

# 2020 ADHOC SRO

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CHARGED JUNE 2020

REPORTED : OCTOBER 2020

**Charge:** Make recommendation to WBOE on security personnel needs and costs for 2021/22 school budget.

**Timeframe:** Meetings June –September 2020  
Recommendation to WBOE by **Board meeting on 9-21-20**

**Members:** Sandy Stein – **BOS Representative**  
Tom Handler – **BOF Representative**  
Deborah Fried – **Police Commission Representative**  
Frank Cappiello – **Chief of Police**  
~~Bob Gilbert~~ – **Superintendent** **CHRISTINE SYRIAC**  
Analisa Sherman - **Principal**  
**WBOE Chair**  
Lynn Piascyk – **Safety Committee member and WBOE Vice Chair**  
Dan Cowan – **Additional WBOE members as interested**  
~~Kristy Laydon~~ – **PTO Representative** **JOI PRUD'HOMME**  
~~Eric Erkenbrack and Adam Schaefer~~ – **Additional Parents-at-Large**  
~~Susan Simonello~~ – **WEA Teacher Representative**  
**Woodbridge Recreation Department Representative**  
Judy Silva – **CILU**  
Suzanne Sugarmann – **CSEA Representatives**

## Committee Meetings

- 07/09/20 (First Meeting)
- 07/27/20 (Fact Finding)
- 08/10/20 (Presentation)
- 08/19/20 (Canceled)
- 09/24/20 (Financials)
- 10/01/20 (Statement)

The process ....

What we discovered ...

Perception

Emotion

Competence

Management

True Costs and Share

Base Salary, Uniforms, Weapon, Taxes, Pension..... Cost Shares

SRO = 118 K - 20 K in Cost share @ Cost \$ 57 hour  
Armed Guard 10 Month = 90 K - 0 K in Cost share @ Cost \$ 52 hour  
10 Month cost for SRO is 106 K ....

We looked at the Unarmed Guard Model and No In Person Model also ....

The DELTA between the SRO and ARMED Model of 20K did not equal  
the value of the specific SRO Vinny Lynch

We did identify that the total cost for security of the district should included  
a more equitable cost share arrangement with the programs that  
use the SRO

# RECOMMENDATION

THE 2020 ADHOC SRO COMMITTEE RECOMMENDS THAT THE BOE FULLY FUND THE SRO FOR THE 2021 BUDGET; HOWEVER THE COMMITTEE RECOMMENDS THAT THE COST SHARE BE ALLOCATED SO THAT TOTAL COST TO THE BOE BE EQUAL TO THE 10 MONTH COST AT 8 HRS PER DAY. THE COST SHARE SHOULD ESCALATE FOR E-DAY, SUMMER ENRICHMENT, AND REC AT RATE EQUAL TO THE TOTAL BOE COST.

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THE COMMITTEE REQUESTS THAT THE BOE GRANT 1 ADDITIONAL YEAR OF WORKING TIME TO INVESTIGATE THE QUESTIONS RAISED BY THIS COMMITTEE, BUT THAT REMAIN UNANSWERED AND REQUESTS THAT THIS COMMITTEE REPORT OUT AGAIN AT SEPT 2021 MEETING THE RESULTS FROM THIS NEW FACT FINDING MISSION.

PLEASE SEE ATTACHED APPENDIX A FOR ADDITIONAL DOCUMENTS THAT SUPPORT THESE POSITIONS.



**Base costs for in person security at Beecher Road School - These are estimated calculations not actuals**

Salary \$ per hour		\$39	\$28	\$22	N / A
Months Working		12	10	10	N / A
Cost / hr.		\$57	\$52	\$41	N / A
Number of people required		1	1.3	1.3	0
re and .5 hrs. after) - Assume 8 AM to 4 PM roughly - BRS Hrs. / day		8	8	8	0
<b>Break Down</b>		<b>Current Model</b>	<b>Retired Armed Model</b>	<b>Unarmed Model</b>	<b>No Security</b>
Total Cost BOE		\$118,611	\$89,528	\$71,932	\$14,000
Base Salary		\$80,333	\$63,093	\$49,573	\$0
Cost of Uniforms		\$1,150	\$2,000	\$2,000	\$0
Cost of Weapons		\$0	\$3,000	\$0	\$0
Payroll Taxes		\$9,439	\$5,020.93	\$3,945.02	\$0
Employer Portion Pension		\$15,665	\$0	\$0	\$0
Employer Portion Insurance		\$30,610	\$0	\$0	\$0
Misc. Supplies, Radios, and Training		\$1,414	\$2,414	\$2,414	\$0
Cost Share E Day		(\$12,000)	\$0	\$0	\$0
Cost Share Summer Enrichment (Summer Only )		(\$4,000)	\$0	\$0	\$0
Cost Share Rec ( Summer Only )		(\$4,000)	\$0	\$0	\$0
Cost of DARE Program		\$0	\$14,000	\$14,000	\$14,000
10 Month Cost of Services		\$105,937	\$89,528	\$71,932	\$0

**3 Year Projections for SRO Model - These are estimated calculations not actuals**

	5.7%	5.6%	5.0%	4.9%	4.1%	2.7%	-6.4%	-8.0%	-10.2%
	These are projections if we do nothing			These are projections Keep the current cost share ratios			These are projections If we increase based on 10 month ratios		
	FY 2021	FY 2022	FY 2023	FY 2021	FY 2022	FY 2023	FY 2021	FY 2022	FY 2023
Total Cost BOE	\$125,348	\$132,420	\$138,993	\$124,375	\$130,428	\$136,052	\$111,000	\$115,292	\$118,911
Base Salary	\$82,341	\$84,400	\$86,510	\$82,341	\$84,400	\$86,510	\$82,341	\$84,400	\$86,510
Cost of Uniforms	\$1,185	\$1,220	\$1,257	\$1,185	\$1,220	\$1,257	\$1,185	\$1,220	\$1,257
Cost of Weapons	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0
Payroll Taxes	\$9,675	\$9,917	\$10,165	\$9,675	\$9,917	\$10,165	\$9,675	\$9,917	\$10,165
Employer Portion Pension	\$17,251	\$18,948	\$19,811	\$17,251	\$18,948	\$19,811	\$17,251	\$18,948	\$19,811
Employer Portion Insurance	\$33,396	\$36,435	\$39,750	\$33,396	\$36,435	\$39,750	\$33,396	\$36,435	\$39,750
Misc. Supplies, Radios, and Training	\$1,500	\$1,500	\$1,500	\$1,500	\$1,500	\$1,500	\$1,500	\$1,500	\$1,500
Cost Share E Day	(\$12,000)	(\$12,000)	(\$12,000)	(\$12,583)	(\$13,195)	(\$13,765)	(\$17,174)	(\$18,564)	(\$20,041)
Cost Share Summer Enrichment (Summer Only)	(\$4,000)	(\$4,000)	(\$4,000)	(\$4,194)	(\$4,398)	(\$4,588)	(\$8,587)	(\$9,282)	(\$10,020)
Cost Share Rec (Summer Only)	(\$4,000)	(\$4,000)	(\$4,000)	(\$4,194)	(\$4,398)	(\$4,588)	(\$8,587)	(\$9,282)	(\$10,020)

	Question	Answer
1	How often is SRO used for criminal matters ?	Difficult to quantify but roughly 25 cases in a 2 year period, Chief emphasized that the SRO has full access police information systems.
2	What would be the 10 Month cost of the SRO ?	Al Pullo : Roughly 77.5% or \$ 108,000
3	Cost of SRO over Summer ?	It appears to be roughly \$23,000 dollars
4	How would non-police security support staff with difficult parents ?	They would help in the same way the SRO does now until the Police arrived on site.
5	What is response time for lockdowns from WPD ?	Chief " Less than three minutes. "
6	What is response time for non-lockdown needs from WPD ?	No way to predicted based needs of larger community.
7	How often does the SRO function as "the police" on campus ?	We never really got to the bottom of this question, this could be work for the 2021 SRO ADHOC.
8	Will we need a new policy if the MOU with WPD goes away ?	Yes
9	What are the CAFE best practices ?	In Appendix A
10	How does the SRO function differently in a largely outdoor learning environment ?	This is a challenge with all models, this could be work for the 2021 SRO ADHOC.
11	What is the practicality of replacing Officer Lynch with a different WPD Officer ?	He is currently only available officer with the proper training at this time.
12	What is the max allowable number of student at Beecher Road given current SRO ?	There is no guidance or policy on this.
13	Did N. Branford Public Schools ever have an SRO model with uniformed Police officers ?	Robert Piascyk " No "
14	How does the armed security model work with the local Police ?	Robert Piascyk " They work very closely, to the point of having access to the police scanner system. "
15	Are all of the armed security personal retired police officers ?	Robert Piascyk " Yes according to statue 10.44A only retired or current police can work armed security on school property. "
16	What is the required training for armed security personal ?	Robert Piascyk " Training is required annually by POST ( Police Officers Standard and Training Council ) as per state statue. "
17	How long has the armed security model been operational in the N. Branford schools ?	Robert Piascyk " Roughly 7 years "

18	Do security officers rotate to different schools or are they primarily stationed at one school ?	Robert Piascyk " They are primarily stationed at one school they can fill in at other district level schools. "
19	What does a typical day look like for the elementary school armed security personal ?	Robert Piascyk " Supervise ingress and egress, and patrol the school and build positive relationships with students and staff. They ensure physical barriers to entry remain in effect. "
20	Who supervises the armed personnel and what are the challenges that the supervisor faces?	Robert Piascyk " The LSSO ( LEAD SCHOOL SECURITY OFFICER ) is the supervisor. The number one challenge is hiring qualified personnel. Beyond that the normal challenges all managers face. "
21	In NJ, there is the Special Law Enforcement Officer Class III certification which allows eligible retired law enforcement officers to retain the sworn and active duty status when contracted by a school to perform duties of a school security officer. These officers have the same authority and suits as regular, full-time police officers, may carry their weapon while providing school security and are under the authority of the local chief of police. Is there a similar certification in CT?	Robert Piascyk " No, Connecticut does not have any additional special classification beyond the requirements of PA 13-188 that all Armed School Security Staff must adhere to."
22	What kind of legal considerations must Boards consider? Who assumes liability for the actions of the armed school personnel?	This could be work for the 2021 SRO ADHOC.
23	What kind of insurance considerations must Boards consider when hiring non-active police officers who do not report to the local chief of police?	This could be work for the 2021 SRO ADHOC.
24	What are the hiring criteria for armed school personnel and how might the training differ from that of active police officers?	See SSO job description
25	What issues have you encountered with the armed security model in the N. Branford Schools? What are the pros and cons?	This could be work for the 2021 SRO ADHOC.
26	Who owns the weapon used by Armed Security ?	Robert Piascyk " The weapons, holster, ammunition and magazines are purchased by BOE, and are in the custody of individual. They become the property of the individual after 2 years of full service."



27	What is the uniform of the armed security model ?	Robert Piascyk " They have a soft uniform, polo shirt, fleece vest, and jacket, all embroidered with the N. Branford name and logo they are required to wear khaki pants. All Uniform items are purchased by the district and not returned. "
28	How is the firearm training handled ?	Robert Piascyk " Firearms training is done with the PD at POST, and is paid for by the BOE, the staff is paid to attend at their hourly rate "
29	What is the pay structure for the security staff ?	Robert Piascyk " \$21 to \$29 per hour with no benefits, we have enough staff members available to keep everyone under 20 hrs. to avoid the over time and benefits, while still being able to cover an extra shift for sick time. "
30	How does the MERF ( Town Retirement Pension ) effect these indivual ?	This could be work for the 2021 SRO ADHOC.
31	What is the typical tenure of your staff members ?	Robert Piascyk " It averages to 2 - 5 years "
32	What is the biggest disadvantages of the armed model verse the SRO model ?	Robert Piascyk " The biggest disadvantage is access to information."
33	Advantages other then cost ?	Other than cost, no advantage was identified.
34	Does the Armed Security Staff provide instruction in classrooms ?	Robert Piascyk " No, if this model was adopted the BOE would need to budget for the DARE program "
35	Are there additional administrative duties in the armed model ?	Robert Piascyk " The supervisor needs to make sure there is coverage at all time, documents the trainings and evaluates performance "
36	How is staff absence handled ?	Robert Piascyk " In your case the off duty staff member would need to do a double shift. "
37	What are the physical standards required for the job ?	See SSO job description
38	What are the ages of the staff members ?	Robert Piascyk " Currently they are currently 50 to 70 years old. However, no limits could be set due to anti-discrimination laws. "
39	How would the security guard handle a restraining order issue with a child ?	Robert Piascyk " If there is question they would diffuse the situation and hold all parties at the school, while requesting police assistance. "
40	Given we are 170,000 sqft and 850 students, and a long day. What kind of structure would be best ?	Robert Piascyk " Given the size and occupancy of BRS. I would recommend a supervisor, and two half time staff members "

41	Who does the lead security officer report to ?	Robert Piascyk " Security is indemnified by the town, and the supervision would report to the superintendent and principal. "
42	What is the cost of the firearm for the officers ?	Robert Piascyk " The firearm would be roughly \$600, then an additional cost for the holster, magazines, and ammo. "
43	Where is the ammo kept ?	Robert Piascyk " Excess ammo kept at the police stations, officers only carry what they need for the shift. "
44	What school districts have adopted this N. Branford model ?	Robert Piascyk " I know that Derby, Newtown, and Woodstock Academy have all adopted this model. "
45	When do the armed security guards work ?	Robert Piascyk " They only work days kids are in school 7 AM to 6 PM "
46	What is the cost of supervision ?	This could be work for the 2021 SRO ADHOC.
47	Time of supervision ?	This could be work for the 2021 SRO ADHOC.
48	Do SRO make schools safer ?	This could be work for the 2021 SRO ADHOC.
49	How are SRO's viewed by legally protected classes of people ?	See appendix A, this could be work for the 2021 SRO ADHOC.
50	During times of school closure IE snow days and times of pandemic would the armed security need to be paid still ?	This could be work for the 2021 SRO ADHOC.
51	What are the ways to reduce costs for the SRO; and what is the proper allocation of the total costs ?	This could be work for the 2021 SRO ADHOC.

**Appendix A - List of Questions**

**10 / 01 / 20**