



LAKELAND JOINT SCHOOL DISTRICT
Committed to Academic Excellence ... Dedicated to Student Success

Board Agenda Item Request

AGENDA ITEM: Action Item - Memorandum of Understanding with the Rathdrum Police Department for the retention of School Resource Officers (SRO)

PURPOSE: Board request

MEETING DATE: May 7, 2025

PREPARED BY: Lisa Arnold

SUMMARY

The link for the MOU with the Rathdrum Police Department is [here](#).

Superintendent Recommendation

The superintendent recommends that the board approves this MOU with the City of Rathdrum.

AGREEMENT BETWEEN THE

The City of Rathdrum Police Department and

The Lakeland Joint School District #272

for the

SCHOOL RESOURCE OFFICER PROGRAM

THIS AGREEMENT is entered into by and between the City of Rathdrum ("City"), a political subdivision of the State of Idaho, and the Lakeland Joint School District #272 ("District"), a political subdivision of the State of Idaho.

RECITALS

WHEREAS, the School Resource Officer (SRO) program is a joint venture of the City and the District; and

WHEREAS, the program has a character of "Community Policing," which includes collaboration with other agencies through enhancing communication and rapport; delivering prevention, intervention, and criminal justice education services; and maintaining safe learning environments.

NOW THEREFORE, in consideration of the mutual promises and covenants contained herein, the receipt and sufficiency of which is hereby acknowledged, the City agrees to employ one SRO to perform the duties described in this agreement, according to the terms and conditions set forth below:

I. Purpose of the SRO Program

The SRO program will focus on providing security and protection on school grounds; developing rapport with students; presenting information to students on various crime prevention subjects; providing law enforcement assistance to school personnel, parents and students. Through such activities in the schools and the community, the program helps students, parents, and educators to develop a better understanding of the role of law enforcement officers and to create a more positive concept of the judicial system. The SRO will provide security and protection on school grounds and will take a proactive approach to work in preventing crimes from occurring within the school district. The SRO is not considered the disciplinarian for school policies and will follow the laws of the State of Idaho.

II. SRO Obligations

- a. The SROs will provide educational benefits to students by leading classroom presentations and presenting assemblies covering topics that are developmentally appropriate for the students in attendance.
- b. The SROs will provide discussion with students and hold conferences with parents pertaining to law enforcement. Non-law enforcement issues will be referred to the school principals, with

SRO assistance as required.

- c. The SROs will build rapport and trust with students by maintaining a high level of visibility on campus during the regular school day and by attending school activities and other school and community programs. Such assignments will be included in the SROs' regularly scheduled hours in order to avoid the need for overtime compensation.
- d. The SROs will be available to school administrators as an educational resource in understanding the application and enforcement of criminal laws.
- e. The SRO will act as a liaison with various community youth services agencies and work with school personnel on student referrals to these agencies.
- f. The SROs shall respond to emergency situations as requested by school administrators. The SROs shall respond to criminal activity, which is observed or suspected by the SRO or school staff, in a customary manner according to training and standard law enforcement techniques.
- g. The SRO's primary responsibility will be to carry out the purpose of the program as outlined in Section I when schools are in session during the regular academic year.
- h. The SRO shall be either in full officer uniform or in dress deemed appropriate by the Police Chief to include tactical pants or slacks, a collared polo shirt affixed with Department insignia, his badge and his weapon.
- i. The SRO's hours will be flexible, subject to the approval of the Rathdrum Police Chief, in order to carry out the purpose of the program as outlined in Section I (a) above. The SROs remain employees of the City and as such are ultimately supervised, evaluated, and directed by the Rathdrum Police Department.

III. City Obligations

- a. The City shall, at its expense, assign a police officer from the Police Department to work as an SRO at John Brown Elementary, Betty Kiefer Elementary, and Mountain View High School.
- b. SRO will work primarily during regularly scheduled school days. It is understood that there may be training needs or other instances when the SRO may work outside the school at the discretion of the Police Department.
- c. SROs assigned pursuant to this MOU shall be made available to the District no later than one week prior to opening day of the regular school year.
- d. The City shall provide SROs which have been certified as law enforcement officers through Idaho P.O.S.T. and shall have obtained the necessary training and skills customary for officers in the Police Department.
- e. The Police Department will assign an SRO to fill vacancies at schools as necessary and as available. In the event the School Resource Officer is unavailable for an extended period of time, periodic coverage will be maintained by another patrol officer. If coverage is not available for an extended period of time, the City and District shall meet to discuss options.
- f. On days when schools are not in session, SROs will be assigned to duties by the Police Department.

IV. District Obligations

- a. The District shall provide the SRO with the following resources: An Office in the schools during the regular school year suitable to allow for privacy in student/faculty communications; office equipment and supplies; telephones, and other such materials as necessary for the SRO to carry out their assigned duties.
- b. On a school-day to school-day basis, the District principals shall work in cooperation with the SRO. The District shall provide training as required to the SROs on topics such as school discipline procedures, adolescence, and special needs.

V. Planning Meetings

- a. The Rathdrum Police Chief or designee and the Superintendent or designee of the District shall make themselves or their representatives available for joint meetings as may be requested by either party for the purpose of resolving any issues which may arise in the administration and execution of this Agreement. On or before April 1, 2026, both parties shall meet to evaluate the program prior to deciding whether to continue.

VI. Consideration

- a. In consideration of all services hereinbefore described, the District agrees to pay the City, and the City agrees to accept in full payment the amount of sixty-five percent (65%) of the annual salary of a full time patrol officer and benefits for the SRO to be paid in equal monthly payments for services in September 2025 to June 2026, or as otherwise agreed upon by the parties. The amount owed each month shall be \$8511.00. The total amount that will be owed for the term of this Agreement, which may be an approximate amount if the City budget for FY2025-26 has not been approved yet, shall be delivered to the District by the City upon written request by the District.

VII. Term, Amendment, Renewal and Termination of Agreement

- a. The term of this Agreement shall remain in effect for the 2025-26 public school calendar year, beginning September 2025 and ending June 2026.
- b. This Agreement shall be amended for consideration and renewed annually unless terminated in accordance with this section.
- c. This Agreement may be terminated in writing by mutual consent of the City and the District. In addition, this Agreement may be terminated at any time by either party upon written notice no later than March 15th of the intent to terminate to the other party.

VIII. Third Parties and Assignment

- a. This Agreement is for the sole benefit of the parties and no person or entity shall have any rights under this agreement as a third-party beneficiary. There shall be no assignment of the responsibilities and benefits created by this Agreement.

IX. Entire Agreement

- a. This document represents the entire agreement between the parties notwithstanding any previously written or oral understandings between the parties on the same subject. No amendment or modification shall be valid unless in writing.

X. Non-Appropriation

- a. This Agreement shall be contingent upon the City appropriating funding for the positions. In the event that such funding is not appropriated, this Agreement shall be automatically terminated.

XI. General Liability

- a. The District and the City agree to hold one another harmless and indemnify the other from any and all liability, loss, damage or claims, excluding that arising from gross negligence or intentional acts of the indemnifying party's employees, that either may suffer arising out of or in connection with the action of District and City employees rendered pursuant to this Agreement. It is mutually recognized that the City is responsible for the performance of the law enforcement services addressed hereby. Both parties agree to cooperate with the other to the greatest extent possible in the defense of any claim brought against either party. Both parties shall be independently responsible for their actions consistent with the principles embodied in the Idaho Tort Claims Act.

XII. Insurance

- a. Each party to this Agreement agrees to carry and maintain a comprehensive general liability policy in the minimum amount of \$1,000,000.00 to protect the party from and against any and all claims, losses, actions, and judgments for damages or injury to persons or property arising out of or in connection with its acts or performance under this Agreement.

XIII. Information Sharing

- a. If some information in a student's record is needed in an emergency to protect the health or safety of the student or other individual's, school officials may disclose to the SRO that information which is needed to respond to the emergency situation based on the seriousness of the threat to someone's health or safety, the need of the information to meet the emergency situation, and the extent to which time is of the essence. If confidential

student records information is needed by an SRO but no emergency situation exists, the information may be released only as allowed by law. The SRO can provide records to Lakeland School District only if the law allows such a request. The SRO records of work history and responses for the school district will be provided at the end of each school year.

WITNESS the following signatures in agreement to the above terms and conditions:

Michelle Thompson, Board Chair
Lakeland Joint School District #272

Date

Lisa Arnold, Superintendent
Lakeland Joint School District #272

Date

Mike Hill, Mayor
City of Rathdrum

Date

Brandon Friis, Interim Chief of Police
Rathdrum Police Department

Date