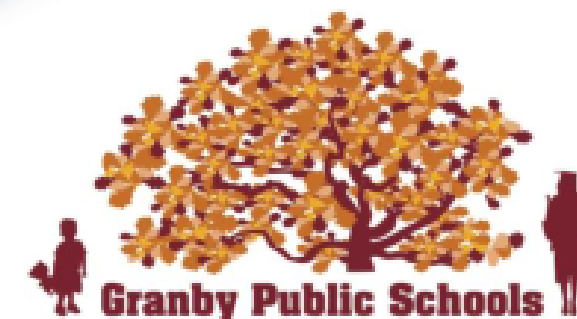


School Resource Officer Program

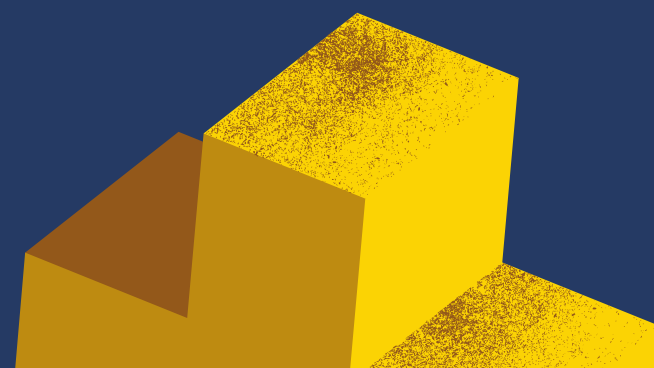
Granby Board of Education
Wednesday, February 5, 2025





School Resource Officer (SRO)

The Granby Police Department and Granby Public Schools will strive to:


- Create and maintain a safe school environment
 - Establish a cooperative relationship between students and police
 - Prevent juvenile delinquency
 - Promote positive interactions between students and police officers
- 

Duties of the SRO

- Provide educational presentations on law enforcement, safety, and other related topics
- Take law enforcement action when necessary
- Conduct investigations into any crimes occurring on school property
- Develop strategies for preventing and managing safety risks
- Foster transparency and accountability via the submission of consistent reports to the Chief of Police and Superintendent



A School Resource Officer IS NOT:

- 
- Responsible for school discipline
 - Enforcing school rules/policies
 - Leading searches of students, lockers, backpacks, etc.
 - Investigating cases of bullying
 - An employee of the School District

The vast majority of student misconduct can be best addressed through classroom and in-school strategies.

The response to school disruptions should be reasonable, consistent and fair.

Students should be held accountable for their actions through a graduated response to misconduct.*

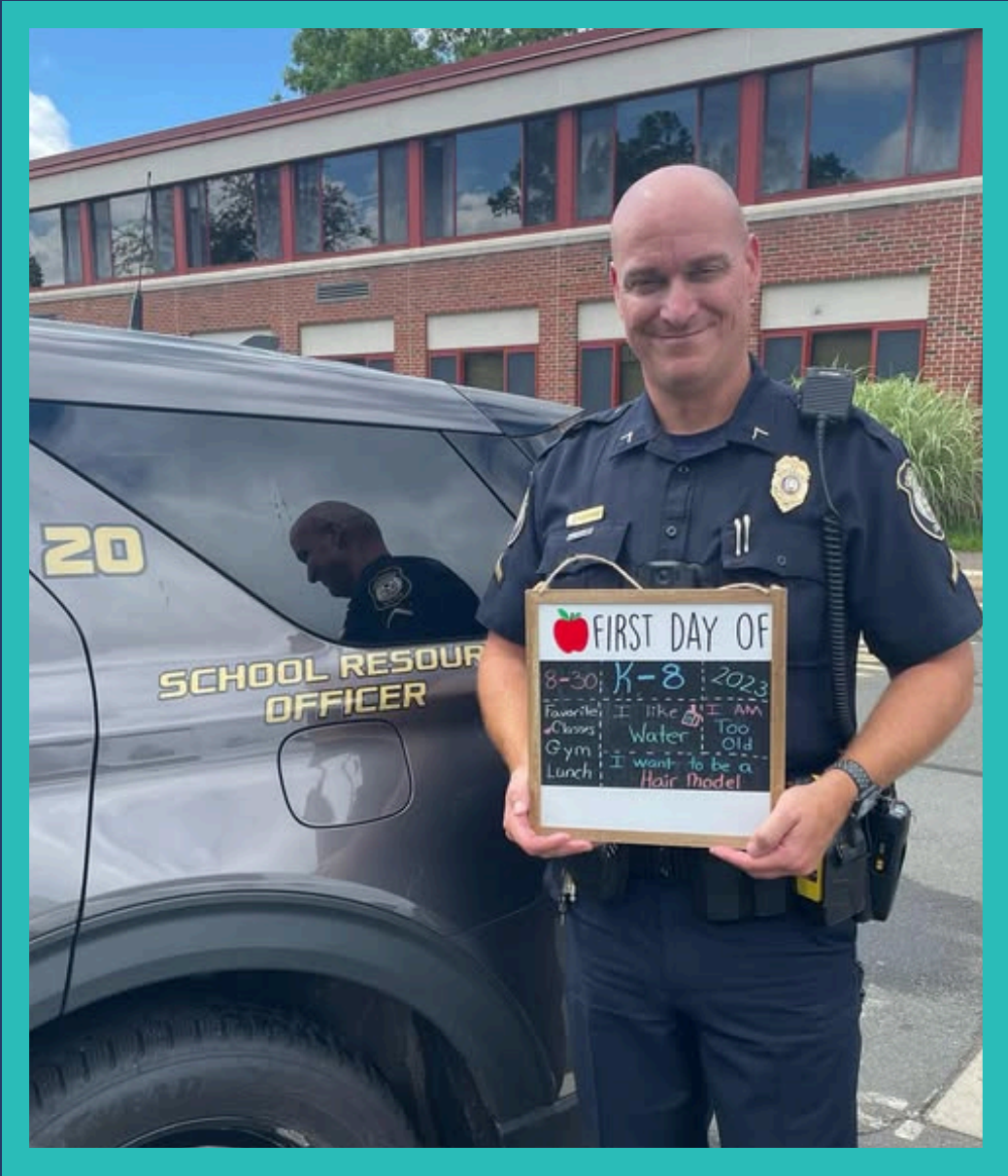
Disruptive students should receive appropriate redirection and support from in-school and community resources prior to the consideration of suspension, expulsion, involvement of the police, or referral to court.

*See Graduated Response Agreement

School Resource Officer Perspective

Simsbury Public Schools

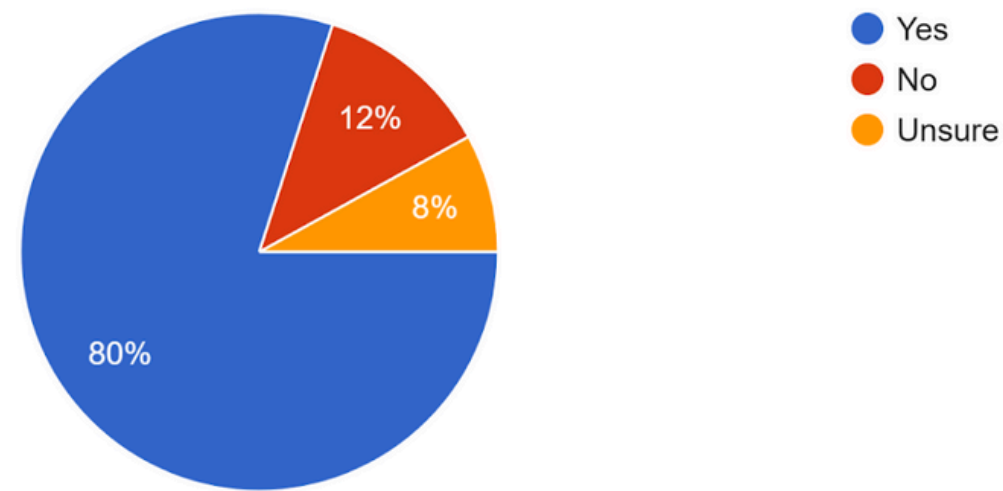
Sergeant Todd Kushman



WHAT DOES THE GRANBY COMMUNITY THINK?

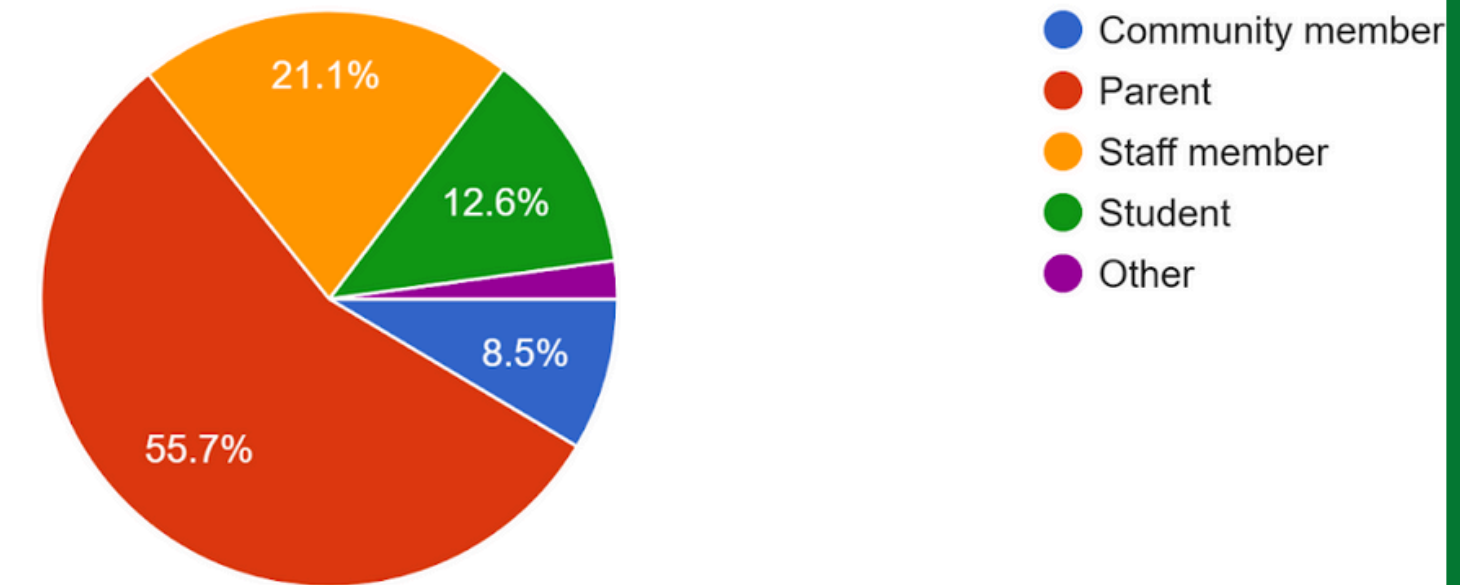
Do you think Granby Public Schools should add a School Resource Officer position to our school district for the 2025-2026 school year?

749 responses



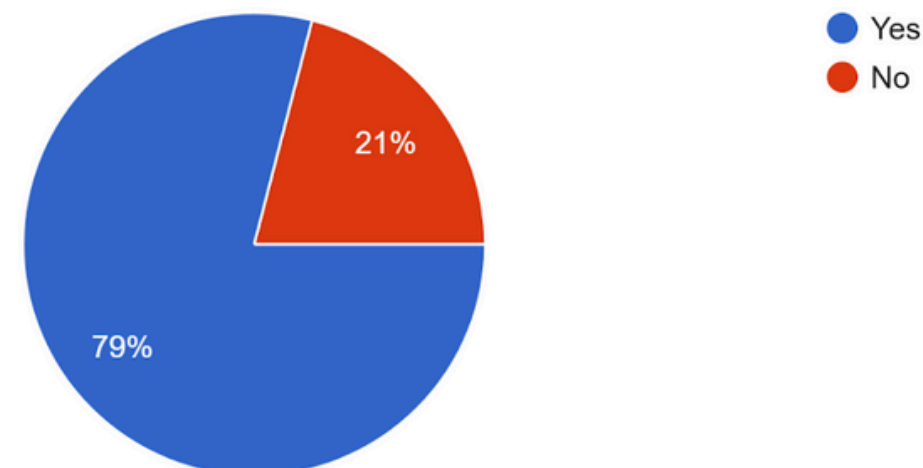
Please identify your relationship with Granby Public Schools:

749 responses



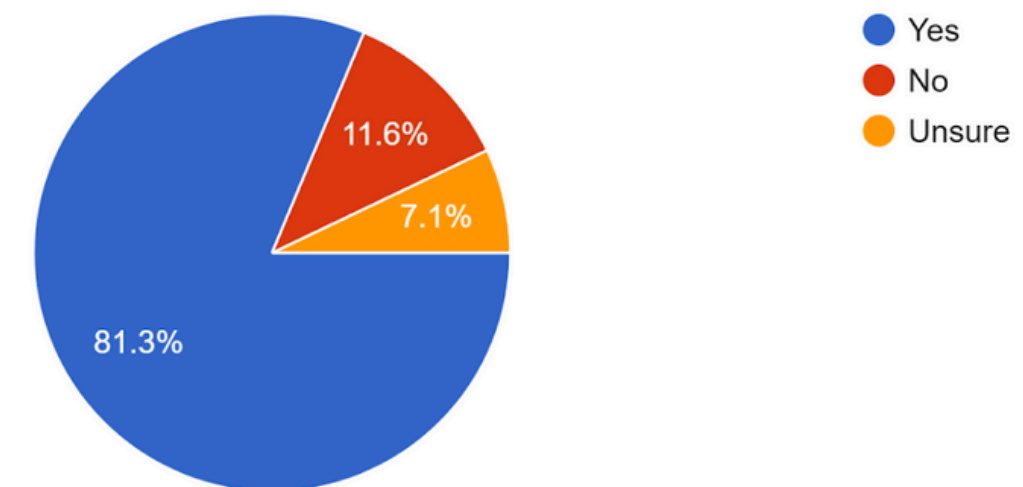
Do you support an increase to the school district's operating budget to add this position at a cost of approximately \$100,000 annually?

749 responses



Do you believe having a School Resource Officer will be beneficial for Granby Public Schools?

749 responses



Positive Feedback

- Enhanced School Safety & Security
- Positive Relationship Building & Mentorship
- Alignment with Surrounding Districts & Best Practices
- Long-Term Benefits & Community Impact



80%

Concerns

- Cost & budget impact
- Need for additional mental health supports
- Fears of racial profiling/criminalization of student behavior
- An armed officer having a weapon in a school setting

20%



Questions from the Community:

- SRO Role & Responsibilities
- Budget & Cost Considerations
- Justification & Effectiveness
- Type of Training & Preparation

Budget & Cost Considerations

Q: How will this position be funded?

A: If approved by the BOE, the salary and benefits for the SRO will be a new initiative in the Superintendent's Proposed Budget for consideration in FY26.

The officer's salary will be approximately \$98,000 and benefits are an additional \$60,000. This includes health care, pension, life insurance, long-term disability, and payroll taxes.

Therefore, the total cost to the BOE is \$158,000 for one School Resource Officer.

Budget & Cost Considerations

Q. Is \$100,000 a comparable salary to what other towns of similar size pay for an SRO?

A. Yes it is.

Q. Why does this budgeted position pay higher than a Granby PD officer per hour?

A. It is based on the hourly rate of pay given to us by the town of Granby, \$47.00/hour

Q. Can other expenses be trimmed to offset the cost, or could the role be part-time, shared with another district, or filled through overtime hours for existing officers?

A. Yes, these are all possibilities; however, there are restrictions on overtime and this would be more costly to the school district.

Q. Have alternative security measures been considered, such as hiring multiple security guards or staging old police vehicles outside schools as a deterrent?

A. No this has not been explored.

SRO Role & Responsibilities

Q: Will the SRO be available outside traditional school hours to address incidents occurring at practices, games, and other after-school events?

A: Yes, however, this may result in overtime or we can flex hours when we know evening events are scheduled that require police presence.

Q: Will teachers and staff, including specialized programs like the BEAR program, have access to the officer for support?

A: Yes, this person will be an engaged member of our staff working closely with students and staff at all of our schools and programs.

Q: Will the SRO have responsibilities beyond security, such as assisting with administrative duties, discipline, or student engagement?

A: The SRO will not be involved in discipline matters unless they are criminal. They will be present and engaged with students in a variety of ways.

SRO Role & Responsibilities

Q: How will the SRO's time be allocated across the four schools? Will they spend more time at GMHS and GMMS than at the elementary schools?

A: The SRO will have a presence in all four schools. We will prioritize the secondary school campus due to the higher frequency of incidents requiring police involvement. However, the elementary age students and staff also have a need for the SRO support and will benefit from regularly scheduled times weekly. We will work with school principals to identify the best time to interact with the most students such as lunch or recess blocks.

Justification & Effectiveness

- Q.** Is there data *proving* that an SRO improves safety and reduces incidents in schools?
- A.** The effectiveness of SROs is a subject of ongoing debate. Some studies suggest that the presence of SROs can improve perceptions of safety among students, teachers, and administrators. For instance, research has indicated that SROs may positively influence feelings of security within the school environment. If the program is developed to meet school-specific needs with careful oversight and protocols, the results will be favorable.
- Q.** Have teachers and staff expressed a need for an SRO?
- A.** Yes, our staff, students and community responded with 80% favorable replies.
- Q.** If the goal is to build relationships with students, is a police officer the best fit for that role?
- A.** A positive relationship with law enforcement has many benefits and prevents crime.

Mental Health

Q. Would additional deans, social workers or school counselors be more beneficial for student safety and well-being?

A. There is no question that mental health professionals are extremely beneficial to students and are greatly needed in our school district. We see the SRO as a member of the team to assist when laws are broken and student and staff safety are at risk.

Our school district has a dedicated mental health team including full-time social workers and school psychologists in every building, BCBA, special education staff, and school counseling staff that work with students and families to address needs as they arise.

Additional Questions from Board of Education Members?





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