



MEMO

TO: Weber School District Board Members: Paul Widdison, Kelly Larson, Douglas Hurst, Janis Christensen, Bruce Jardine, Jan Burrell, and Wyle Williams
Superintendent Gina Butters

FROM: Jennifer Warren
Student Services Director

DATE: October 22, 2025

SUBJECT: Request to Purchase Safety Care Training

Weber School District recognizes that every student should have the opportunity to learn in an environment that is safe, conducive to the learning process, and free from unnecessary disruption. At times, student behavior may present an immediate danger requiring emergency safety interventions. USBE Board Rule R277-608 requires that local education agencies (LEAs) identify key school employees to receive comprehensive Emergency Safety Intervention (ESI) training in addition to the foundational behavior support training required for all employees. Student Services and Special Education are requesting to purchase facilitated Safety Care training for our district behavior team to meet the outlined requirements in this rule.

To facilitate training to those identified as key school employees in our schools, including School Safety Teams and our Special Education SEL teachers and education support professionals, the district utilizes a train-the-trainer model. Our current system, MANDT, has been in place for a number of years and has become cost prohibitive to utilize as our district comprehensive ESI training. Three bids were collected (see attached Appendix A) and we identified a new comprehensive training, Safety Care. This training meets the board rule requirements of including the appropriate, safe and effective use of ESI. Additionally, all required components of WSD Policy 5400 Restraint and Seclusion outlining restrictions on, and allowable uses of ESIs will be covered as part of Safety Care training for identified school personnel.

The cost for the 2025-2026 school year facilitated train-the-trainer training is \$51,980 for up to 20 participants. Annually, thereafter, the cost for our trainers will be \$17,980. A team of up to 20 district identified individuals will participate in the train-the-trainer training over the course of three days in June. This team will then be certified to train our school based personnel and meet the requirements for the comprehensive ESI training to be completed before a school employee is authorized to use an ESI with a student and annually, thereafter. The annual cost for school based personnel will be \$7/staff member trained. We are approximating 400 to 450 school personnel participating in annual training.

Thank you for your continued support of our Student Services and Special Education Departments, our school personnel and students.

Appendix A: Cost review of Comprehensive Emergency Safety Intervention Training Programs

	MANDT (current program)	Safety Care (proposed purchase)	Crisis Prevention Institute
Initial Trainer Cost	\$4,115/every other year/each participant (requires 4 overnight travel days and per diem to American Fork approx. \$1075/participant)	\$51,980/first year/20 participants	\$45,000/first year/20 participants
Recertification Trainer Cost	\$4,115/every other year/each participant (requires 4 overnight travel days and per diem to American Fork approx. of \$1075/participant)	\$17,980/recertification /20 participants	\$45,000/second year/20 participants \$146,670/third year/20 participants
School Personnel Cost	\$15/person	\$7/person	up to 500 participants annually included in trainer cost
Year 1: Based on 20 trainers & 500 school based personnel	\$111,300	\$55,480	\$45,000
Year 2: Based on 20 trainers & 500 school based personnel	\$7,500	\$21,480	\$45,000
Year 3: Based on 20 trainers & 500 school based personnel	\$111,300	\$21,480	\$146,670
Total Cost Year 1 - Year 3	\$230,100	\$98,440	\$236,670