

# Libertyville Elementary Schools



W. Guy Schumacher, Ed. D., Superintendent

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To: District 70 Board of Education  
From: Guy Schumacher, Superintendent  
Date: April 2018  
Re: Shared Service/Intergovernmental Agreement Libertyville Police Dept./SRO

## **Purpose:**

In collaboration with the Libertyville Police Department, and in a commitment to addressing ongoing Shared Service Agreements, Chief Herdegen and district administration request the integration of a full-time officer for the purpose of assigning a liaison School Resource Officer (SRO) to School District 70 whereby enhancing the Department's ability to provide crime prevention/public education information on an ongoing basis and to further enhance the District-Department connection regarding student safety instruction and overall student-officer relationships.

## **The role of a School Resource Officer (SRO):**

SROs are sworn law enforcement officers responsible for providing security and crime prevention in schools. A local police department, sheriff's agency, or school system typically employs SROs who work closely with school administrators in an effort to create a safer environment.

The responsibilities of SROs are similar to standard police officers in that they have the ability to make arrests, respond to calls of service, and document incidents that occur within the school community jurisdiction.

Beyond law enforcement, SROs also serve as educators, emergency managers, and informal counselors. While SROs' primary responsibility is law enforcement, whenever possible, SROs strive to employ positive interactions with children and to enhance the positive image of such prominent positions.

<b>LAW ENFORCER</b> Promotes safety in or around the school by addressing crime and fear of crime Serves as a liaison between the school and outside agencies	<b>INFORMAL COUNSELOR</b> Builds relationships Reinforces positive behaviors Connects youth with needed services
<b>EDUCATOR</b> Teaches topics related to law enforcement geared toward positive student behavior Collaborates with stakeholder groups	<b>EMERGENCY MANAGER</b> Develops and implements comprehensive safety plans or strategies, in coordination with school administrators and local first responders

**Background/Hx:**

Throughout the 1990's the Libertyville Police Department staffed 1.5 police officers to perform crime prevention/public education functions, as well as teach Drug and Alcohol Resistance Education (DARE) at the local grade schools. Due to budgetary concerns, in 2002-03 the .5 position was eliminated leaving the remaining full time officer to perform the majority of the Department's crime prevention/public education/DARE functions. In 2007-08 funding for the remaining full time officer was eliminated and no officer(s) were specifically dedicated to perform these functions. A trained, day shift, officer was afforded time one day per week to continue teaching DARE until November 2009, when the instruction of DARE was eliminated all together.

**Discussion:**

Since the 2007-08 budget crisis, funding at the Police Department has not been available to contribute to sworn positions beyond those needed to staff essential patrol functions and a modest investigations unit. Although this staffing level has allowed the force to be effective in those areas, the Department has reportedly fallen short in other areas of responsibility, including dedicating efforts towards crime prevention and public (school) education. Limited resources have been allocated towards enhancing these efforts, but such efforts cannot make up for the individual attention a dedicated officer can provide within the schools and learning community.

Additionally, expectations have dramatically changed regarding the role police departments are responsible for regarding school safety. The DARE program, which was the predominant law enforcement program being made available to schools and students throughout the 1970-90's and which is still active in some communities, is quickly being replaced and/or augmented by dramatically more sophisticated relationships and programs that are designed to meet the following critical (and in some cases mandated) needs:

- Provide recommendations for the tightening school facility security features
- Provide annual review and assist with development of school emergency and disaster planning
- Provide ongoing training to school administrators, teachers, and support staff
- Conduct annual lock down/law enforcement drills at all schools
- Provide written assessment of said drills and support recommendations for modifications to unify plans, training, and future exercises
- Assume and support in the Alert, Lockdown, Inform, Counter, Evacuate (ALICE) training responsibilities, as a newly aligned ISBE initiative

In addition, although not mandated by law, police instruction to students has dramatically evolved from teaching DARE to a much more encompassing curriculum, which includes:

- Education of opiod/heroin abuse, methamphetamines, synthetic drugs, etc.
- Vaping
- Medical Marijuana
- Education of alcohol related issues, social hosting, parental responsibility
- Responsibilities/ramifications associated with the use of social media
- Juvenile Crime
- Cyber Bullying
- Hazing
- Sexting
- Truancy

Also, featured curriculum would incorporate such standard annual lessons related to Risk Watch features, including but not limited to:

- Halloween Safety
- Safety from Strangers
- Motor Vehicle Safety
- Fire and Burn Prevention
- Water Safety
- Poisoning Prevention
- Falls Prevention
- Firearms Injury Prevention
- Bike and Pedestrian Safety
- Choking, Suffocation, and Strangulation Prevention

While recognizing there are five (5) District 70 Elementary schools in Libertyville, two (2) parochial schools and many other educational venues, including pre-schools, it became apparent that providing an appropriate level of service regarding these responsibilities with an acceptable degree of oversight and effectiveness, is not possible with existing police personnel.

In addressing a range of historic concerns, primarily based at Highland Middle School, in collaboration with Libertyville Police Chief Clint Herdegen, it was agreed the DARE and Risk Watch topics are of major concern and need to be addressed. We agreed that the best way to accomplish meeting the above objectives was to assign a full-time officer to the School District throughout the school year. Recognizing that LPD does not have sufficient staffing to accomplish this and that they would have to find a way to fund it, we agreed to research grant opportunities available to fund such a position, but unfortunately there are currently no grants available for this type of program. Chief Herdegen suggested Village funding levels had not yet returned to a point where they would be able to fund a full-time officer and assign them to District 70.

Recognizing the value such a position could offer District 70; it is proposed that District 70 be willing to fund fifty percent (50%) of the position (salary and benefits) moving forward. Although each of us recognizes funding would require the approval of respective Boards, we agreed to present the request conditional upon each organization’s ability to fund its respective fifty percent (50%).

The breakdown of cost for a full time officer is as follows:

	<u>2018</u>	<u>2019</u>	<u>2020</u>	<u>2021</u>	<u>2022</u>
Salary	\$ 66,508	75,228	82,180	88,344*	94,969*
Insurance	\$ 25,990	27,030**	28,111**	29,235**	30,405**
Pension \$ 6,584	7,448	8,136	8,746	9,402	
Medicare	\$ 964	1,091	1,191	1,281	1,377
<b>Total</b>	<b>\$100,046</b>	<b>110,797</b>	<b>119,618</b>	<b>127,606</b>	<b>136,153</b>
50%=	\$50,023	55,399	59,809	63,803	68,077

\*Assumes a 7.5% increase in years 4-5 of the agreement (not yet determined), as the officer progresses through contractual steps that will be included in a new bargaining agreement.

\*\*Assumes a 4% increase in health/dental insurance, actual to be determined.

Pension contribution reflects the required 9.9% of officer’s salary.

Medicare contribution reflects the required 1.45% of officer’s salary

In order to ensure an appropriate level of commitment is reached between the two (2) parties, it is suggested District 70 and the Libertyville Police Department enter into a five (5) year Intergovernmental Agreement to staff the position, to include anticipated escalating costs of the position for the duration of the agreement.

**Recommendation:**

Authorize Board of Education through administrative appeal a commitment to fund fifty percent (50%) of the entire cost of the position, to include salary and benefits, for the duration of the agreement.