certification and recertification)	Fair and Impartial Policing (certification and recertification)
CPR*	CPR*
Taser Training (certification and recertification)	

* Mandatory In-Service Training

North Carolina or the local police departments may require additional in-service training from year to year.

School Resource Officers shall attend training opportunities sponsored by the district on an annual basis. These training opportunities, along with others that may be provided or supported by the district, shall be age appropriate.

Training shall include, but not be limited to, the areas of:

- school safety
- exceptional children
- district policies
- mental health
- equity
- student records (Family Educational Rights and Privacy Act)

The School Resource Officer shall be familiar with and trained in programs adopting non-punitive approaches to discipline available in the district. If a school has implemented a specific program designed to improve overall school climate or respond to student behaviors in specific ways, the school resource officer shall participate with that program and associated training sessions as appropriate.

Complaint and Grievance Procedures:

The board encourages the resolution of concerns and complaints whenever possible. To this end, the board has provided opportunities for students and parents to express their concerns through processes established in board policies. Board policy 1742/5060, Responding to Complaints, identifies these different processes and provides a mechanism for resolving complaints in an informal manner.

While the Board strongly encourages informal resolutions, it recognizes that students and parents may want a more formal process for certain types of complaints, or if the informal process did not produce satisfactory results.

Board Policy 1740/4010, Grievance Procedures for Students and Parents, provides students and parents an opportunity to address concerns regarding specific decisions, especially when there are concerns that Board policy or law has been misapplied, misinterpreted or violated.

Students and parents may also file a complaint with the local law enforcement agency where the SRO is employed.

Evaluation/Assignment:

Building-level school administrators shall be included in the selection process for SROs and shall participate in periodic performance reviews of the SRO. The school principal may request an SRO be removed from the school assignment after consultation with the local police department's supervisor for SROs.

Transparency and Accountability:

The school district and relevant law enforcement agency shall maintain annual publicly available data, without disclosing personally identifiable information, documenting the following:

Number of incidents resulting in a student arrest for conduct on school grounds or at a school-sponsored event, broken down by school; offense; arrestee's age, grade level, race, sex, and disability status; and disposition/result;

Number of incidents resulting in other forms of law enforcement intervention --- including searches and seizures by SROs; questioning by SROs; issuance of criminal summons (ticket), filing of delinquency petition, referral to a probation officer, or actual arrest) --- for juvenile conduct on school grounds or at a school-sponsored event, broken down by school; offense or reason; type of law enforcement intervention; juvenile's age, grade level, race, sex, and disability status; and disposition/result.