

LSC SECURITY TEAM PROPOSAL

ANDY KENNEDY-ASSISTANT PRINCIPAL, JEFFERSON HIGH SCHOOL

MARK ROBERTS-SCHOOL RESOURCE OFFICER, LAFAYETTE POLICE DEPARTMENT

BRANDON HAWKINS-DIRECTOR OF HUMAN RESOURCES, LAFAYETTE SCHOOL CORPORATION



LSC STRATEGIC PLAN OBJECTIVE 2

- Strategy 1: The school district will have a comprehensive safety plan.
 - Action Step 2: Add School Resource Officers and explore the development of a LSC Security Team.



HISTORY OF LSC SECURITY

- LSC has employed off-duty officers for over 30+ years
- As time has gone by it has been more difficult to staff the buildings consistently with off-duty officers.
- As a result, LSC has moved towards a hybrid team of full-time retired and off-duty officers
- The coordination of the LSC security has been led by a Jeff High School Assistant Principal and a district Safety Task Force.



WHY CHANGE

- The target model of staffing with off-duty officers is not sustainable
- We have learned that full-time retired security officers provide a more consistent presence for students, staff and visitors
- The consistency better enables full-time retired officers to build positive relationships with students, staff and visitors compared to rotating off-duty officers
- As full-time LSC employees, full-time retired security officers would be able to be fully trained according to LSC policies, procedures and expectations
- We currently have multiple staff leading district security efforts but all of them are doing it as an additional duty, not their primary duty
- To better position the LSC to meet objective 2 and ultimately improve student, staff and visitor safety



STAFFING TARGET

VS.

ACTUAL STAFFING

TARGET DAILY STAFFING

- 10 off-duty police officers
 - 10 LPD
- 2 School Resource Officers (SROs)

ACTUAL STAFFING (HYBRID)

- 7 off-duty police officers
 - 1 Clarks Hill Town Marshall
 - 2 TCPD
 - 2 LPD + 2 SRO night security officers
- 4 retired full-time security
 - 1 WLPD
 - 3 LPD
- 2 School Resource Officers (SROs)



WHAT OPTIONS DO WE HAVE?

- Original Model
 - Pros: Uniformed Police Officers, can carry a weapon, arrest powers
 - Cons: Can not sustain staffing, cost of staying competitive, arrest powers, no clear security point person for the district
- LSC Hybrid Model
 - Pros: Fills our team, off duty and retired can both carry a weapon, off duty have department training, some have arrest powers
 - Cons: Inconsistent daily staffing, difficult to schedule, no clear security point person for the district, retired don't have access to department training other than annual handgun, some have arrest powers, no clear security point person for the district
- Form our own LSC Police Department with Chief
 - Pros: Uniformed Police Officers, can carry a weapon, arrest powers, clear security point person for the district,
 - Cons: Cost prohibitive (true cost and liability insurance), negatively impact relationship with LPD, arrest powers, not optimistic that we can staff
- Form our own LSC Security Team with Security Director
 - Pros: Consistent daily staffing, students, and building relationships, cost neutral, no arrest powers, clear security point person for the district
 - Cons: Not uniformed officers, no arrest powers



LEGAL CONSIDERATIONS

- Form our own LSC Police Department
 - IC 20-26-16 outlines the requirements for establishing a school police department. All officers in a school police department must hold a Tier I Basic certificate of training. If you are hiring retired officers, they must meet the same training requirements, including if they have been out for between 2 and 6 years complete the Refresher Course or if out of law enforcement over 6 years attend Tier I.
 - For ILEA, once the department is established, you will need to supply a copy of the School Board resolution so we can enter the information in the records system. All officers on the roster will then need to be vetted to ensure they meet the basic training requirements as well as annual training.
- Form our own LSC Security Team
 - Will only employ “Qualified Retired Law Enforcement Officers”
 - Separated from service in good standing from a public agency as a law enforcement officer
 - Possessed statutory powers for arrest or apprehension
 - Served as a law enforcement officer for 10 years or more
 - Has met the standards for firearms training provided through public police department within the last 12 months
 - “Qualified Retired Law Enforcement Officers” are exempt from laws prohibiting the possession of firearms on school property



RESEARCHING SCHOOL SECURITY MODELS

- Visited Brownsburg – School Police Department
- Spoke with CFO Alleghany School Police Department in Pennsylvania
- Researched other school districts
 - Off duty model, hybrid model, police department model, hire vendor, security team model
- Discussion with ILEA, Legal Counsel, Liability Insurance Carriers



RECOMMENDATION OF THE GROUP & WHY

- LSC Security Team w/Director of Security
 - Confidence in the ability to fully staff security team daily
 - Adds a district level point person that is focused exclusively on school safety
 - Provides the district with consistent safety personnel that are trained in LSC procedures, policies and expectations
 - Does not compete with other community law enforcement agencies for candidates and especially protects the great relationship we have with LPD
 - Does not impact the current two LPD funded SRO positions
 - LPD Chief supports the idea and will continue to provide a SRO and DARE officer



STAFFING THE LSC SECURITY TEAM

- Staffing
 - Director of Safety and Security-Vacant---All LSC Schools
 - LSC Security Officer-Richard Murphy Retired LPD Officer---Jefferson High School
 - LSC Security Officer-Larry Danaher Retired LPD Officer---Jefferson High School
 - LSC Security Officer-Terry Bordenet Retired LPD Officer---Tecumseh Junior High School
 - LSC Security Officer-Michael Max Retired WLPD Officer---Sunnyside Intermediate School
 - LSC Security-Student Services –Chris Dunkle Current JHS Director of Security---Jefferson High School



COST OF THE RECOMMENDATION

- 12-Month Security Costs Baseline 23-24
 - \$577,000
 - Funded by the Operations Fund
- LSC Full-time Retired Security Department with Director
 - Max Cost \$609,000
 - Anticipated Cost based on current benefit selections \$548,212
 - Funded by the Operations Fund



ROLE OF NEW DIRECTOR OF SECURITY

- Director would be the liaison between LSC and LPD (SRO)
- Director would handle scheduling of shifts and extra events
- Director would assist with “non police issues” or general questions
- Director would assist building administration security needs
- Director would handle scheduling active shooter training
- Coordinate security and safety training for LSC staff
- Director would chair the safety committee and coordinate overall district security efforts and emergency preparedness plans



REVISED ROLE OF SCHOOL RESOURCE OFFICERS

- SRO will serve as the liaison between LPD (Chief) and LSC (Director & Superintendent)
- SRO will have the opportunity to be more visible in all LSC schools
- SRO will strive to provide positive police interactions with all students of the LSC
- SRO will continue to ensure that state law is followed within LSC
- SRO will work in coordination with LSC administration & LPD on every situation that may result in an arrest on school property or that stems from actions that occurred on school property



TIMELINE & NEXT STEPS

- SRO Roberts met with LPD Chief Galloway to inform him of the proposal prior to this work session
- Present proposal to the board during January 27th work session
- Receive proposal feedback from the board during the February 10th business meeting
- Provide board with any revisions related to feedback during the February 24 work session
- Bring formal proposal back to board at the March 10th business meeting
- Post Director of Security position in March
- Notify all current off-duty officers in April
- Hire Director in May
- Implement in August



QUESTIONS

