



Memo

To: Board of Education
From: Lane Findlay
Date: August 5, 2026
Re: Interlocal Agreement for Law Enforcement Services

Board Members,

The attached five-year Interlocal Agreement establishes the framework for the School Resource Officer (SRO) Program through June 30, 2031. This agreement supersedes all previous contracts and serves as the master agreement for individual contracts with participating law enforcement agencies, supporting 16 full-time SRO positions at all secondary schools in the District. As part of this agreement, the current half-time SRO position at Snow Crest Jr. High will be increased to a full-time assignment.

A significant change from prior agreements is the funding methodology. Previously, District costs were based on the average full-time equivalent (FTE) personnel costs across the six participating law enforcement agencies. Under the new agreement, the District will contract separately with each agency and reimburse the actual baseline salary and direct benefit costs for each assigned officer, including health, dental, retirement, FICA, Medicare, and workers' compensation, as documented by the agency.

The agreement also establishes a five-year phased funding formula that gradually increases the District's share of the agreed-upon reimbursement amount. The District will reimburse 75% of each officer's baseline salary and direct benefits, with the District funding 80% of that amount in Year 1 (2026–2027), 85% in Year 2 (2027–2028), 90% in Year 3 (2028–2029), 95% in Year 4 (2029–2030), and 100% in Year 5 (2030–2031). Baseline costs will be recalculated annually using documented personnel expenses submitted by each participating agency no later than March 1 preceding the applicable school year.

The agreement requires SROs to be assigned to their campuses during the regular instructional day (7:30 a.m. to 3:30 p.m.). To account for agency emergencies and required training, the agreement includes a phased grace period for unreplaced absences, decreasing from five consecutive days in Year 1 to one day by Year 5. If an unreplaced absence exceeds the applicable grace period, the District will receive an invoice credit based on the officer's annual contract amount divided by the number of student instruction days. Coverage requested by the

District for extracurricular activities, such as athletic events and dances, will be billed separately at one and one-half times the applicable overtime rate.

As with prior agreements, all District financial obligations remain contingent upon annual appropriations by the Board of Education. The agreement may also be reviewed, negotiated, amended, or terminated annually by either party.

Respectfully,



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