

**AGREEMENT BETWEEN THE BOARD OF EDUCATION OF THE  
WEBER SCHOOL DISTRICT AND  
AGENCY FOR LAW ENFORCEMENT SERVICES**

This Agreement is made and entered into this \_\_\_\_ day of \_\_\_\_\_ 2023, pursuant to the provisions of The Interlocal Cooperation Act, Title 11, Chapter 13, et seq., Utah Code Annotated 1953 as amended "Interlocal Act" by and between Weber County Corporation, a Utah Municipal Corporation, hereinafter referred to as "the Agency", and The Board of Education of the Weber School District, a school district of the State of Utah, hereinafter referred to as "District".

**WITNESSETH**

**WHEREAS**, District wants a safe and secure environment for its students, faculty and all others using the district's school campuses and to allow students to obtain a quality education free from distractions; and

**WHEREAS**, District desires to make the most cost-effective use of tax dollars to provide law enforcement services in designated schools; and

**WHEREAS**, District feels that the Agency will provide excellent, cost effective, law enforcement and within several of the District's schools; and

**WHEREAS**, the Agency is able and willing to provide the law enforcement needed by the District; and

**WHEREAS**, Both Parties would like to provide a platform for positive interactions between law enforcement personnel, students, and staff, in order to build and strengthen the partnership between the students, the staff, the community, and law enforcement; and

**WHEREAS**, The District has determined that it is mutually advantageous to enter into this Agreement for the Agency Police Department to provide law enforcement services to the District through the use of School Resource Officers("SROs") working on and around the various school campuses to help provide for and maintain a safe, healthy, and productive learning environment in school, to act as a positive role model to students, and to work to create a cooperative, proactive, and problem-solving partnership between law enforcement and the District; and

**WHEREAS**, It is agreed that the services provided will be paid for by District, as hereinafter set forth, and the respective entities have determined and agree that the amount set forth herein is reasonable, fair and adequate compensation for providing the described law enforcement related services;

**NOW THEREFORE**, Pursuant to the Interlocal Act, the parties hereby agree as follows:

## **SECTION ONE AGREEMENT**

- 1.01** The Agency, through the Weber County Sheriff's Office, agrees to provide SROs who will furnish various law enforcement services to the District, to the extent and in the manner hereinafter set forth. The Weber County Sheriff shall be the administrator of this Agreement for the Agency. The District designates the officers provided by the Weber County Sheriff's Office under this Agreement as its "Law Enforcement Unit".
- 1.02** Both parties agree to jointly discuss SRO assignments.
- 1.03** Agency agrees to accept feedback from the District about an SRO's performance.
- 1.04** This Agreement terminates and supersedes any existing Agreement for the provision of SROs, whether oral or written, that may exist between the parties.

## **SECTION TWO SCOPE OF SERVICES**

### **A. Roles and Responsibilities of School Resource Offices**

- 2.01** Under this Agreement, the District and SROs are jointly responsible to help maintain safe schools, improve school climate, and support educational opportunities for students.
- 2.02** To serve as a SRO, an officer must first meet all of the following basic qualifications:
- a) Be a POST Certified officer and have at least one year of law enforcement experience;
  - b) Have appropriate knowledge and understanding of Federal and State laws, City and County ordinances, and Board of Education policies and regulations as applicable to law enforcement in schools;
  - c) Be capable of conducting in-depth criminal investigations;
  - d) Possess even temperament and set a good example for students;
  - e) Possess communication skills which would enable the officer to function effectively within the school environment.
  - f) Attend and complete SRO training, including training required under Utah law.
- 2.03** The SRO will perform the following **duties** at [NAME OF SCHOOL] ("School") during the school year and at designated school events:
- a) Work in a cooperative, proactive, problem-solving partnership with the School District to achieve the mission of maintaining a safe, healthy, and productive learning environment for students.
  - b) Serve as a positive role model and trusted adult for students by initiating positive student interactions and building positive relationships.
  - c) Work in conjunction with school administrators to prioritize understanding the potential root causes of student behaviors and finding resources and supports to address the behavior as well as the underlying factors.

- d) Intervene in incidents that would--if ignored--place an individual at risk of harm; de-escalating situations whenever possible. Recognize that the disciplining of students is the responsibility of school administrators and/or the School District and not that of the SRO.
- e) Be on the school behavior or administrative team, including a school or district level threat assessment team.
- f) Walk the halls and campus during passing time, and the cafeterias during lunch times.
- g) When time permits, stand near the main entrance and greet students as they come into the building in the morning, and be visibly present near the exits and in the parking lots when school is dismissed.
- h) Walk the school campus perimeter regularly.
- i) Identify students in need of positive non-law enforcement-related resources or supports for:
  - a. Improving problem-solving skills
  - b. Controlling violent behaviors
  - c. Improving social skills
  - d. Addressing substance use or abuse
  - e. Addressing other areas of concern
- j) Attend all required SRO and SRO/Administrator trainings with District administrators.
- k) Attend school or District faculty trainings about code of conduct, discipline, and de-escalation when invited and available.
- l) Become familiar with and understand the School District's student conduct and discipline policies and administrative procedures, which emphasize the use of restorative approaches to address behaviors and is designed to minimize the use of law enforcement intervention.
- m) Take reasonable actions to protect the lives and property of the School District and the School District Community on school property.
- n) Identify problems concerning public safety issues within the schools, develop problem-solving strategies about those identified issues with school administrators and staff, and collaboratively develop a comprehensive school safety plan with school administrators, staff, and appropriate district personnel.
- o) Understand the difference between administrative and disciplinary issues and criminal actions.
- p) Work with the School District and school administrators to engage the school, families, businesses, and the community in problem-solving and developing solutions to identified public safety issues. This will enable the Police Department and the School District to form valuable partnerships and promote ongoing continued relationships that will benefit the community and improve community perceptions of law enforcement.
- q) Understand that absent a real and immediate threat to an individual or to public safety, student conduct that occurs on school property or during a District sanctioned event that involves a Class C misdemeanor, an infraction or a status offense and is a first or second time offense for the student will be referred to administration to be handled at the school level.

- a. This provision applies to students who have committed an offense on school property where the student is enrolled.
- r) Be present at School every day school is in session, during regular school hours (7:30 - 3:30, or otherwise determined by the school administrator), except when sick, on vacation, or attending training.

**2.04** The SROs should **not** perform the following:

- a) Act as substitute teachers or as substitute administrators
- b) Handle school disciplinary duties for which the administrator and school administration are responsible
- c) Act as counselors on student issues not relating to law enforcement
- d) The SRO should never be designated as a building administrator or left in charge of the school when a school administrator is not present.

**2.05** **Procedures** specific to duties and responsibilities of SROs.

- a) When an SRO becomes aware of criminal activity by a student that is occurring, has occurred, or the SRO has cause to believe is likely to occur on the school property, the SRO should confer with the appropriate school administrators as further provided herein:
  - i. If the criminal activity is a felony level offense, the SRO will investigate and, if appropriate, refer any resulting felony level offenses to the appropriate court of jurisdiction and make reasonable attempts to notify the principal and/or any designated school administrator within 24 hours of the referral.
  - ii. If a minor is alleged to have committed an offense on school property that is a class B misdemeanor or a class A misdemeanor, the SRO may refer the minor directly to a court or the administrator may refer the minor to evidence-based alternative interventions. Administrators and SROs are strongly encouraged to work together when making a determination regarding referring an offense under this paragraph. In the event the SRO and administrator do not agree regarding the appropriate referral, the referral will be made at the SRO's discretion.
  - iii. If a minor is alleged to have committed an offense that is a class C misdemeanor, an infraction, or a status offense (as the term is defined in Utah Code § 53G-8-211 or its successor provision), an administrator, administrator's designee or an SRO may only refer a student to a law enforcement officer, agency, or court if:
    - 1) the minor has engaged in the same offense on school property on two previous occasions and
    - 2) the minor has referred to an evidence-based alternative intervention, or to prevention or early intervention youth services for both of the two previous offenses prior to the SRO referring the offense to juvenile court.
- b) The Parties may develop additional protocols on specific offenses or common

scenarios that they frequently encounter to address the handling of those matters more efficiently.

- c) In cases where an arrest or issuing of a citation is necessary, the SRO will consult with school administration to take any necessary action in a manner that is the least disruptive to the educational environment, and the following procedures will be followed:
  - i. The administrator should make arrangements to have the student brought to the office for the arrest to take place, except in circumstances where the student is a danger to himself or others, or may flee to avoid arrest, in which case the SRO may arrest the student in a manner that is minimally disruptive to the school environment.
  - ii. After the SRO has completed the arrest, the administrator will notify the parents of the arrest and provide the parents with the name of the arresting agency, officer or contact person, and the location the student is being taken. This information should be provided by the arresting agency.
- d) SROs may conduct investigatory stops or detentions of students on school property or at school-sponsored events only when the officer has reasonable suspicion to believe that the student has been, is, or is about to be engaged in the commission of a crime. Absent exigent circumstances, such stops and detentions should be limited.
- e) Stops and detentions of students on school property or at school-sponsored events will be governed by applicable state and federal law and Police Department Policy.
- f) If an SRO wants to interview/question a student at school during school hours regarding an offense that occurred on school property or at a school-related event, the SRO may, in collaboration with the principal, conduct the interviews with the students involved at school.
- g) Interviews by an SRO or an outside law enforcement officer for alleged offenses that occur off school-grounds or not related to a school event may not be conducted at school unless
  - i. exigent circumstances exist; or
  - ii. the SRO or law enforcement officers is conducting a child abuse investigation.
- h) Absent exigent circumstances, interviews of students by SROs and other law enforcement personnel about matters unrelated to school should generally be conducted away from school after school hours.
- i) Except when an emergency or exigent circumstance exists, the SRO and school administrator should work together to determine when such questioning should take place in order to ensure the least amount of disruption to the learning and the educational environment.
- j) If a student has engaged in an offense that requires a search by the SRO, whenever reasonably possible, the SRO should conduct the search with the administrator present.
- k) If there is a disagreement between the school administrator and the SRO regarding access to students or access to records, the following procedure shall be followed:

- i. The principal shall contact the District Community Relations and Safety Specialist (CRSS) to mediate the disagreement between the school administrator and the SRO by separately hearing the position of the school administrator and the SRO.
- ii. If after the CRSS cannot resolve the disagreement through mediation, the CRSS will contact the SRO's direct supervisor in an effort to resolve the disagreement.
- iii. If the disagreement is not resolved after contacting the SRO's direct supervisor, the District's legal counsel and the County Attorney's Office will meet to resolve the disagreement.
- l) The SRO will notify their immediate supervisor, and the school principal or the principal's designee when absent from work due to illness, training, vacation, or an agency emergency.
- m) The SRO will notify their immediate supervisor and the CRSS of any event that could cause media representatives to inquire about a newsworthy incident.
- n) The SRO will maintain communications with supervisors, school administration, and school safety personnel, and be responsive to messages and requests from School District personnel.
- o) The SRO will maintain a daily activity log of arrests, detentions, interviews and custodial interrogations with students.
- p) The SRO will also document in the log other law enforcement activity, as defined in Utah Code 53E-5-516, which includes:
  - i. A search and seizure;
  - ii. Issuance of a criminal citation;
  - iii. Issuance of a ticket or summons;
  - iv. Filing a delinquency petition; or
  - v. Referral to a probation officer

**B. Roles and Responsibilities of Agency**

- 2.07** Agency will furnish officers to work as SROs in the District's Junior High Schools, High Schools, and other Schools located in Agency as determined from time to time by the parties to this Agreement. The Agency agrees to jointly discuss SRO applicants prior to an officer being assigned to a school (53G-8-703).
- 2.08** It is clearly understood, acknowledged, and agreed upon by the Parties that SROs supporting the District are Agency employees recruited and employed by the Agency.
- 2.08** The Agency will furnish all necessary labor, supervision, equipment, communications facilities, uniforms, badges, firearms and other items of equipment reasonably necessary to provide the services described herein. School supplies and equipment will be supplied by the District.
- 2.08** The Agency will designate an officer or appropriate supervisor as the liaison to the District for the purpose of coordinating activities with the Agency Police Department

attending any District meetings as reasonably requested, and overseeing the delivery of police services under this Agreement.

- 2.09** The Agency, in its sole discretion, has power and authority to hire, reassign, discharge, and discipline the SROs it employs. However, the placement of SROs will be determined by mutual agreement between the Agency Police Department and the District, and a school administrator who is dissatisfied with an SRO may request a different officer as the SRO for that school. The Agency shall make every reasonable effort to assign a new SRO after a discussion of the concerns and an effort to remediate the concerns, but the Agency has the final authority regarding SRO assignments.
- 2.10** Agency will make its best efforts to provide SROs to the schools for eight hours per day during days when the students are at school. Agency will strive to have department-related training take place when school is not in session, understanding that some required training for SROs may need to occur during the school year. In the event an assigned SRO needs to be absent from their assigned school for five or more consecutive school days, and no substitute is provided by the Agency to fully or partially fulfill the SRO's duties, the District shall be credited the proportional daily amount of that year's annual fee for any days the SRO is absent and a substitute is not provided. The credit shall be applied as an offset to the Agency's invoice. The daily amount of the year's annual fee shall be calculated by dividing the school year's annual reimbursement rate by the number of days students are in school during the school year.
- 2.11** When an SRO is required to attend special events, emergencies, or other circumstances for the Agency that are beyond the control of the Agency, the Agency is not required to provide another officer for the duration of the event, emergency or other circumstance.
- 2.12** The SRO supervisor will maintain regular communication with the school and District administrators throughout the year to evaluate the performance of services provided by the SRO. At least annually, each law enforcement agency will seek out and accept feedback from the District related to the performance of the SRO assigned to the District (Utah Code Ann. §53G-8-703).
- 2.13** The Weber County Sheriff's Office will identify an individual within their department to coordinate school security responsibilities between the State Security Chief, the sheriff's office and police chiefs with a public school in their jurisdiction (Utah Code Ann. §53-22-103)

### **C. Roles and Responsibilities of School Administrator and the School District**

- 2.14** The school administrator will perform the following duties:
- a) De-escalate school-based incidents whenever possible
  - b) Differentiate between disciplinary issues and potential criminal matters, and respond appropriately. Handle routine administrative and school discipline

(code of conduct) issues within the school without involving the SRO in an enforcement capacity (issuing citation) unless the administrator determines SRO involvement is necessary to address a serious and immediate threat to the physical safety of the School District Community.

- c) Notify SRO if a student the SRO is responding to or with whom the SRO frequently interacts has a physical or mental disability and/or has an Individualized Education Program (“IEP”) and/or may require special consideration, treatment or accommodation.
- d) Request SRO assistance in cases of criminal conduct on school campus of persons other than students enrolled at that school.
- e) Assist with SRO-initiated investigations and actions as needed.
- f) Document in PowerSchool any tickets, citations, or arrests that SROs have reported. When appropriate, discuss with the SRO whether the underlying actions have any school-based ramifications.
- g) Attend all required SRO/Administrator trainings.
- h) Arrange meetings with the SROs on a regular basis to discuss students at risk and interventions and supports for those students.
- i) Invite SROs to school-site trainings about school code of conduct, discipline, de-escalation, and restorative practices.
- j) Participate in any agreed upon data collection process to provide ongoing feedback to District, City, and Police Department designees, for the purpose of improving practice and evaluating the effectiveness of District/SRO partnership.
- k) Participate in and/or create authentic opportunities for the SRO and school administration to meet with parents, guardians, and community members throughout the school year.
- l) Provide a workspace and a place for each SRO to store materials and personal effects at their location of assignment.
- m) Provide students with classroom equipment and supplies for classes taught by SROs
- n) Inform the SRO of administrative outcomes when an offense is referred to the school.

**2.15** The School District will:

- a) Provide the Police Department a list of School District points of contact to facilitate SRO partnership communication, indicate main point of contact and provide an updated list to all parties when changes to that list occur.
- b) Provide training for all administrators and SROs at the beginning of the school year, as well as regular required trainings and meetings throughout the year.
- c) Work in conjunction with the SRO Supervisor to place each SRO in the school for which they are best suited. In consultation with the Agency, the School District reserves the right to request the removal/reassignment of any SRO for any reasonable cause, after other attempts to correct the problem have been explored. The Agency shall consider the School District’s input when determining the removal or reassignment of any SRO, but the Agency shall

- have the final decision concerning the removal or reassignment of any SRO.
- d) In the unlikely event that a situation arises wherein the School District believes that the presence of a particular SRO constitutes a direct and immediate threat to the safety and well-being of the School District Community, the School District may direct the SRO to leave the premises and not return until the District has resolved the issue with either the Agency or the particular SRO.
  - e) Reimburse the Agency at the rate of time and a half of the assigned officer for all extra duty assignments such as extracurricular activities for which the School requires the services of an SRO or additional officers.
  - f) Develop a district policy governing SROs and seek public input on the policy prior to it being implemented (Utah Code Ann. §53G-8-703.2)

### **SECTION THREE ACCESS TO EDUCATION RECORDS**

- 3.01** SRO access to student educational records, including video, is governed by the Family Educational Rights and Privacy Act (“FERPA”), 20 U.S.C. §1232g et seq., 34 CFR Part 99, and Student Privacy and Data Protection Act (“SPDPA”), Utah Code §53E-9-101 et seq.
- 3.02** SROs will be given access to the District’s security camera system to include live view of all school-based cameras. SROs will be permitted to access the camera system for reasons related to school safety and for conducting investigations into criminal matters. SROs can only make copies of video footage for official law enforcement purposes. These video records shall become part of the police report and will be subject to release under GRAMA according the Agency’s records policy.
- 3.03** School administrators shall allow SROs to inspect and copy any public records, including directory information, maintained by the schools to the extent allowed by law.
- 3.04** The School District will designate SROs as school officials in accordance with FERPA and SPDPA in order to ensure that SROs have lawful access to:
  - a) video footage stored by the school administrator and/or a quick look-up screen on the School electronic student database; and
  - b) the quick look-up screens include student schedules, student grades, absences, and attendance records in PowerSchool, and when necessary to view past records, in MyStudent. SROs will only be provided with access to the records of those students at the schools to which the SRO is assigned.
- 3.05** Records, videos, or files which the SRO creates and maintains for law enforcement purposes rather than school disciplinary purposes are not student education records and are not protected by FERPA or SPDPA. These law enforcement unit records are within the sole control of the Agency, but may, in accordance with state law, be shared in

certain circumstances with the School District under Utah's Governmental Records and Access Management Act.

- 3.06** Notwithstanding any of the above, if an SRO or law enforcement officer presents a warrant, subpoena, or court order for specific educational records or video recordings, those items shall be provided to the SRO or law enforcement officer as soon as practicable.

## **SECTION FOUR STUDENT RIGHTS**

- 4.01** Agency and the District agree that in handling all student offenses, both parties will comply with state and federal law regarding the rights of students, as follows:

- 4.02** As a general rule, if there are possible criminal implications to the students' conduct, the administrator may refer the investigation to the SRO, and the SRO will conduct interviews and searches in accordance with appropriate law.

- 4.03** Procedures for conducting searches, interviews, and arrests:

a) Searches:

- i. If an administrator is conducting a search, the administrator must have reasonable suspicion to conduct the search and the search must be reasonable in scope.
- ii. If an SRO is conducting a search, the SRO must have probable cause to conduct the search and the search must be limited in scope to the purpose of the search, unless exigent circumstances exist where an officer is allowed to conduct a search subject to reasonable suspicion (e.g weapons)
- iii. Administrators, not SROs, should conduct searches when a school rule or policy is at issue. SROs may conduct searches where a criminal law is at issue.

b) Questioning:

- i. When conducting an investigation at school regarding violation of school rules, administrators will take the lead on questioning students.
- ii. SROs may be present during administrator interviews of students but should not participate where the interview is focused on the school infraction.
- iii. Administrators may question students regarding violations of school rules without notifying parents and without reading a student his/her *Miranda* warnings.
- iv. When students under the age of 18 are suspected in potentially criminal activity, SROs will comply with Utah Rules of Juvenile Procedure.
- v. To the extent allowed by law, administrators and the Agency will share information related to offenses occurring on campus obtained during respective interviews by administrators and SROs in order for the

non-interviewing party to perform its duties with respect to the student.

- c) Arrests. If it is necessary to arrest a student at school or a school-related event, the procedures outlined in Section 2.05c) will be followed.

**4.04** Information privacy:

- a) Information about a student obtained by administrators during the course of an administrative investigation will be maintained confidentially in the student's file at the school and is considered part of the student's education record under FERPA.
- b) Information obtained by the SRO during the course of a criminal investigation will be maintained by Agency law enforcement in accordance with its policies and procedures as law enforcement unit records.
- c) Information may be shared with each party to this Agreement in accordance with state and federal law and Section Three of this Agreement.
- d) Nothing in this Agreement limits the District's requirement to notify parents and right to notify law enforcement of prohibited acts pursuant to Utah law, and of its requirement to notify law enforcement for weapons violations pursuant to Utah law. Nothing in this Agreement limits the Agency in its requirement to notify the District of certain offenses by minors pursuant to Utah Code 80-6-103. Any persons having information obtained under any of the aforementioned statutes will comply with all confidentiality requirements of the statutes.

**SECTION FIVE  
SCHOOL RESOURCE OFFICER TIME ALLOCATION**

**5.01** SROs are expected to be present on campus from (a half an hour before school starts and a half an hour after school ends) every day that school is in session, and will allocate their time among the following activities, as needed:

- Law enforcement
- Foot patrol and surveillance around the school
- Investigations
- Safe school support-fights/parking lot
- Building relationships
- Opening communications between Schools and Agencies
- Personal interaction with administration/Students/Staff/Parents
- Creating an open door atmosphere
- Intervention and problem solving
- Providing a friendly positive role
- Interagency referrals
- Teaching law related education classes
- Participation with students (activities and events)
- Proactive instruction and presentations
- Answering questions pertaining to laws, ordinances or other law enforcement issues.

**SECTION SIX  
AUTHORITY AND EMPLOYMENT STATUS**

- 6.01** The SROs assigned by the Agency Police Department under this agreement are designated as the District's Law Enforcement Unit and shall be treated and considered as a member of the faculty of the schools to which that officer is assigned. However, officers are not District officers, employees or administrators.
- 6.02** All SROs assigned to perform duties under the terms of this Agreement shall be Agency employees, and shall have no right to any pension, civil service, or any other District benefit for services provided hereunder.
- 6.03** Although SROs work in conjunction with the school staff, they report directly to the Municipal Police Department assigned sergeant on any law enforcement matters and will follow the Police Department command structure.
- 6.04** The School District acknowledges that SROs are required by Police Department policy and procedures to attend mandatory trainings and/or meetings. When within their power, SROs will make every effort possible to schedule these trainings outside of their regular school hours.
- 6.05** Although SROs remain employees of the Police Department, SROs are required to be on the campus of the school(s) they are assigned to unless performing emergency duties directly related to the Police Department. In the event an SRO is temporarily pulled away from the schools, the SRO's supervisor should communicate to the school's administrator and the District's CRSS, as soon as reasonably possible, the reasons for the reassignment.

**SECTION SEVEN  
GOVERNMENTAL IMMUNITY**

- 7.01** The District and the Agency are governmental entities and subject to the Governmental Immunity Act of Utah, Utah Code Ann. Sections 63G-7-101, et seq. ("Act"). Subject to the provisions of the Act, the District and Agency agree to indemnify and hold harmless the other Party, its elected officials, officers, employees, agents and volunteers from and against any and all actions, claims, lawsuits, proceedings, liability damages, losses and expenses (including attorney's fees and costs) arising out of or resulting from the performance of this Agreement to the extent the same are caused by any negligent or wrongful act or omission of that Party, its elected officials, officers, employees, agents and volunteers. Nothing in this Agreement shall be deemed a waiver of any rights, statutory limitations on liability, or defenses applicable to the Agency or the District under the Act.

**SECTION EIGHT  
RESPONSIBILITY FOR SALARY AND BENEFITS**

- 8.01** The District shall not assume any liability for the payment of any salaries, wages, employment benefits or other compensation to any Agency personnel performing services hereunder for the District and will not assume any other employment related liability except as provided for in this Agreement.
- 8.02** The District shall not be liable for compensation or indemnity to any Agency employee for injury or sickness arising out of his employment, unless otherwise provided herein, and the Agency hereby agrees to hold the District harmless against any such claim.

**SECTION NINE  
PERIOD OF AGREEMENT**

- 9.01** Unless sooner terminated as provided for herein, this Agreement shall be effective 12:01 a.m., 2023 {Date} and shall run for a period of three fiscal years, until 12 midnight on June 30, 2026.
- 9.02** Notwithstanding the provisions of this Section and subject to 9.03, either party may terminate this Agreement by giving 90 days written notice prior to the end of the current school year. Notice will be delivered in writing to the other party.
- 9.03** Only under extraordinary circumstances will this Agreement be terminated by either party during the school year, with 90 days prior written notice. If this Agreement is terminated during the school year by the Agency, the District will pay for the upcoming quarter only for the remainder of the 90 days in that quarter, or, if the termination of the Agreement falls on the quarter, the District will not pay the next quarter's services.

**SECTION TEN  
COST OR PAYMENT**

- 10.01** The District agrees to pay to the Agency as follows:
- a) Beginning in 2023-2024 school year, the Agency shall send an invoice to the District after each school quarter for payment of the services of the Agency's SRO/s as agreed to in writing between the District and the Agency, which base total cost to the District is \$59,500.00 per full-time SRO.
  - b) For the 2024-2025 school year, the base cost for a full-time SRO will be calculated by adjusting the total average cost of the FTE according to the Consumer Price Index (CPI), plus a 10% adjustment to the formula (as outlined in Attachment A). This will apply to

all Agencies providing SRO services to the District. For the 2025-2026 school year, the base cost for a full-time SRO will be calculated by adjusting the total average cost of the FTE according to the Consumer Price Index (CPI), plus a 10% adjustment to the formula (as outlined in Attachment A). This will apply to all Agencies providing SRO services to the District

- c) The invoice shall be paid within thirty (30) days of receipt by the District. If this Agreement is terminated during the school year, the Agency and the District agree to divide the costs associated with the payment of the services of the SROs as on a pro-rata basis depending upon the length of the school year remaining.
- d) After providing services for extra duty assignments to cover extracurricular events at the School as requested by the School, the Agency will send an invoice directly to the school for payment for time and half of the hourly rate, plus the related cost of the FICA payroll tax, of the assigned officer. Beginning in the 2023-2024 school year, the charged hourly rate of the SRO or additional officers will be based on each officer's salary. The invoice shall be paid within thirty (30) days of receipt by the School.

**10.02** The rates set forth in Attachment A, may be renegotiated at the request of either party prior to July 1 of each year of this Agreement to reflect the current cost of the provided services in accordance with the policies and procedures for the determination of such rate as adopted by the Agency and agreed to by the District.

**10.03** The compensation paid by the District to the Agency pursuant to this Agreement shall be used only for the services provided pursuant to this Agreement, and Agency shall not have the authority or right to use such funds for other purposes.

## **SECTION ELEVEN PAYMENT PROCEDURE**

**11.01** The District shall remit one quarter of the contract amount to the Agency within 20 days after receiving a bill, in a form approved by the District, at the close of each school quarter. If such payment is not remitted to the Agency when due, the Agency is entitled to recover interest at the rate of twelve percent (12%) per annum thereon as well as the contract amount.

## **SECTION TWELVE INTERLOCAL AGREEMENT**

**12.01** In satisfaction of the requirements of the Interlocal Act, the Agency and the District agree as follows:

- (a) This Agreement shall be approved by each Party, pursuant to Section 11-13-202.5 of the Interlocal Act;

(b) This Agreement shall be reviewed as to proper form and compliance with applicable law by a duly authorized attorney on behalf of each Party, pursuant to Section 11-13-202.5(3) of the Interlocal Act;

(c) A duly executed original counterpart of the Agreement shall be filed with the keeper of records of each Party, pursuant to Section 11-13-209 of the Interlocal Act;

(d) No separate legal entity is created by the terms of this Agreement.

**SECTION THIRTEEN  
PROBLEM RESOLUTION**

**13.01** The parties shall have the right upon request and through their authorized representative, to meet and confer with the other party's representative to discuss any problems arising regarding the performance, an individual officer's performance, and the costs for future periods, or any other issues related to this contract.

**SECTION FOURTEEN  
AMENDMENT**

**14.01** This Agreement may only be amended by a writing signed by both parties.

**IN WITNESS WHEREOF**, the parties have caused this Agreement to be executed by their Authorized representatives as of the date first written above.

**Agency**

By \_\_\_\_\_  
Mayor

ATTEST:

\_\_\_\_\_  
Agency Recorder

Approved as to Form and as Compatible with State Law:

\_\_\_\_\_  
Agency Attorney

**The Board of Education of Weber School District**

By: \_\_\_\_\_

Name: \_\_\_\_\_

Its: \_\_\_\_\_

ATTEST:

\_\_\_\_\_

Approved as to Form and as Compatible with State Law:

\_\_\_\_\_  
Weber School District Attorney