

Work Session

Monday, October 20, 2025 5:45 PM

District Support Center, 715 W. Platte Avenue, Fort Morgan, CO 80701

1. OPENING ACTIVITIES

1.A. Call to Order

1.B. Roll Call

1.C. Pledge of Allegiance

1.D. Agenda Changes; Approval of Agenda

2. DISCUSSION ITEMS

2.A. School Resource Officer Discussion

2.B. Miscellaneous Topics

3. CLOSING ACTIVITIES

3.A. Adjournment

**INTERGOVERNMENTAL AGREEMENT
BETWEEN THE
MORGAN COUNTY SCHOOL DISTRICT Re-3
AND THE
CITY OF FORT MORGAN**

THIS INTERGOVERNMENTAL AGREEMENT is made and entered into by and between the **MORGAN COUNTY SCHOOL DISTRICT Re-3** ("District") and the **CITY OF FORT MORGAN** ("City"), hereinafter individually referred to as "Party" or collectively referred to as "Parties."

WITNESSETH

WHEREAS, this Intergovernmental Agreement is to provide functions or services including the sharing of costs of such services or functions, by political subdivisions of the State of Colorado are specifically authorized by C.R.S. §29-1-203; and,

WHEREAS, the City is a unit of local government and a political subdivision, and the District is a public school district and political subdivision; and,

WHEREAS, through a federal grant from the Department of Justice, the District had previously partnered with the City to obtain services of the Fort Morgan Police Department ("Department") to provide a School Resource Officer ("SRO") for schools in the District; and,

WHEREAS, due to insufficient federal funding, the monies necessary to cover the salary of two SRO's is unavailable during the upcoming 2020-2021 school year; and,

WHEREAS, despite the lack of funding of this program, the Parties wish to continue this program through a joint effort by sharing the cost of the SRO Program through this Intergovernmental Agreement between the Parties.

WHEREAS, parties intend for this Agreement to be effective for the 2020-2021 school year beginning July 1, 2020 and ending June 30, 2021.

NOW THEREFORE, in consideration of the above recitals and of the mutual promises, covenants, and agreements of the Parties, the District and the City hereby agree as follows:

1. That the provisions of C.R.S. § 29-5-104, as amended, are incorporated herein by this reference and shall control in the event of conflict between the Statute and this Agreement; and it is understood and agreed by the Parties hereto that if any part, term or provision of this Agreement is held by a court of competent jurisdiction to be illegal or in conflict with any law of the State of Colorado, the validity of the remaining portions or provisions shall not be affected and the rights

and obligations of the Parties shall be construed and enforced as if the Agreement did not contain the particular part, term or provision held to be invalid.

2. That it is understood and agreed to that this Agreement provides for the joint exercise by the Parties of the function of service provided herein but does not establish a separate legal entity to do so nor does this Agreement establish any employee of any Party as an agent of any other Party for any purpose whatsoever and that this Agreement shall provide only for sharing of services and costs by the Parties in the achievement of a common mutual goal, said goal being the sharing of the information and resources to maximize the safety and security of the community and its children.
3. That it is understood and agreed to that the Parties have a common desire to promote a safe, orderly, and secure school environment conducive to learning will best serve the school community. Moreover, in furtherance of this goal, the Parties agree as follows:
 - a. To foster educational programs and activities that will increase student's knowledge of, and respect for, the law and the function of law enforcement agencies;
 - b. To encourage, when possible, the attendance of the SRO's at extra-curricular activities, such as athletic events and concerts;
 - c. To act swiftly and cooperatively when responding to disruptions and criminal offenses at school including: disorderly conduct, trespassing, assaults, riots, the possession or use of weapons, and the illegal sale and/or distribution of controlled substances;
 - d. To report crimes that occur on campus and to cooperate with law enforcement in their investigation of crimes that occur on campus;
 - e. To cooperate with the law enforcement in their investigation of crimes that occur off campus as hereinafter described; and
 - f. To provide traffic control when deemed necessary for the safety and protection of students and the general public when a regular patrol officer is unavailable.
4. That it is understood and agreed to by the Parties that the City will provide through the Department not less than two (2) SRO's during the term of this Agreement within the City's typical hiring policies and practices.
5. That it is understood and agreed to by the Parties that subject to limitations herein set forth, the total cost of the two SRO's will be shared by the Parties as

invoiced and that the Parties shall maintain appropriate personnel and funding in support of this Agreement.

6. That it is understood and agreed to by the Parties that the cost of employing two SRO's shall be shared as set forth as follows:
 - a. The District shall pay the City fifty (50%) percent of the two SRO's total salary and benefits;
 - b. The District shall pay fifty (50%) percent of any accrued overtime that is a result of the officer's assignment at the District;
 - c. The District shall pay Four-Thousand (\$4,000) Dollars per year toward incidentals and the use of a patrol vehicle assigned to each SRO;
 - d. The Parties will maintain a budget for expenditures under this Agreement; and semi-annual payment from the District shall be due upon the receipt of an itemized statement of costs from the City.
7. That it is understood and agreed to by the Parties that, subject to the cost sharing under Paragraph 5, the City will provide the two SRO salaries and employment benefits in accordance with the applicable salary schedules and employment practices of the City, including but not limited to: Paid Time Off, holiday leave, compensatory time, retirement compensation, disability salary continuation, workers compensation, unemployment compensation, life insurance, and medical/hospitalization insurance.
8. That it is understood and agreed to by the Parties that, as an employee of the City under the Department, the SRO's shall be subject to all personnel policies and practices of the City and follow the chain of command as set forth in the Fort Morgan Police Department Policies and Procedures Manual.
9. That it is understood and agreed to by the Parties that the SRO's shall be an employee of the City and shall be subject to the administration, supervision, and control of the Department and that the SRO's shall execute and perform duties pursuant to this Agreement in accordance with the standard operating procedures as set and modified from time to time by the Department.
10. That it is understood and agreed to by the Parties that the Department shall set, and revise from time to time, the standard operating procedures to address circumstances under which the SRO's may be required to act and to coordinate with school officials.
11. That it is understood and agreed to by the Parties that the Department will assign one (1) SRO to the Fort Morgan High School and one (1) SRO to the Fort

Morgan Middle School. SRO's may respond to other schools within the District on an as needed basis.

12. That it is understood and agreed to by the Parties that the Department will provide the SRO's with the following equipment:
 - a. Motor vehicles. The Department shall provide a standard patrol vehicle for each SRO. In addition, the Department agrees to provide all vehicle maintenance and insurance for said vehicle.
 - b. Weapons and ammunition. The Department shall provide the standard issue pistol and rounds of ammunition for the SRO's.
 - c. Office Supplies. The District agrees to provide the SRO's with the usual and customary office supplies and forms required in the performance of their duties. In addition, the SRO's shall be provided with a private office within the school, accessible by the students. The SRO's shall also be provided a computer, printer, and telephone by the District.
13. That it is understood and agreed to by the Parties that the District shall allow the SRO's to inspect and copy any public record maintained by the District including student directory information, such as yearbooks. However, it is understood that the SRO's or Department may not inspect and/or copy any confidential records, access of which is restricted to school personnel.
14. That it is understood and agreed to by the Parties that should information in a student's cumulative record be needed in an emergency to protect the health or safety of the student or other individuals, school officials may disclose to the SRO's the information needed to respond to the emergency situation based on the seriousness of the threat to the student's health or safety; the need of the information to meet the emergency situation, and the extent to which time is of the essence.
15. That it is understood and agreed to by the Parties that the Department shall purchase and maintain a general comprehensive police liability insurance policy with sufficient coverage for any acts or omissions that occur or claims that are made during the term of this Agreement.
16. That it is understood and agreed to by the Parties that the principal of each school that the SRO's are assigned shall evaluate annually the SRO Program and the performance of each SRO on forms developed jointly by the Parties. A copy of such written evaluation shall be provided to the officer in charge of the SRO Program. It is further understood that the District's evaluation of the SRO is advisory only, and that the Department retains the final authority to evaluate the SRO's performance.

17. That it is understood and agreed to by the Parties that notice shall be deemed to have been sufficiently given for all purposes if sent by certified mail or registered mail, postage and fees prepaid, addressed to the Party to whom such notice is to be given at the address set forth below, or at such other address as has been previously furnished in writing, to the other Party or Parties. Such notice shall be deemed to have been given when deposited for delivery by the United States Postal Service.

If to the City: Chief of Police
Fort Morgan Police Department
901 East Beaver Avenue
Fort Morgan, CO 80701

If to the District: Superintendent of Schools
Morgan County School District Re-3
715 West Platte Avenue
Fort Morgan, CO 80701

18. Any claim made against a Party or a Party's employee or agent as a result of any act or omission by that Party or its employee or agent, pursuant to the terms of this Agreement or the provisions of C.R.S. §§ 29-5-103, 29-5-104 and 29-5-108, shall follow the provisions of Article 10, Title 24, C.R.S.

19. The Parties covenant that they will do, execute, acknowledge, and deliver or cause to be done, executed, acknowledged, and delivered such acts, instruments and transfers as may reasonably be required for the performance of their obligations hereunder.

20. The Parties enter into this Agreement as separate independent governmental entities and shall maintain such status throughout the term hereof.

21. Each term, provision or condition herein is subject to and shall be construed in accordance with the provisions of Colorado law, the Charter of the City of Fort Morgan, and the ordinances, regulations and policies enacted by all Parties hereto.

22. It is expressly understood and agreed that enforcement of the terms and conditions of this Agreement, and all rights of action relating to such enforcement, shall be strictly reserved to the named Parties hereto. Nothing contained in this Agreement shall give or allow any such claim or right of action by any third person. It is the expressed intention of the named Parties that any person other than the named Parties receiving services or benefits under this Agreement shall be deemed an incidental beneficiary only.

23. This Agreement embodies the entire Agreement of the Parties. The Parties shall not be bound by or liable for any statement, representation, promise, inducement

or understanding of any kind or nature not set forth herein. No changes, amendments or modifications of any kind of any of the terms or conditions of this Agreement shall be valid unless reduced to writing and signed by the Parties.

- 24. All obligations under this Agreement are subject to the appropriation process and budgeting requirements of Colorado law.
- 25. This Agreement may be signed in counterparts and each Agreement shall be deemed an original and all the Agreements taken as a whole shall constitute the same instrument.
- 26. The effective date of this Agreement shall be the date that this Agreement is recorded by the County Clerk and Recorder for Morgan County, Colorado.
- 27. This Agreement shall remain in full force and effect, for consecutive one year terms, from July 1 to June 30 of every calendar year. This Agreement shall automatically renew each year, unless terminated or amended with thirty (30) days written notice, by June 1 of each year.

CITY OF FORT MORGAN

MORGAN COUNTY SCHOOL DISTRICT Re-3

By: Ronald Shaver 10-6-2020
Ronald Shaver, Mayor Date

By: Rena Frasco 7.14.2020
Dr. Rena Frasco, Superintendent Date

Attest: John Brennan 10/6/2020
John Brennan, City Clerk Date

Attest: Melissa Smits 7/14/2020
Melissa Smits Date
Secretary to the Board of Education



[SEAL]



CITY OF FORT MORGAN JOB DESCRIPTION

SCHOOL RESOURCE OFFICER (SRO)

FLSA STATUS: Non-Exempt
SALARY GRADE: P11
DIVISION: Police
DEPARTMENT: Police
SUPERVISOR: Support Services Commander
APPROVED BY: Human Resources
DATE: 4/16/24

POSITION SUMMARY

Under general supervision of the Support Services Commander, serves as a sworn officer within the school administration, faculty, student body and the community. Helps resolve criminal and non-criminal conflicts and reduces police calls for service within the schools. Establishes an environment conducive to a safe atmosphere while addressing parental, staff and student concerns.

SAFETY SENSITIVE POSITION

This position has been defined as a safety-sensitive position and the employee in this position is subject to required pre-employment drug testing and random drug and alcohol testing.

ESSENTIAL DUTIES AND RESPONSIBILITIES

In addition to the Essential Duties and Responsibilities listed below, the School Resource Officer is responsible for adherence to all duties and responsibilities outlined in the Fort Morgan Police Department LEXIPOL Manual, department procedures, and the City of Fort Morgan Employee Handbook

In addition to performing all of the duties of a sworn Police Officer, the following essential duties apply:

- Maintains a positive presence at the High School, Middle School, and elementary schools.
- Identifies individuals involved in drug-related and other criminal activities, and takes appropriate action.
- Provides counseling and assistance to identified at-risk youth.
- Serves in an advisory role for discipline and expulsion issues when requested to do so by school staff.
- Responsible for directed patrol on or near school property when not engaged in instruction or other duties.
- Identifies physical environmental factors conducive to criminal activity and communicates remedial suggestions to the school staff.

- Is accessible to parents, staff, and students.
- Acting within applicable law, acts as a conduit for information between students, staff and the Police Department.
- Provides instruction upon request to staff and students on matters of constitutional law, criminal procedure, career development and citizenship.
- Interacts with school age youth during extracurricular activities, including sports activities, field trips and other activities.
- Provides law related education to high school and middle school students as requested by staff.
- Actively engages in community policing.
- All essential duties and responsibilities as listed in the Police Officer Job Description.

SUPERVISORY RESPONSIBILITIES

None.

QUALIFICATION REQUIREMENTS

Education and/or Experience

- Minimum 21 years of age
- Must have a high school diploma or equivalent

Certificates, Licenses, Registrations

- Colorado certified or POST certifiable Police Officer
- Valid Colorado driver's license
- CPR/First Aid Certification

Language Skills

- Ability to express ideas clearly and concisely to others under normal and stressful conditions, both orally and in writing.
- Ability to record information accurately.
- Ability to effectively speak/present information to large groups.
- Spanish/English verbal bilingual skills desirable.

REASONING ABILITY

- Ability to define problems, collect data, establish facts and draw valid conclusions.
- Ability to apply common sense understanding during normal and stressful conditions.
- Ability to compile and analyze data and to prepare a variety of reports.

OTHER SKILLS AND ABILITIES

- Ability to record information accurately.
- Able to pass pre-employment physical and drug screen.
- Spanish/English bilingual skills, both written and oral, strongly preferred.
- Must not have been convicted of a felony or misdemeanor involving moral turpitude under the laws of the State of Colorado or any other jurisdiction.

PHYSICAL DEMANDS

While performing the duties of this job, the employee is regularly required to talk and hear to communicate clearly and distinctly face-to-face as well as over the radio in normal and adverse conditions. Is frequently required to sit, stand and walk. Is occasionally required to use hands to finger dexterity to handle or feel objects, tools, or equipment; reach with hands and arms; stoop, kneel, crouch or crawl; utilize arm and hand steadiness and manual dexterity to use weapons necessary to prevent injury or to protect self and others; maintain stamina and tolerance enough to remain physically and mentally alert for short bursts of extremely intense work. The employee must possess vision enough to perform functions such as apprehend suspects, obtain information at disturbances, service and accident calls, operate a vehicle in normal and adverse situations and read and review written communication.

WORK ENVIRONMENT

Occasionally the employee will deal with irate, abusive and disorderly people; deal with the public in situations involving possible severe physical and personal trauma; have exposure to potentially dangerous people, animals and objects; and have exposure to outdoor weather conditions and moderate noise levels.

I have read this job description and acknowledge that I can perform the essential job duties of this position with or without accommodation.

Employee Signature

Date

Name Printed

Clint Anderson - Principal , Fort Morgan High School

Officer Anthony Gagliano is here during the school day. He has some required training that he completes as part of his schedule. For evening events such as games, dances, or the carnival, he typically flexes his time. He takes time off earlier in the day but remains in the building, just not in uniform. He usually spends that time in the gym. I'm not entirely sure what his schedule looks like on Mondays, but he mentioned that it's his catch-up day for police department paperwork.

Chad Unrein - Principal , Fort Morgan Middle School

Officer John Renteria's schedule is from 7:30 - 4:30 Tuesday through Friday. They work a 6-hour day on Monday. Often these hours are flexed to attending sporting events after working hours during the week. John is great about being present at sporting events, carnival, and high school football games. On Mondays, John will work on reports, turn in the vapes to the police department, and download any body cam video. They have also been asked to use that day for their PTO, so they do not miss a school day.

**INTERGOVERNMENTAL AGREEMENT BETWEEN THE WELD COUNTY
SCHOOL DISTRICT RE-1 BOARD OF DIRECTORS AND THE TOWN OF
LASALLE BOARD OF TRUSTEES FOR SCHOOL RESOURCE OFFICER
SERVICES**

THIS Intergovernmental Agreement (hereinafter "IGA") is made by and between the Weld County School District RE-1 Board of Directors (hereinafter "RE-1"), and the Town of LaSalle Board of Trustees (hereinafter "the Town") on behalf of the LaSalle Police Department (hereinafter "LPD") (each individually a "Party" and collectively the "Parties").

WITNESSETH:

WHEREAS, RE-1, LPD, and the community are significantly impacted by the demands placed upon them to address incidents and situations directly or indirectly related to juveniles and the schools, and

WHEREAS, the problems of safety, alcohol and substance abuse, gang involvement, and other crime related problems which negatively affect the community and the school can best be addressed in a proactive and preventive manner, and

WHEREAS, RE-1, LPD, desire to continue a School Resource Officer program to provide a school-based approach to the development of a positive relationship between students and peace officers, and

WHEREAS such programs are recognized as being effective in the development of a positive relationship between law enforcement, faculty, and young people and in the prevention of crime.

NOW, THEREFORE, FOR AND IN CONSIDERATION of the mutual covenants and agreements below appearing, the sufficiency of which is hereby acknowledged, the Parties agree as follows:

I. DEFINITIONS

The following terms shall be defined as follows for purposes of this IGA:

1. SRO: School Resource Officer. A Colorado certified peace officer employed as a police officer by the Town and LPD.
2. School Year: The period beginning in mid-August when students first attend school and continuing through the last day students attend school in late May. By way of example, the School Year for 2025-2026 shall be defined as beginning August 7, 2025 and running through May 29, 2026.

II. IGA TERM

1. **INITIAL TERM AND AUTOMATIC RENEWAL.** The initial term of this IGA shall be from August 1, 2025, and continue through July 31, 2026, unless sooner terminated pursuant to Section V of this IGA. After the initial term, this IGA shall automatically renew for one-year terms beginning August 1 of each year and ending July 31 of the next year, unless any party to this IGA provides written notice of its intent to not renew this IGA on or before May 31.
2. **CHANGE IN COST FOR SERVICES UPON RENEWAL.** Any renewal term of this IGA may be subject to changes in the Cost of Services as set forth in Section IV of this IGA. Should a change in the Cost for Services be determined by the Town and LPD, LPD shall notify RE-1 in writing of the proposed revised Cost for Services on or before April 30 of the year before the proposed change. Any modification of the Cost for Services shall be memorialized as a written amendment to this IGA.

III. SCOPE OF SRO SERVICES

1. **SRO SERVICES.** LPD shall assign **one** SRO to work with the administration, faculty, and students of the LaSalle, to include **Pete Mirich Elementary and Valley Middle school**. The SRO shall provide the following services during the School Year subject to the conditions set forth in Section III (2) and other qualifying terms set forth in this IGA:
 - A. Enforce criminal law and protect the students, staff and public at large against criminal activity on the campus and in the immediate area of the school.
 - B. Document criminal activities as specified by the Department standard operating procedures manual and make all reports available to the SRO supervisor and school administration in a timely manner.
 - C. Conduct or assist in the investigation of offenses on campus.
 - D. Provide presentations and available educational resources in the following areas: alcohol and substance abuse, law-related education, criminal justice system orientation, safety, crime prevention, gang involvement and awareness, community responsibility for students and other groups associated with the school.
 - E. Assist in the coordination of efforts of other enforcement agencies on the campus.
 - F. Provide a visible presence on the campus.
 - G. Supervise traffic and patrol parking lots and bus loading areas at the beginning and end of each school day and as needed.
 - I. Contribute to the positive police-school-community relation efforts, especially as these efforts relate to students and faculty.

- J. At the request of RE-1, perform additional functions at the sole discretion of LPD on a one time or continuing basis. In no case shall LPD be bound under this IGA to provide any additional requested function not listed herein and LPD may discontinue any such additional function once provided at any time thereafter.
 - K. Serve as a role model to students, especially in terms of appropriate attitudes and respect.
 - L. Perform on-going security checks of the campus and make security recommendations to the School Administrator.
 - M. Be familiar with all school rules, policies, and procedures applicable to safety and security. Always adhere to the School Board and Department policies.
 - N. Wear Department uniform while regular school day is in session.
 - O. Report to the assigned school campus by 07:30 am and remain until 4:00 pm.
 - P. Notify School Administration when leaving campus.
 - Q. Attend after-school functions on as needed basis with prior approval from School Administration and Department Supervisors.
 - R. If sick notifies Department Supervisors and School Administrator no later than 07:00 am.
2. **WORK SCHEDULE.** Each SRO will work a schedule consistent with LPD ordinances, policies, procedures and subject to the Fair Labor Standards Act. Except as otherwise provided in this IGA, each SRO shall work a schedule mutually established among the Parties. The obligation of the Town and LPD to provide the services set forth in Section III (1) is subject to the following terms:
- A. During times when an SRO is absent due to illness or utilization of benefits, the Town and LPD shall not be required to provide services pursuant to this IGA.
 - B. Except for the services described in (B) and (F) of above Section III (1), the Town and LPD shall not be responsible for providing services pursuant to this IGA during spring break, holiday breaks and other days when school is not in session. During times when an SRO is not responsible for providing services pursuant to this IGA, or when an SRO is not scheduled to provide services, LPD reserves the right to assign other duties to such SRO.
 - C. Each SRO shall be required to attend training mandated by LPD scheduled throughout the year. During such training, the Town and LPD shall not be required to provide services pursuant to this IGA.
 - D. In the event of an emergency, as reasonably determined by LPD, one or all

SROs may be assigned to assist with the emergency. The Town and LPD shall not be obligated to provide the services to RE-1 pursuant to this IGA until such an emergency ends.

3. **SRO SUPERVISION.** Each SRO is subject to LPD chain of command and the supervision of the assigned LPD supervisor(s). Day to day supervision will be assigned to the LPD supervisor(s). The assigned LPD supervisor(s) will be responsible for maintaining contact with the school administration. Each SRO will work closely with the school administration and faculty to determine the most effective use of each SRO's time and expertise. At no time, however, shall any SRO be subject to the supervision or direction of RE-1, or its officers, agents, or employees.

Each SRO will comply with the policies and regulations of RE-1 to the extent that such policies and regulations are not in conflict with those of LPD, are not in conflict with other terms contained herein or direction of LPD, and are not in conflict with federal, state, or municipal laws.

4. **PERFORMANCE APPRAISAL.** Each SRO's performance will be evaluated consistent with LPD policy and procedures by the assigned supervisor and will accept input from the schools' designee(s).
5. **VEHICLE.** The Department shall provide a standard patrol vehicle for the SRO. In addition, the Department agrees to provide all vehicle maintenance and insurance for said vehicle.
6. **WEAPONS AND AMMUNITION.** The Department shall provide the standard issue pistol and rounds of ammunition for the SRO.
7. **OFFICE SUPPLIES.** The District agrees to provide the SRO with the usual and customary office supplies and forms required in the performance of their duties. In addition, the SRO shall be provided with a private office within the school, accessible by the students. The SRO shall also be provided with a computer, and printer by the District.

IV. COST AND PAYMENT FOR SRO SERVICES

1. **COST FOR SRO SERVICES.** In exchange for the services provided by the one SRO as described in this IGA, RE-1 shall pay \$86,218.93 to the Town for the SRO services provided during the School Year, or as modified in Section II (2) in subsequent renewal terms. The cost for SRO services set forth in this IGA is calculated to cover the costs incurred by the Town and LPD for wages, benefits, uniforms, equipment, and training, and accounts for time when services need not be provided pursuant to Section III (2).
2. **BILLING AND PAYMENT.** Payment of the \$86,218.93 or as modified pursuant to Section II (2) for subsequent renewal terms, shall be divided into 9 equal payments. The first payment shall be received by the Town by the last day of September. Each payment thereafter shall be received by the Town by the last day of each succeeding

month with the final payment received by the last day of May. If payment from RE-1 is not received as described, LPD may in its sole discretion terminate all services under this IGA. Upon such termination all amounts due to the Town for services prior to the date of termination, as appropriately pro-rated, shall be paid to the Town by RE-1 within 30 days of termination.

V. TERMINATION

This IGA may be terminated without cause by any of the Parties upon 60 days written notice to all other parties as set forth in Section VI (6). Upon termination all amounts due for services provided prior to the date of termination, as appropriately pro-rated, shall be paid to the Town by RE-1 within 30 days of termination.

VI. ADDITIONAL TERMS

1. **EMPLOYMENT STATUS AND RELATIONSHIP OF PARTIES.** The SRO shall always during the term of this IGA be considered an employee of the Town and LPD and shall maintain the status of independent contractor with respect to RE-1. The SRO will always be subject during the performance of this IGA to the ordinances, policies, procedures, rules, regulations, directives, and orders of the Town and LPD.

Furthermore, it is mutually agreed and understood that nothing contained in this IGA is intended, nor shall be construed in any way, to establish the relationship of co-partners or a joint venture between the Town, LPD, and RE-1. It shall also not be construed that RE-1, including its officers, agents, volunteers, and employees, are employees or agents of the Town or LPD. RE-1 shall not represent that the SRO is an employee or agent of the school in any capacity. The SRO shall not represent that he/she is an employee or agent of RE-1 in any capacity.

2. **HOLD HARMLESS.** Each Party shall be responsible for its own acts and/or omissions and those of its officers, employees, and agents in the performance of this IGA. No Party shall be responsible for the acts and/or omissions of entities or individuals not a party to this IGA.
3. **PROOF OF INSURANCE.** All Parties shall maintain general liability insurance during the term of this IGA for protection from claims for bodily injury, death, property, damage, and personal injury which may arise through the execution of this IGA. Upon request, any Party shall provide a copy of such general liability coverage then in effect to the requesting Party.
4. **ATTORNEY FEES.** In the event of litigation or other action brought to enforce the terms of this IGA, each Party shall bear its own attorney fees and costs.
5. **ENTIRE AGREEMENT.** This IGA contains the entire understanding of the Parties with respect to the subject matter hereof, and all other understandings or agreements shall be deemed merged into this IGA. Amendments of this IGA may be made only in writing and signed by all Parties.

6. **THIRD PARTY BENEFICIARIES.** None of the terms or conditions in this IGA give or allow any claim, benefit, or right of action by any third person not a party hereto. Any person or entity other than the Town, LPD, and RE-1 receiving services or benefits under this IGA is an incidental beneficiary.
7. **NOTICES.** Any notice provided for in this IGA shall be in writing and shall be served by personal delivery or by certified mail, return receipt requested, postage prepaid, at the addresses set forth below, until such time as written notice of a change is received from a Party wishing to make a change of address. Additionally, notice shall be sent by email.

Any notice mailed and/or served as set forth above, shall be deemed delivered and effective upon receipt or delivery.

If to Town of LaSalle/PPD: Kenny Fernandez Chief of Police
 Town of LaSalle
 128 N 2nd Street
 LaSalle, CO 80645
 970-284-5541, kfernandez@lasalletown.com

If to RE-1: Kimberly Bloemen
 Superintendent of Schools
 Weld County School District RE-1
 1004 Main Street
 Platteville, CO 80651
 PO Box 157
 Gilcrest, CO 80623
 970-350-4201, bloemenk@wcsdre1.org

8. **NON-WAIVER OF GOVERNMENTAL IMMUNITY.** Nothing in this IGA should be construed as a waiver by either party of immunity provided by common law or by statute, specifically including the Colorado Governmental Immunity Act, Section 24-10-101. *et seq.* C.R.S., as currently exists or hereafter amended.

IN WITNESS WHEREOF, this IGA is hereby EXECUTED THIS _____ DAY OF July, 2025.

ATTEST:
 CLERK TO THE BOARD

By: 
 Gail Odenbaugh, Town Clerk



By: 
 _____, Mayor

APPROVED AS TO FORM:

APPROVED AS TO SUBSTANCE:

By: 
 Larry Lorentzen, Operations Manager

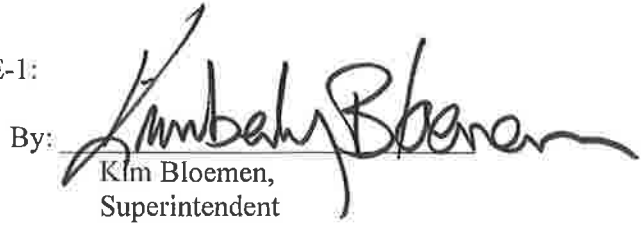
Town of LaSalle

APPROVED AS TO FUNDING:

WELD COUNTY SCHOOL DISTRICT RE-1:

By: 

Ben Rainbolt, President
Board of Education

By: 

Kim Bloemen,
Superintendent

**INTERGOVERNMENTAL AGREEMENT BETWEEN THE WELD COUNTY
SCHOOL DISTRICT RE-1 BOARD OF DIRECTORS AND THE TOWN OF
PLATTEVILLE BOARD OF TRUSTEES FOR
SCHOOL RESOURCE OFFICER SERVICES**

THIS Intergovernmental Agreement (hereinafter "IGA") is made by and between the Weld County School District RE-1 Board of Directors (hereinafter "RE-1"), and the Town of Platteville Board of Trustees (hereinafter "the Town") on behalf of the Platteville Police Department (hereinafter "PPD") (each individually a "Party" and collectively the "Parties").

WITNESSETH:

WHEREAS, RE-1, PPD, and the community are significantly impacted by the demands placed upon them to address incidents and situations directly or indirectly related to juveniles and the schools, and

WHEREAS, the problems of safety, alcohol and substance abuse, gang involvement, and other crime related problems which negatively affect the community and the school can best be addressed in a proactive and preventive manner, and

WHEREAS, RE-1, PPD, desire to continue a School Resource Officer program to provide a school-based approach to the development of a positive relationship between students and peace officers, and

WHEREAS, such programs are recognized as being effective in the development of a positive relationship between law enforcement, faculty, and young people and in the prevention of crime.

NOW, THEREFORE, FOR AND IN CONSIDERATION of the mutual covenants and agreements below appearing, the Parties agree as follows:

I. DEFINITIONS

The following terms shall be defined as follows for purposes of this IGA:

1. SRO: School Resource Officer. A Colorado certified peace officer employed as a police officer by the Town and PPD.
2. School Year: The period beginning in mid-August when students first attend school and continuing through the last day students attend school in late May. By way of example, the School Year for 2025-2026 shall be defined as beginning August 1, 2025 and running through May 31, 2026.

II. IGA TERM

1. **INITIAL TERM AND AUTOMATIC RENEWAL.** The initial term of this IGA shall be from August 1, 2025, and continue through July 31, 2026, unless sooner terminated pursuant to Section V of this IGA. Subsequent to the initial term, this IGA shall automatically renew for one-year terms beginning August 1 of each year and ending July 31 of the next year, unless any party to this IGA provides written notice of its intent to not renew this IGA on or before May 31.

2. **CHANGE IN COST FOR SERVICES UPON RENEWAL.** Any renewal term of this IGA may be subject to changes in the Cost of Services as set forth in Section IV of this IGA. Should a change in the Cost for Services be determined by the Town and PPD, PPD shall notify RE-1 in writing of the proposed revised Cost for Services on or before April 30 of the year before the proposed change. Any modification of the Cost for Services shall be memorialized as a written amendment to this IGA.

III. SCOPE OF SRO SERVICES

1. **SRO SERVICES.** PPD shall assign two SROs to work with the administration, faculty, and students of the Platteville and Gilcrest, to include **Platteville Elementary, South Valley Middle School, Gilcrest Elementary, and Valley High School campuses.** The SROs shall provide the following services during the School Year subject to the conditions set forth in Section III (2) and other qualifying terms set forth in this IGA:
 - A. Enforce criminal law and protect the students, staff and public at large against criminal activity on the campus and in the immediate area of the school.
 - B. Document criminal activities as specified by the Department standard operating procedures manual and make all reports available to the SRO supervisor and school administration in a timely manner.
 - C. Conduct or assist in the investigation of offenses on campus.
 - D. Provide presentations and available educational resources in the following areas: alcohol and substance abuse, law-related education, criminal justice system orientation, safety, crime prevention, gang involvement and awareness, community responsibility for students and other groups associated with the school.
 - E. Assist in the coordination of efforts of other enforcement agencies on the campus.
 - F. Provide a visible presence on the campus.
 - G. Supervise traffic and patrol parking lots and bus loading areas at the beginning and end of each school day and as needed.

- I. Contribute to the positive police-school-community relation efforts, especially as these efforts relate to students and faculty.
 - J. At the request of RE-1, perform additional functions at the sole discretion of LPD on a one time or continuing basis. In no case shall LPD be bound under this IGA to provide any additional requested function not listed herein and LPD may discontinue any such additional function once provided at any time thereafter.
 - K. Serve as a role model to students, especially in terms of appropriate attitudes and respect.
 - L. Perform on-going security checks of the campus and make security recommendations to the School Administrator.
 - M. Be familiar with all school rules, policies, and procedures applicable to safety and security. Always adhere to the School Board and Department policies.
 - N. Wear Department uniform while regular school day is in session.
 - O. Report to the assigned school campus by 07:30 am and remain until 4:00 pm.
 - P. Notify School Administration when leaving campus.
 - Q. Attend after-school functions on as needed basis with prior approval from School Administration and Department Supervisors.
 - R. If sick notifies Department Supervisors and School Administrator no later than 07:00 am.
2. **WORK SCHEDULE.** Each SRO will work a schedule consistent with PPD ordinances, policies, procedures and subject to the Fair Labor Standards Act. Except as otherwise provided in this IGA, each SRO shall work a schedule mutually established among the Parties. The obligation of the Town and PPD to provide the services set forth in Section III (1) is subject to the following terms:
- A. During times when an SRO is absent due to illness or utilization of benefits, the Town and PPD shall not be required to provide services pursuant to this IGA.
 - B. Except for the services described in (B) and (F) of above Section III (1), the Town and PPD shall not be responsible for providing services pursuant to this IGA during spring break, holiday breaks and other days when school is not in session. During times when an SRO is not responsible for providing services pursuant to this IGA, or when an SRO is not scheduled to provide services, PPD reserves the right to assign other duties to such SRO.
 - C. Each SRO shall be required to attend training mandated by PPD scheduled throughout the year. During such training, the Town and PPD shall not be required to provide services pursuant to this IGA.

D. In the event of an emergency, as reasonably determined by PPD, one or all SROs may be assigned to assist with the emergency. The Town and PPD shall not be obligated to provide the services to RE-1 pursuant to this IGA until such an emergency ends.

3. **SRO SUPERVISION.** Each SRO is subject to PPD chain of command and the supervision of the assigned PPD supervisor(s). Day to day supervision will be assigned to the PPD supervisor(s). The assigned PPD supervisor(s) will be responsible for maintaining contact with the school administration. Each SRO will work closely with the school administration and faculty to determine the most effective use of each SRO's time and expertise. At no time, however, shall any SRO be subject to the supervision or direction of RE-1, or its officers, agents, or employees.

Each SRO will comply with the policies and regulations of RE-1 to the extent that such policies and regulations are not in conflict with those of PPD, are not in conflict with other terms contained herein or direction of PPD, and are not in conflict with federal, state, or municipal laws.

4. **PERFORMANCE APPRAISAL.** Each SRO's performance will be evaluated consistent with PPD policy and procedures by the assigned supervisor and will accept input from the schools' designee(s).
4. **VEHICLE.** The Department shall provide a standard patrol vehicle for the SRO. In addition, the Department agrees to provide all vehicle maintenance and insurance for said vehicle.
5. **WEAPONS AND AMMUNITION.** The Department shall provide the standard issue pistol and rounds of ammunition for the SRO.
6. **OFFICE SUPPLIES.** The District agrees to provide the SRO with the usual and customary office supplies and forms required in the performance of their duties. In addition, the SRO shall be provided with a private office within the school, accessible by the students. The SRO shall also be provided with a computer, and printer by the District.

IV. COST AND PAYMENT FOR SRO SERVICES

1. **COST FOR SRO SERVICES.** In exchange for the services provided by the **two** SRO's as described in this IGA, RE-1 shall pay \$172,437.86 to the Town for the SRO services provided during the School Year, or as modified in Section II (2) in subsequent renewal terms. The cost for SRO services set forth in this IGA is calculated to cover the costs incurred by the Town and PPD for wages, benefits, uniforms, equipment, and training, and accounts for time when services need not be provided pursuant to Section III (2).

2. **BILLING AND PAYMENT.** Payment of the \$172,437.86, or as modified pursuant to Section II (2) for subsequent renewal terms, shall be divided into 9 equal payments. The first payment shall be received by the Town by the last day of September. Each payment thereafter shall be received by the Town by the last day of each succeeding month with the final payment received by the last day of May. If payment from RE-1 is not received as described, PPD may in its sole discretion terminate all services under this IGA. Upon such termination all amounts due to the Town for services prior to the date of termination, as appropriately pro-rated, shall be paid to the Town by RE-1 within 30 days of termination.

V. TERMINATION

This IGA may be terminated without cause by any of the Parties upon 60 days written notice to all other parties as set forth in Section VI (6). Upon termination all amounts due for services provided prior to the date of termination, as appropriately pro-rated, shall be paid to the Town by RE-1 within 30 days of termination.

VI. ADDITIONAL TERMS

1. **EMPLOYMENT STATUS AND RELATIONSHIP OF PARTIES.** Each SRO shall always during the term of this IGA be considered an employee of the Town and PPD and shall maintain the status of independent contractor with respect to RE-1. Each SRO will always be subject during the performance of this IGA to the ordinances, policies, procedures, rules, regulations, directives, and orders of the Town and PPD.

Furthermore, it is mutually agreed and understood that nothing contained in this IGA is intended, nor shall be construed in any way, to establish the relationship of co-partners or a joint venture between the Town, PPD, and RE-1. It shall also not be construed that RE-1, including its officers, agents, volunteers, and employees, are employees or agents of the Town or PPD. RE-1 shall not represent that the SRO's are employees or agents of the school in any capacity. The SROs shall not represent that he/she is an employee or agent of RE-1 in any capacity.

2. **HOLD HARMLESS.** Each Party shall be responsible for its own acts and/or omissions and those of its officers, employees, and agents in the performance of this IGA. No Party shall be responsible for the acts and/or omissions of entities or individuals not a party to this IGA.
3. **PROOF OF INSURANCE.** All Parties shall maintain general liability insurance during the term of this IGA for protection from claims for bodily injury, death, property, damage, and personal injury which may arise through the execution of this IGA. Upon request any Party shall provide a copy of such general liability coverage then in effect to the requesting Party.
4. **ATTORNEY FEES.** In the event of litigation or other action brought to enforce the terms of this IGA, each Party shall bear its own attorney's fees and costs.

5. **ENTIRE AGREEMENT.** This IGA contains the entire understanding of the Parties with respect to the subject matter hereof, and all other understandings or agreements shall be deemed merged into this IGA. Amendments of this IGA may be made only in writing and signed by all Parties.

6. **THIRD PARTY BENEFICIARIES.** None of the terms or conditions in this IGA give or allow any claim, benefit, or right of action by any third person not a party hereto. Any person or entity other than the Town, PPD, and RE-1 receiving services or benefits under this IGA is an incidental beneficiary.

7. **NOTICES.** Any notice provided for in this IGA shall be in writing and shall be served by personal delivery or by certified mail, return receipt requested, postage prepaid, at the addresses set forth below, until such time as written notice of a change is received from a Party wishing to make a change of address. Additionally, notice shall be sent by email.

Any notice mailed and/or served as set forth above, shall be deemed delivered and effective upon receipt or delivery.

If to Town of Platteville/PPD: Troy Renken, Town Manager
 Town of Platteville
 400 Grand Avenue
 Platteville, CO 80651
 970-785-2245, TRenken@PlattevilleGov.org

If to RE-1: Kim Bloemen
 Superintendent of Schools
 Weld County School District RE-1
 14827 WCR 42
 PO Box 157
 Gilcrest, CO 80623
 970-350-4201, bloemenk@wcsdre1.org

8. **NON-WAIVER OF GOVERNMENTAL IMMUNITY.** Nothing in this IGA shall be construed as a waiver by either party of immunity provided by common law or by statute, specifically including the Colorado Governmental Immunity Act, Section 24-10-101. *et.seq.* C.R.S., as currently exists or hereafter amended.

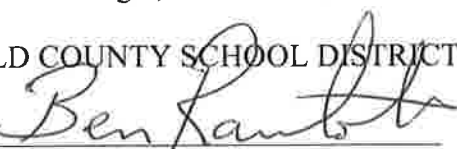
IN WITNESS WHEREOF, this IGA is hereby EXECUTED THIS 1st DAY OF July , 2025.


TOWN OF PLATTEVILLE

By: _____
 Danette Schlegel, Town Clerk

By: _____
 Michael Cowper, Mayor

WELD COUNTY SCHOOL DISTRICT RE-1:

By: 
 Ben Rainbolt, Board of Education President

By: 
 Kim Bloemen, Superintendent

School Resource Officer Model Policy

Selection, Training, and Evaluation

CRS § 24-31-312



I. Purpose:

The purpose of a successful school resource officer program is to build positive and trusting relationships between law enforcement and students. This document is meant to provide school administration and staff, as well as law enforcement agencies a model policy for the selection, training and evaluation of a School Resource Officer (SRO). The recommendations outlined in this policy have been designed to guide the collaborative development of a school resource officer program, while acknowledging the importance of local circumstances and youth development. This policy is composed of recommendations and are not mandatory changes imposed on any local entity.

This model policy fulfils the mandate in CRS § 24-31-312.

II. Scope:

The scope of this document is intended to encompass the Selection and Training of School Resource Officers. This policy is available for use to all law enforcement agencies in the State of Colorado.

III. Definitions:

School Resource Officer: The National Association of School Resource Officers (NASRO) defines a School Resource Officer as “a carefully selected, specifically trained, and properly equipped full-time law enforcement officer. This officer will be trained in school-based law enforcement, working in a school using community-oriented policing strategies.”

Memorandum of Understanding:

A Memorandum of Understanding (MOU) should be established between the operating law enforcement agency and the school district. This document will assist in developing program goals and evaluating the program to assess the success in meeting identified goals. This document should address defining roles and responsibilities, including proper procedures for formal school discipline, and define the roles and expectations related to the

decision to take enforcement action. Other considerations include chain of command, sharing of information, hours on campus, and day to day duties.

Community-Oriented Policing:

Community-oriented policing emphasizes proactive problem solving in a systematic and routine fashion. Rather than responding to crime only after it occurs, community policing encourages agencies to proactively develop solutions to the immediate underlying conditions contributing to public safety problems. In this case, the community is the school.

NASRO Triad Model:

This model says that an SRO will be expected to be **a Law Enforcement Officer, Public Safety Educator, and Informal Counselor/Mentor.**

IV. Model Policy:

Documentation of Selection Process:

It is a best practice to develop a clearly defined, and documented, process for the selection of an SRO. The agreed upon process should be outlined in the agency/school administration MOU.

Prerequisites/Experience:

Anyone applying for this position should do so voluntarily.

The peace officer selected should have a minimum of three years of patrol experience. This will allow the candidate to establish a record of professionalism, confidence in their work, and understanding of their agency's policy and procedure.

Special consideration should be given to applicants who have demonstrated prior experiences or positive involvement with youth

activities outside of the scope of their employment, e.g., coaching, tutoring.

An incoming SRO should “shadow” the current SRO for a period of one to two weeks to gauge suitability for the position.

When evaluating candidate experience during SRO selection, consideration should be given to experience with communities that are similar to the student enrollment, such as ethnicity, race, urban/rural, and faith backgrounds. Consideration should be given to the student enrollment, cultural and minority representation, special education programs, and English as a Second Language (ESL) student population. Experience with the full range of cultures and backgrounds in the school is ideal where possible and more likely to result in successful SRO placement, relationships, and community- oriented policing.

Selection Panel:

When practicable, the selection panel should include representation from the law enforcement agency (SRO sergeant or member of command staff), district administration, school administration, and a student body representative. Including someone from the school can help ensure the personality of the SRO is compatible with the school community.

The selection panel should make sure it has a transparent process in place in which the perspectives of the stakeholders listed above are incorporated. Such a process is a key component in building and maintaining trust.

Qualities and characteristics:

When looking for the ideal candidate, the NASRO Triad Model is the national best practice. The candidate should be able to handle the responsibility of being a **law enforcement officer, public safety educator, and informal counselor/mentor**. *Ability as a law enforcement officer is a necessary but not independently sufficient attribute for anyone holding this role.*

The selection panel should determine the knowledge, skills, abilities, and other qualifications a prospective SRO should have. Objective grading standards should also be determined to guide the selection committee in assessing candidates utilized to assist the committee in selecting candidates.

An example of a question to pose to a potential candidate may be "What do you know about the NASRO Triad Model?"

If the candidate has no knowledge of the Triad, this obtains the lowest score. If the candidate is able to articulate the three parts of the Triad, but have no further knowledge, this obtains a mid-range score. If the candidate is fully versed with the Triad, and able to go into detail of what each "arm" is, the candidate would obtain a high score.

The candidate should have the ability, willingness, and drive to communicate effectively with students, parents, administration, school staff, and their own agency administration.

The candidate should have the ability to establish relationships with the full range of students that may be encountered inside the school community. These relationships can include coaching, mentoring, or involvement in after school activities.

Consideration should be given to the candidate's ability to work as a pro-active officer. Part of the work is dealing with issues before they become a crisis. An SRO should help build an environment in the school that promotes trust so that students come to the officer first, before larger issues evolve. This may be determined through analysis of the candidate's work history, and previous performance evaluations, along with community perception and trust.

It is best practice to incorporate a brief oral presentation from the candidate. This will help determine their ability to speak in public, organize their thoughts, construct an articulate presentation, and think on their feet. The candidate should be able to speak on multiple different topics, to multiple different groups based on varying circumstances in a school environment.

These topics may include crime prevention, social media, school safety, decision making, and laws pertaining to students/youth.

Training After Appointment:

It is highly recommended that the selected candidate completes the 40-hour NASRO Basic SRO training program. Strong consideration should be given to the completion of this course as a pre-requisite to starting the assignment. There is also an Advanced NASRO course that would be highly beneficial to an agency's SRO program.

According to a National Survey on Drug Use and Health (The Cochrane Collaborative Nov 2011), mentoring programs are shown to be an effective way to improve behavioral, social, emotional, and academic outcomes in adolescents. To build a strong **informal counselor/mentor**, a suggestion is *Adolescent Mental Health for the School Resource Officer*, a class offered through NASRO. This will help the officer learn about adolescent brain development, as well as understanding mental and behavioral health in youth. Training should also be provided focusing on emotional resiliency and general practices for strong mental health. Empowering youth, supporting social and emotional development, while advancing diversity, equity, and inclusion are important components of effective training as well.

To maintain their skills as a **law enforcement officer**, the officer should remain active in continuing education. Suggested areas of interest may be staying proficient in constitutional, state, and local law. Interview and interrogation techniques, Crime Prevention Through Environmental Design (CPTED), armed/single officer response, and advocacy within the juvenile system.

Training suggested for building a strong **public safety educator** would include the ability to present to students on at least: crime prevention, social media awareness and online safety, school safety, decision making, and laws pertaining to youth. The officer should be able to create their own lesson plans in these topics and deliver presentations.

SRO Evaluation Procedure

The SRO's direct agency supervisor should handle the evaluation of the officer. The school administrator who oversees the SRO program should also be given the opportunity to offer feedback of the officer's performance, which could include feedback from students. This will help foster a strong relationship between the agency/officer and the school.

If an officer is receiving favorable evaluations from the agency and the school, the officer should be allowed to continue in their role without a defined rotation date. Strong SRO's can be hard to find and train, and for that reason, arbitrary term limits are not advisable.

**INTERGOVERNMENTAL AGREEMENT
BETWEEN JEFFERSON COUNTY R-1 SCHOOL DISTRICT AND
THE JEFFERSON COUNTY SHERIFF'S OFFICE
FOR THE SCHOOL RESOURCE OFFICER PROGRAM**

This Intergovernmental Agreement for School Resource Officer Program ("Agreement") is made this 1st day of July, 2025, between the Jefferson County Sheriff's Office ("JCSO") and the Jefferson County R-1 School District ("District") (hereinafter JCSO and District are referred to as "Party" in the singular and "Parties" in the plural).

RECITALS

WHEREAS, pursuant to C.R.S. §§ 29-1-203 and 22-32-122, the District and the JCSO have cooperated to establish and develop a School Resource Officer Program ("SRO Program"), wherein the JCSO assigns one or more police officers to function as school resource officers (each an "SRO" or "SROs" in the plural) at certain District schools for a service fee as defined herein; and

WHEREAS, the joint goals of the SRO Program are to:

1. Reduce criminal activity on District property and at District-sponsored events;
2. Foster educational programs and activities that will increase students' knowledge of and respect for the law and the function of law enforcement agencies;
3. Improve communications between police officers and the school community;
4. Enhance the safety of the learning environment; and
5. Reduce and prevent delinquency, alcohol and substance abuse, gang involvement, possession and use of dangerous weapons, and other unlawful or disorderly activities among District students; and

WHEREAS, the SROs serve as positive role models for District students, work in a cooperative, proactive, and problem-solving partnership with District students, staff, and parents to enhance the quality of life in the school community, and enforce the laws of the State of Colorado; and

WHEREAS, the District and the JCSO wish to continue the SRO Program subject to the terms and conditions of this Agreement, which replaces and supersedes in all respects all prior agreements between the Parties as it relates to the agreements contained herein between the District and the JCSO.

AGREEMENT

NOW, THEREFORE, in consideration of the foregoing recitals incorporated by reference herein, by the mutual promises and covenants herein contained, and other good and valuable consideration, the receipt and adequacy of which are hereby acknowledged, the Parties hereby agree as follows:

ARTICLE I
Term

This Agreement, and performance of the duties called for herein by the SROs shall begin on July 1, 2025, and shall continue in effect through and including June 30, 2026, unless earlier terminated as provided in Article VIII of this Agreement. Thereafter, the Agreement shall automatically renew for successive one-year terms unless either Party provides written notice of termination to the other Party on or before May 1 of the then-current year.

ARTICLE II
SRO Program

A. Assignment of School Resource Officers

1. The JCSO shall initially assign SROs to service the following schools as staffing allows:

- Chatfield High School
- Columbine High School
- Conifer High School
- D'Evelyn High School
- Dakota Ridge High School
- Deer Creek Middle School
- Drake Middle School
- Evergreen High School
- Falcon Bluffs Middle School
- Ken Caryl Middle School
- Manning K-8
- Summit Ridge Middle School

The school assignment, and number of SROs for each school, will be set by mutual agreement of the JCSO and the District, assuring to the extent reasonably possible the presence of an SRO between each of the schools. SROs shall be assigned to work with the administration, faculty, and students at the SRO's assigned school or schools on the schedule as provided for in this Agreement.

2. The JCSO shall assign the duties of supervision of the SROs to one or more SRO Supervisor(s), who shall oversee the SROs and may perform scheduled and/or non-scheduled visits to the schools. The SRO Supervisor(s) may include one or more JCSO sergeants, or commanders, as determined at the sole discretion of the JCSO. The SROs assigned pursuant to this Agreement will report to an SRO Supervisor. When practicable, during scheduled visits, the SRO Supervisor will meet with the assigned SRO and may meet with school administrators and any staff designated by the principal.

3. The JCSO may, from time to time, and at its sole discretion, reassign its employees and designate one or more replacement SROs or SRO Supervisors at any time. The District reserves

the right to request the removal or reassignment of any SRO for any reasonable cause and upon written notice to the JCSO as specified in Article VI.

4. SROs will not be assigned to Charter Schools in the District under the terms of this Agreement. Nothing herein will be construed to preclude the JCSO from otherwise agreeing to provide SROs to Charter Schools or other schools located in the JCSO jurisdiction as determined by the JCSO.

5. The SROs may also respond to and handle calls at other schools in the District where there is not an assigned SRO. Nothing in this Agreement shall be construed to limit or otherwise preclude a non-SRO JCSO officer to be assigned to respond to any call for service at any District school, regardless of whether an SRO is assigned to such school.

B. Service Fee

1. Each SRO shall receive salary and employee benefits and normally-issued equipment and supplies from the JCSO. The District shall pay to the JCSO a service fee equal to fifty percent (50%) of the cost of each SRO's salary for SRO services provided under this Agreement ("Service Fee"). On or before December 1, 2026, and each December 1 thereafter, the JCSO shall provide written notice to the District of the Service Fee then in effect. The District shall pay the JCSO in four (4) quarterly payments, payable within thirty (30) days of receipt of a statement from the JCSO during the term of this Agreement. The Parties acknowledge and agree that the Service Fee may be subject to change, that the written notice of the Service Fee provided by the JCSO represents a good faith estimate, and that the final amount may be up to ten percent (10%) more once adjusted based on actual costs. The Parties agree to be bound by a final amount up to ten percent (10%) more than the estimate provided on or before December 1 of the then-current term. The Parties agree that overtime, if any, shall be paid at the standard rate for such hours, which shall be included in an invoice submitted by the JCSO to the District detailing the number of overtime hours and setting forth the total amount owed by the District.

2. If the District must use remote learning or another model that does not involve in-person instruction or other in-person student services at a school or schools that results in a total in-person school closure for ten (10) school days or more ("Extended School Closure") and the District determines, in its sole discretion, that the presence of SROs at a school or schools is no longer needed based on the Extended School Closure, subsequent quarterly payment(s) will be prorated, for the period of the Extended School closure. The prorated amount for each impacted SRO will be the SRO's per diem salary rate multiplied by the total number of school days that the SROs worked at a school or schools in the prior quarter, before or after the Extended School Closure. The District shall notify the JCSO as soon as reasonably possible once it determines that the presence of SROs is no longer needed based on the Extended School Closure. If the Extended School Closure exceeds more than nine (9) weeks of scheduled school days, the Parties agree to meet and review this Agreement to discuss revisions, if any, that may be necessary.

C. Regular Duty Hours of the SROs

1. The SROs shall be assigned to their primary school(s) on a full-time basis of eight (8) hours on those days and during those hours that the schools are in regular session in accordance with the calendar established by the Board of Education of the District, as amended from time to time. The primary purpose of the SRO Program is to provide services during normal school hours. However, the District may request that the SRO be assigned additional hours and/or days beyond the normal working hours. The principal(s) of the assigned school(s) and the SRO Supervisor may agree to adjust the working hours of the SRO; provided, however, that overtime hours are not worked. The Superintendent or their designee, in cooperation with the SRO Supervisor, may request assignments of SROs beyond the assigned contracted hours. Any SRO assignments requested by the District which extend beyond the assigned contracted hours will be compensated by the District at the JCSO overtime compensation rate for that SRO.

a. The SRO may be temporarily assigned other duties by the JCSO during school holidays and vacations or as otherwise determined by the JCSO at its discretion. The SRO will make good faith efforts to attend school or District in-service training that applies to SRO duties and responsibilities as may be requested by school or central administrators. The SRO may also attend non-required District training where appropriate.

b. It is understood and agreed that time spent by SRO attending juvenile court and or criminal cases arising from and/or out of their employment as an SRO shall be considered as hours worked under this Agreement.

c. The SRO will generally attempt to schedule vacations and floating holidays during periods when school is not in session. Any exception may be granted if approved by the SRO Supervisor. The SRO Supervisor may rotate or temporarily reassign an existing remaining SRO associated with the SRO Program or provide a substitute SRO to cover the shortage at any assigned school(s) affected by the SRO's absence so that the assigned school(s) are not completely left without coverage. When a substitute SRO is required, the JCSO will, if feasible as determined by the JCSO, assign an SRO who has previous experience as an SRO to the extent possible or an officer who is otherwise compatible with school environments. Whenever possible, the JCSO will utilize the same officers for substitute/replacement purposes so that there are not different officers every day.

2. Subject to Article II.C.1, the SRO will generally work during the hours that school is in session and coordinate their schedule with the school principal or their designee of the SRO's assigned school. When schools are closed due to in-service training, the SRO, if invited by the school administrators, will make reasonable efforts to attend District in-service training or use those hours for SRO administrative duties.

3. Notwithstanding any provisions of this Agreement to the contrary, nothing herein shall preclude, limit, or impair, as determined by the JCSO in its sole discretion, the JCSO's duty to provide an adequate level of service and protection within its own jurisdiction, or any other existing aid agreements the JCSO may have with any other party or entities as of the date of this Agreement. The JCSO reserves all rights to recall SROs from their assignments at District schools at any time

to respond to any incident or request for police services whatsoever. In such case, the SRO or the JCSO shall notify the building administrator as soon as possible that the SRO was required to leave the building.

4. Other than the JCSO's obligation to consider a request from the District to remove or reassign an SRO pursuant to Article II.A.3, the JCSO shall have exclusive authority to assign, remove, re-assign, or take any other personnel action whatsoever with respect to any SRO or SRO Supervisor.

D. Summer Duty of the SROs

The Parties shall meet during the term of this Agreement to determine the number of SROs, if any, that may be assigned to provide services in accordance with this Agreement during the summer school period.

E. Duties of the SROs

SROs will provide focused law enforcement services to students, staff, and the surrounding community to include routine patrol, traffic enforcement, preliminary crime investigation, and responding to calls for service, including but not limited to the following:

1. The SRO shall wear JCSO-approved uniforms and drive a marked patrol unit in performance of the duties required by this Agreement. In the event the SRO is authorized to wear civilian clothes for a specific event, the SRO shall comply with the JCSO dress code.

2. Subject to the SRO's discretion and law enforcement authority, the SRO shall take appropriate law enforcement action or as required by law or the JCSO policy. The SRO must notify the school administrator as soon as practicable of any violations or actions that could impact school discipline, order or safety, or such other violations and actions as the District reasonably requests be reported.

a. This may include interviewing suspects and victims of criminal violations, issuing summonses, and addressing traffic concerns. Should it become necessary to conduct formal law enforcement interviews with students, the SRO shall adhere to District policy, regulations, and guidelines, JCSO policy, and applicable law. If there is a conflict between District policy and JCSO policy, the SRO shall adhere to JCSO policy.

b. The SRO shall handcuff a student only in accordance with applicable law and JCSO policy.

3. The SRO shall assist other SROs, if applicable, or law enforcement agencies in conducting investigations when requested or required.

4. The SRO may, to the extent practicable, develop teaching expertise and assist faculty in conducting specialized classes on such topics as the role of policing in the community, search and seizure, traffic laws, crime prevention, victims' rights, community involvement, and youth

programs. In addition, the SRO will endeavor to participate in discussion during classes to establish rapport with students. Any additional areas of instruction or SRO participation in school activities must be mutually agreed upon by JCSO, the SRO Supervisor, and the principal or their designee of the affected school.

5. The SRO shall seek permission, advice, and guidance from school administrators prior to implementing any program within the SRO's assigned school.

6. The SRO shall assist school administrators, staff, and faculty in developing emergency procedures and emergency management plans to include prevention and/or minimization of dangerous situations which may result from student unrest.

7. The SRO shall be familiar with and abide by all relevant District policies, regulations and guidelines related to safety, student conduct and discipline, including the District's Code of Conduct except to the extent such policies, regulations, code and guidelines conflict with their responsibilities as a law enforcement officer, as determined by the SRO. The District shall provide the JCSO and each SRO with copies of all such District policies prior to each school year.

8. The SRO shall assist administrators, faculty and staff with the investigation of any suspected violations of law occurring on District premises. SROs will conduct their duties in accordance with applicable law. The SRO shall not be assigned to lunchroom duties, hall monitoring, or other campus monitoring duties, unless there is a specific problem, in which case, the SRO may assist the school with those duties until the problem is remedied. SROs shall not be responsible to enforce any District policies.

9. The SRO will, to the extent practicable, seek to establish working relationships with student organizations, faculty, staff members, District administrators and community members. In addition, the SRO may attend parent, faculty, student, administration or other meetings to provide information regarding the SRO Program and provide opportunities for involvement and support.

10. The SRO will generally coordinate enforcement efforts with campus supervisory personnel, including but not limited to campus supervisors, campus security officers, hall monitors, parking attendants, and private security firm personnel.

11. The SRO shall maintain detailed, accurate, and up to date records as required by the JCSO, and submit reports as requested.

12. The SRO shall work proactively with all law enforcement agencies that serve the District's community.

13. The SRO, principal of each school, and necessary school staff will, to the extent practicable, work proactively with students, parents, and faculty regarding public safety and use problem solving teams and programs to address outstanding problems.

14. The SRO will, to the extent practicable, provide information and referrals regarding community programs to school administrators, staff, students, and parents so that appropriate

assistance can be assessed. These programs may include but are not limited to mental health clinics, peer support, and drug treatment centers. The SRO may make referrals to community agencies and programs when necessary. The SRO shall refer students to the school or District counselor as needed. Referral guidelines shall be determined by the school administrator.

15. The SRO may attend, whenever practicable, selected school functions as recommended by school administrators.

16. The SRO shall maintain the confidentiality of any information obtained pursuant to Title 19 of the Colorado Children's Code and shall not disclose the information except as provided by law or court order.

17. The SRO shall maintain the confidentiality of District records and personally identifiable information (PII) in accordance with Parts 2 and 3, Article 72 of Title 24, Colorado Revised Statutes, and the Family Educational Rights and Privacy Act of 1974 (FERPA) and its regulations, and District policies and shall not access such records and information unless it has been determined by the District or building administrator that the SRO has a legitimate educational interest in the records and that access is necessary to perform the SRO's duties under this Agreement.

18. Unless otherwise directed by a JCSO supervisor or to avoid compromising an ongoing investigation, the SRO shall coordinate with the SRO Supervisor and inform the school principal or their designee of investigations and cases which have a significant impact on a school or the District, or other such matters as are designated by them or as required by law.

19. The SRO may perform other duties which will promote the goals of the SRO Program and which are mutually agreed upon by the District and the JCSO.

F. Training

The JCSO shall provide at least basic SRO training to all new SROs prior to their beginning assignment as the SRO, or as soon as reasonably possible. Basic SRO training may be obtained through the Colorado Association of School Resource Officers (CASRO), the National Association of School Resource Officers (NASRO), or any other organization which provides similar training.

G. Records; Information-Sharing; Confidentiality

1. For purposes of this Agreement, the SRO is deemed a "school official" as provided in the Family Educational Rights and Privacy Act (FERPA), 20 U.S.C. 1232g with whom the District may share any records that are deemed necessary by the District for use by the SRO in connection with the SRO Program. To demonstrate compliance with FERPA and its regulations, including but not limited to 34 C.F.R. § 99.31(a)(1)(i)(B), the Parties affirm and agree to the following:

a. School safety is an institutional service for which the District would otherwise use its employees.

b. The District will only disclose personally identifying information (PII) in education records as needed by the SRO to perform their duties under Article II, Section E of this Agreement.

c. The SRO is subject to the use and re-disclosure requirements in FERPA and District policy. The SRO shall use PII contained in education records only in the performance of the SRO's duties under such program as described above in Article II, Section D and shall not re-disclose PII contained in education records to outside parties, who are not "school officials," without consent or unless the disclosure satisfies an exception to FERPA.

d. The SRO shall not access the District's Student Information System (Infinite Campus or IC) unless the SRO has a legitimate educational interest in such records or the disclosure satisfies an exception to FERPA.

e. The Terms in this Section G(1) shall survive termination of this Agreement.

2. Records generated by SROs are records of the JCSO subject to JCSO policy regarding sharing and disclosure.

3. The Parties acknowledge the responsibilities each party has under the Colorado Revised Statutes as well as Title IX of the Education Amendments of 1972.

a. The District Title IX Coordinator or assigned designee will be the District's central point of contact for JCSO to contact and facilitate response to reported incidents of sexual abuse and/or assault and to act as a liaison for information. JCSO agrees to identify a central point of contact within their agency for the District Title IX Coordinator to communicate with and facilitate response to reported incidents.

b. The Parties recognize the paramount importance of coordinating both administrative and criminal investigative efforts so as not to compromise either's objectives. There is an independent responsibility under Title IX to conduct an investigation (apart from any separate criminal investigation) and to address sexual abuse and/or assault. The District may delay their administrative investigation at the request of JCSO for a reasonable period of time but no longer than thirty days. JCSO's designated point of contact shall communicate status of the investigation to the Title IX Coordinator. The District's Title IX Coordinator shall notify JCSO if the District must begin to conduct their administrative investigation.

c. The District will participate in the exchange of information with JCSO regarding incidents of sexual assault to the extent permitted by FERPA. Subject to JCSO policy and applicable law, JCSO agrees to promptly share relevant documentation and other information created, including but not limited to interview transcriptions, reports, and interview recordings, with the District as a fellow criminal justice agency, as defined in C.R.S. § 24-72-302(3), with an independent responsibility under Title IX to conduct its own administrative investigation, and with the purpose to minimize duplicative interviews.

4. All records of police reports and citations associated with the SRO's duties will be maintained by the JCSO and will comply with the school reporting requirements set forth in C.R.S. § 22-32-146.

ARTICLE III
Facilities and Equipment; District Responsibilities

A. Facilities and Equipment

The District shall provide to each full-time SRO the following facilities and equipment, which are deemed necessary to the performance of the SRO's duties under this Agreement.

1. The District's Superintendent or their designee, in consultation with the principal at each assigned school, shall designate an office space at each assigned school for the exclusive use by the SRO. The designated office space shall be available to the assigned SROs at all times when the school is open for educational or extracurricular activities. In addition, the District shall make reasonable effort to accommodate the SRO's needs to use such designated space at other hours when the school building may not otherwise be open in furtherance of the duties required of the SRO under this Agreement. Except in emergency circumstances, the District shall provide the SRO at least seventy-two (72) hour notification if the portion of the building allocated herein to the SRO becomes temporarily unavailable.

2. The District shall provide for the use of each SRO a desk and any necessary office furniture, a computer, a school radio, and access to a printer. If requested, the District shall purchase and install lockers. JCSO shall be responsible for keeping any lockers secured and shall remove weapons if there is not a full time SRO assigned at the school and during summer months.

3. The District shall ensure that each school to which an SRO is assigned has sufficient JCSO radio coverage to ensure SRO safety within the school.

B. Maintenance of Facilities and Equipment

All JCSO or District facilities and equipment, including vehicles, utilized by the SROs or SRO Supervisor in connection with the SRO Program shall be maintained by and at the expense of the respective owners of such facilities and equipment.

C. Effect of Termination

In the event this Agreement is terminated, any JCSO or District facilities or equipment utilized in connection with the SRO Program shall be returned to or retained by the respective owners.

D. Other District Responsibilities

Principals and administrators at schools where an SRO is assigned will cooperate with the SRO and facilitate a positive working relationship between the SRO, the principal, and school staff.

ARTICLE IV
Employment Status of SRO

A. SRO Employment Status

It is expressly understood that, at all times during the term of this Agreement, the SROs and SRO Supervisor are employees only of the JCSO. The District and the JCSO acknowledge that the SRO is a law enforcement officer under the direct and exclusive supervision of the JCSO. The SRO shall remain responsive to the chain of command of the JCSO. No District employee shall have the authority to supervise, direct, or otherwise dictate the actions of any SRO acting in their official capacity. SROs shall not represent that they are employees or agents of the District in any capacity.

B. Compliance with Employment Laws

The JCSO will be responsible for providing SROs with payment of wages, health care benefits, and workers' compensation insurance (including occupational disease). The JCSO will comply with all withholding taxes, social security, unemployment, workers' compensation, and/or other federal, state, and local employment taxes and other requirements of federal, state, or local laws, regulations, rules, and ordinances.

C. Supplies and Equipment Provided by JCSO

The JCSO shall provide the SROs with all supplies and equipment as are normally issued by the JCSO to law enforcement officers to be used by the SROs in performance of the duties required under this Agreement.

D. Disciplinary Action

The JCSO, at its sole discretion, shall be responsible for taking any necessary or appropriate disciplinary action against any SRO or SRO Supervisor. In exercising these responsibilities, the JCSO may consult with the District at the JCSO's discretion. The District will provide input and feedback to the SRO and the SRO's Supervisor and may, as determined by the JCSO, participate in reviews, evaluations, and planning for particular SRO positions. The District shall regularly advise the JCSO of the SRO's work performance and shall immediately report to the JCSO any instances of alleged misconduct or discrimination. The District shall make its employees available as witnesses in any JCSO-conducted disciplinary or termination proceeding or workplace investigation.

ARTICLE V
Appointment of the SROs

A. SRO Selection

The JCSO shall recruit, interview, and evaluate SRO applicants in accordance with JCSO policies and procedures applicable to special assignments.

B. Applicant Requirements

SRO applicants must satisfy all of the following requirements:

1. The applicant must voluntarily seek the SRO position and must indicate a willingness to hold the position for three (3) years.
2. The applicant must be a full-time peace officer, as defined by C.R.S. § 16-2.5-101, preferably with a minimum of three (3) years of law enforcement experience.
3. The applicant must be employed as a sworn peace officer with the JCSO.
4. The applicant must indicate a willingness that, if appointed to the SRO position, they will not schedule time off for vacations and floating holidays during periods when school is in session except as provided for in Article II.B.1.(c).

C. Other Considerations

The JCSO may consider, among other criteria as determined by the JCSO, job knowledge, experience, training, education, attitude, communication skills, prior service as an SRO, prior training, education, or experience with youth as part of its SRO selection process.

D. Application Review

The SRO Supervisor shall appoint officers as SROs at their sole discretion from the recommended list of applicants in accordance with JCSO policies and personnel rules.

ARTICLE VI

Dismissal, Reassignment, Retirement or Resignation of SROs; Replacement

A. Removal of SRO

In the event the school administrator to which the SRO is assigned believes that the SRO is not effectively performing their duties and responsibilities, the administrator may contact the SRO Supervisor to clearly outline the responsibilities and expectations. Should the school administrator continue to be dissatisfied with the performance of the SRO, the school principal may recommend to the SRO Supervisor that the SRO be removed from the SRO Program. The SRO Supervisor shall review the reasons provided by the school principal for the recommendation of removal of the SRO with the appropriate chain of command within the JCSO and then shall advise the school principal as to the JCSO's decision whether to remove the SRO. The Sheriff or designee may elect to meet with the Superintendent or designee and the SRO Supervisor to discuss the SRO's performance. At such meeting, specified school staff members may be requested to be present. If the issues cannot be resolved, then the SRO shall be removed from the school or from the SRO Program as determined by the JCSO in consultation with the District.

B. Reassignment

The SRO Supervisor may dismiss or reassign the SRO or SRO Supervisor from the SRO Program at any time based upon JCSO rules, regulations, policies, or directives, or when it is in the best interests of the JCSO as determined by the SRO Supervisor. Any vacancy in the SRO Program created by such dismissal or reassignment shall be filled in the manner described in Subsection D of this Article.

C. SRO Transfers, Promotions

The SRO or SRO Supervisor may be transferred or promoted from their SRO position at any time as determined by the JCSO. Any vacancy created by such transfer or promotion shall be filled in accordance with JCSO policies and procedures applicable to special assignments.

D. Effect of SRO Vacancy

In the event of resignation, dismissal, promotion, retirement, rotation, or transfer of the SRO, or in the case of long-term absences due to injury, illness, disability, or other cause of more than thirty (30) calendar days, the JCSO shall make reasonable efforts to provide a replacement for the SRO as soon as practicable after receiving notice of such resignation, dismissal, promotion, retirement, rotation, transfer, or absence.

ARTICLE VII
Evaluation

Effectiveness of the SRO Program shall be evaluated annually by the Parties to determine if any modifications to the SRO Program are necessary or advisable. The evaluation shall include, where appropriate, compliance with the terms and conditions of this Agreement, identification of issues or problems and recommendations for improvement, and assessment of quality of services provided. This evaluation is critical to continue a successful program and the Parties agree to invest sufficient time and effort in the evaluation process.

Each principal will prepare, in a format determined by the JCSO, a semi-annual evaluation of the SRO(s) assigned to principal's school. Each principal will provide the evaluation to the SRO Supervisor no later than thirty (30) days after the end of the school year, to be considered by the JCSO as part of the SRO's annual personnel evaluation.

ARTICLE VIII
Termination of Agreement

This Agreement may be terminated by either party upon thirty (30) days' prior written notice to the other party.

ARTICLE IX
Good Faith

The Parties, their agents and employees agree to cooperate in good faith in fulfilling the terms of this Agreement. The Parties agree that they will attempt to resolve any disputes concerning the interpretation of this Agreement and unforeseen questions and difficulties which may arise in implementing the Agreement by good faith negotiations before resorting to termination of this Agreement.

ARTICLE X
No Indemnification; Legal Contingencies

The Parties are governmental entities in the State of Colorado. As such, each Party is prohibited under Article XI, Section 1 of the Colorado Constitution from indemnifying anyone. Therefore, notwithstanding any provision in the Agreement to the contrary, neither Party will indemnify the other Party or anyone else under this Agreement.

Each Party agrees to release, waive and discharge, and covenants not to sue the other Party and its officers, employees, and insurers, from and against any and all claims, damages, liabilities, demands and court awards of any kind whatsoever which arise from any acts or omissions of employees of the other Party while those employees are engaged in activities under this Agreement. The Parties understand, are relying upon, and do not waive or intend to waive by any provision of this Agreement the monetary limitations or any other rights, immunities, defenses, or protections, provided by the Colorado Governmental Immunity Act, §§ 24-10-101, C.R.S. *et seq.*, C.R.S., as from time to time amended, or otherwise available to either Party or its officers or employees.

ARTICLE XI
Notices

Any and all notices or any other communication required or permitted shall be deemed to have been given when personally delivered or deposited in the United States Postal Service as regular mail, postage prepaid, and addressed as follows or to such other person or address as a Party may designate in writing to the other Party:

To the District:

Superintendent of Schools
Jefferson County R-1 School District
1829 Denver West Drive, Bldg. #27
Golden, Colorado 80401

President
Jefferson County Board of Education
1829 Denver West Drive, Bldg. #27
Golden, Colorado 80401

To the JCSO:

JCSO
Jefferson County Sheriff's Office
ATTN: Patrol Division Chief
200 Jefferson County Parkway
Golden, CO 80401

With a copy to:
Jefferson County Attorney's Office
100 Jefferson County Parkway
Golden, CO 80419-8901

ARTICLE XII
Modification

This document constitutes the full understanding of the Parties, and no term, condition, understanding or agreement purporting to modify or vary the terms of this Agreement shall be binding unless in writing signed by both Parties.

ARTICLE XIII
Non-Assignment; No Third-Party Beneficiary

This Agreement, and each and every covenant within, shall not be capable of assignment except with the prior written consent of both Parties. This Agreement is not intended and shall not create any duty to any student, teacher, District employee, parent or any other person, firm or entity with regard to the provision of any law enforcement services, security, level of safety, or activities undertaken by the SROs or the JCSO, or conditions resulting therefrom. No student, teacher, District employee, parent or other person, firm or entity shall be granted or have any private right of action, claim or civil liability remedy against any SRO individually, the JCSO, or the District, or their respective officers, employees or agents, by virtue of this Agreement. Nothing in this Agreement shall be construed to create any liability, or to waive any of the immunities, limitations on liability or other provisions of the Governmental Immunity Act, C.R.S. §§ 24-10-101 *et seq.*, or to waive any immunities or limitations on liability otherwise available to the JCSO, the District, or their officers, employees or agents.

ARTICLE XIV

Merger

This Agreement constitutes a final written expression of all the terms of this Agreement and is a complete and exclusive statement of those terms.

ARTICLE XV

Counterparts; Electronic Signatures

This Agreement may be signed in counterparts and/or electronically, and each counterpart shall be deemed an original, and all the counterparts taken as a whole shall constitute one and the same instrument.

ARTICLE XVI

Supersedes Previous Agreement

This Agreement replaces and supersedes in its entirety all prior Memoranda of Understanding (MOUs) or Intergovernmental Agreements (IGAs), however titled, between the Jefferson County Sheriff's Office and the Jefferson County R-1 School District on the subject of School Resource Officers.

ARTICLE XVII

Waiver

The waiver of any breach of any provision of this Agreement by a Party hereto shall not constitute a continuing waiver of any subsequent breach of said Party, for either breach of the same or any other provision of this Agreement.

ARTICLE XVIII

Severability; Headings

In the event this Agreement or any material provision hereof shall be declared to be invalid, unenforceable, or in violation of any applicable federal, state or local laws or regulations, the remaining provisions shall remain in full force and effect. The Parties will immediately begin negotiations to modify or amend this Agreement in order that this Agreement shall, as amended, express and contain the understanding and intentions of the Parties. The subject heading of the paragraphs of this Agreement are included for purposes of convenience only and shall not affect the construction or interpretation of its provisions.

ARTICLE XIX

Governing Law; Venue

This Agreement shall be governed by the laws of the State of Colorado and any legal action concerning the provision hereof shall be brought in Jefferson County, Colorado.

[Signature Page is Next Page]

WHEREFORE, the Parties have caused this Agreement to be executed upon the date first-stated above.

JEFFERSON COUNTY SHERIFF'S OFFICE



Reggie Marinelli
Sheriff



Date

Approved as to form



Kurtis D. Behn
Assistant Deputy County Attorney



Date

JEFFERSON COUNTY R-1 SCHOOL DISTRICT



Tracy Dorland
Superintendent



Date



School Resource Officer Unit

[City of Colorado Springs](#) > [City Departments](#) > [Police Department](#) > [About CSPD](#) > [CSPD Bureaus](#) > [Patrol Bureau](#) > [Specialty Patrol Units](#) > [School Resource Officers](#)

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School Resource Officer Unit Mission

The mission of the SRO Unit is to provide and maintain a safe, healthy, and productive learning environment for all students attending the five school districts in which the City of Colorado Springs has entered into agreements. The SROs accomplish this mission by working in cooperative, proactive, and problem-solving partnership with the appropriate staff within their schools and districts.

Core Values

1. Focused on establishing a safe learning environment
2. We are committed to building trusting relationships with school staff, students, and the community
3. We are committed to fairness/equity
4. We are committed to restorative justice practices
5. We will provide education to school staff, students, partners, and community



Role of the SRO Unit

Provide a proactive approach against juvenile delinquency through communication with students and school personnel.

Community Collaboration

Establish a liaison with school principals, faculty, and students.

Work cooperatively with staff and security at the school.

Campus Related Investigations

Provide routine police services as requested by citizens on school property.

Differentiate between criminal activity and disciplinary issues; make appropriate referrals.

Investigate criminal activity occurring on the school campus and/or on school property or relating to students or school activities.

Physical Security

Maintain high visibility and interact with students to serve as a positive role model and avail themselves to students, parents, and staff.

Threat Assessment

Engage in appropriate intelligence-gathering activities in their assigned schools for the safety of the school, students, and community.

Teaching Classes & Emotional Support for Students

Teach prevention and law-related education curricula, as appropriate.

Counsel students in situations as needed or requested by school officials or parents.



Meet Your SRO

District 2

Colorado Springs School District 2 includes the schools, [Harrison High School](#), [Sierra High School](#), [Carmel Community School](#), [Fox Meadow Middle School](#), [Panorama Middle School](#), and [Mountain Vista Community School](#).

District 11

Colorado Springs District 11 includes the schools [Coronado High School](#), [Doherty High School](#), [Mitchell High School](#), [Palmer High School](#), [Roy J Wasson Academic Campus](#), [Tesla Educational Opportunity Schools](#), [Jenkins Middle School](#), [Russel Middle School](#), [West Middle](#)

[School](#), [Holmes Middle School](#), [North Middle School](#), [Galileo School of Math & Science](#), [Mann Middle School](#), [Jack Swigert Aerospace Academy](#), and [Sabin Middle School](#)

District 12

Colorado Springs District 12 schools include all the [Cheyenne Mountain Schools](#).

District 20

Colorado Springs District 20 Schools include [Discovery Canyon Middle School](#), [Eagleview Middle School](#), [Pine Creek High School](#), [Challenger Middle School](#), [Liberty High School](#), [Timberview Middle School](#), [Rampart High School](#), [Mountain Ridge Middle School](#)

District 49

Colorado Springs District 49 schools include [Vista Ridge High School](#), [Sand Creek High School](#), [Skyview Middle School](#)

SRO Supervisory Group

The CSPD School Resource Officer Supervisory team is made up of one lieutenant and three sergeants, each overseeing the various officers.

Resources

Suicide Prevention Links

- <https://diversushealth.org/>
- <https://peakviewbh.com/>
- <https://cedarspringsbhs.com/>

Teen Court Link

- <https://forgeevolution.org/>

National Center for Missing and Exploited Children Website

- <https://ojjdp.ojp.gov/programs/national-center-missing-and-exploited-children>

Additional Information and Resources

- Runaway
 - Runaway Manual
 - Harboring a Runaway
- [Safe2Tell](#)
- Drug Information
- Sexting
- Social Media Dangers

Programs Available for Teens

- [Ride With A CSPD Officer | Colorado Springs](#)
- [Teen Academy](#)
- [Colorado Springs Police Cadet Program | Colorado Springs](#)



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<https://www.rifleco.org/242/School-Resource-Officer>

School Resource Officer

School Resource Officer Josh Allison

safe²tell Colorado

Safe2Tell Empowers Young People to keep their Community Safe!

[Report anonymously here](#)

Responsibilities

The Rifle Police Department currently has one sworn officer assigned as an SRO, Officer Josh Allison. The SRO is primarily assigned to Rifle High School but also works with Rifle Middle School, Highlands Elementary School, Graham Mesa Elementary, and Wamsley Elementary School.

School Resource Officer Program

What is an SRO? SRO is an abbreviated and common School Resource Officer.

The School Resource Officer program (SRO) is a nationally accepted program involving the placement of a law enforcement officer within the educational environment. Although School Resource Officer programs have been in the schools since the 1960's, programs have grown expediently over the past several years, particularly in response to the increase in school-related violence.

The Need for an Officer

A question frequently asked is *"Are the schools so bad that we need a cop there every day?"* The answer is No. The Officer is there as a resource for students, parents, teachers, and administration. The Officer can assist grades K-12 with safety-related topics for the elementary schools to issues affecting teens in high schools such as the use of alcohol, drugs and tobacco, gang activity, and sex. These situations are not only in the schools but in the community. The SRO program is designed to be proactive.

When successful, the program has proven to be a very positive asset to the school and community. And of course, should there be an issue needing the attention of Law Enforcement to arise, that service is readily available. In some cases, the simple presence of an Officer is deterrent enough for many bad behaviors.



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How the Program Works

How does it work, what does an SRO do? The basic concept of the duties of an SRO includes creating a positive role model for students, creating a link between law enforcement and the students, and being a resource for parents, staff, administration, and students in regard to law enforcement and community problems. The SRO is also available to investigate crimes that occur on school grounds. The program functions on three levels consisting of law enforcement, student counseling, and law-related education.

Law Enforcement - The SRO is not a school disciplinarian, but does work with the school administration when a violation of criminal law has occurred. The SRO is a sworn Police Officer employed with the Rifle Police Department.

Student Counseling - The predominant amount of time the Officer spends in the school is dedicated to a variety of functions aimed at prevention. Another duty for the SRO is being a link to other service agencies which provide preventive and counseling services within the school district. Working hand in hand with the school administration, the SRO can assist with finding solutions to problems affecting school-age children.

Law-related education - Besides being an active law enforcement officer, the SRO is a teacher. In the classroom, an SRO can present topics with relevance to the students' lives.

Contact SRO Josh Allison

- Jallison@rifleco.org



School Resource Officers

School Resource Officers (SROs) are Greenwood Village Police Officers assigned to work directly with the public and private schools in Greenwood Village. Each School Resource Officer receives advanced and specialized training that assists them in serving in and around the school environment. The goal of the School Resource Officer Unit is to work in partnership with schools, staff, parents, and students to create a safe, fun, and positive learning environment in the Village.

Safety

School Resource Officers work with school administrations, staff, parents, and students to ensure a safe and productive learning environment. In addition to enforcing laws and ordinances, School Resource Officers are tasked with a variety of duties. These may include security operations, school safety planning, safety consulting, mental health collaborations, and school threat assessments. School Resource Officers work to apply the law and resources available to them to limit disruptive influences and maintain a positive school community.

Community Partnership

Greenwood Village School Resource Officers are aware that schools are an integral part of any community structure. Events at a school can affect surrounding communities and influences from communities can affect schools. For this reason, School Resource Officers can often be seen taking a proactive role in the community areas immediately surrounding Village schools. It is not uncommon for School Resource Officers to work in residential, business, and park areas where student safety is paramount.

Education

School Resource Officers are not formal educators, however, they do have specialized knowledge and information that can often be useful in a classroom environment. School Resource Officers are often called in to conduct special classes and information sessions for students, teachers, and staff. Some of these topics include drug education, stranger danger, internet safety, law-related education, driver's education, and criminal justice studies, among others. School Resource Officers are available to teachers and students to speak on tailored safety and community-related topics by appointment.

Mentoring

School Resource Officers work to be visible and accessible to the school community. Officers strive to build relationships with students and be positive role models in their schools. Although School Resource Officers are not professional counselors they are accessible points of contact for students. They are available to discuss topics that may interest the student or provide feedback support and resources on issues affecting them at school or at home. Please encourage your students to stop into any School Resource Officer's office and introduce themselves. The officer would love to meet them!

For more information, please call 303-773-2525 or [email the SROs](#).

Campus Security Officer Cso - District



Jeffco Public Schools
Campus Security Officer Cso - District

Wheat Ridge, CO

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- Responsibilities

Campus Security Officer (CSO)- District Jeffco Public Schools 118 reviews - Lakewood, CO 80215

Under the direction of the Manager, Campus Security, assist the Principal in maintaining a positive and safe school environment by providing a security presence; identifying, assessing, and mitigating potential security threats. Maintain a locked and secured building, while enforcing the District visitor check-in policy. Maintain preparedness for safety and security at all times, regardless of any other assigned job duties. Actively patrol school buildings, grounds, and the immediate surrounding areas nexus to District property. Monitor student behavior outside of the classroom; identify and implement intervention strategies that may include physical management; enforce school and District rules; and coordinate safety and security efforts with District personnel, public safety service providers, and the community. Uphold and sustain district policy and integrity with issues concerning student and staff confidentiality.

ESSENTIAL DUTIES AND RESPONSIBILITIES include the following. Other duties may be assigned. Must wear the Security and Emergency Management approved dress apparel Ensure the implementation of building security strategies on a daily basis. Attend assigned trainings and professional development during contracted work year. Additionally, maintain training and certifications as required. Submit incident reports, documentation, and evidence collected while performing the duties as Campus Security Officer. Intervene to halt or prevent disturbances or other incidents and diffuse threatening or confrontational situation between students and/or others making aggressive verbal or non-verbal movements. Monitor school buildings, grounds and the immediate surrounding area for safety and security issues utilizing vehicle and foot patrols, observation from assigned permanent or temporary security stations and use of video surveillance equipment. Maintain cognitive awareness of students with specific needs and/or health concerns. Maintain a comprehensive understanding of each student with a safety plan and their assigned restrictions. Maintain confidentiality of all information with which the Campus Security Officer (CSO) is entrusted, using it only of official school business and disclosing it only as necessary for that purpose. Have a clear understanding of the District disciplinary process, including building level and district level threat assessments. As a member of the School Response Team (SRT), assist school and District personnel in carrying out emergency response protocols (fire, lockdown, shelter, evacuation, etc.) including participating in regular emergency drills. Communicate with medical personnel, the Manage, Campus Security, parents, and other community members in crisis situations and/or medical

emergencies. Maintain a locked and secured building. Maintain a secure perimeter. Check and monitor all exterior doors. Document and log any problematic exterior entrances/exits directly to the Principal and Campus Security Coordinator. Assist in restricting building and property access to students, staff, and authorized visitors. Monitor visitor access. Remove visitors from school grounds when necessary either by guiding someone off grounds, or verbally intercede with individuals until departure from grounds is accomplished, with assistance from law enforcement, if necessary. Temporarily detain trespassers and/or unwanted visitors with the assistance of law enforcement as necessary. Assist in de-escalating confrontational or aggressive behavior utilizing Crisis Non-Violent Prevention Training (CPI), Crisis Intervention Training (CIT), and/or Verbal Judo techniques as provided in professional development training. Assist school staff in enforcing school rules and the code of conduct, intercede as necessary to prevent infractions, write referrals when necessary, and immediately notify administration of issues requiring immediate attention. Assist school and District personnel conducting investigations for violations of school rules, Board/District policy, and other administrative regulations by interviewing witnesses, gathering evidence, reviewing video surveillance recordings, and documenting findings in written and verbal reports. Maintain the integrity of departmental and school policies and regulations as well as individual school policies at all times. Notify the appropriate administrators for incidents occurring after hours, and utilize district personnel when assistance is needed. Regulate access to school parking lots by issuing staff and student parking permits; conducting regular lot checks; issuing tickets for violations of parking lot regulations; and maintaining accurate and up to date records including a computer database. Respond to alarms and dispatched calls; decide what actions to take based on situation, facts known and position limitations. When required, assist the School Resource Officer regarding any issues that come up at the school location. When required, attends court hearings which are a direct result from a citation issued by law enforcement and school related. Comprehensive knowledge or the ability to acquire knowledge of District Policies and Procedural Practices. The CSO will have a clear understanding of the Student Code of Conduct. Campus Security Officer / Campus Supervisor shall not be assigned duties that are clearly unrelated to the CSO / District CSO / Campus Supervisor job description. To perform this job successfully, an individual must be able to perform each essential duty satisfactorily. The requirements listed below are representative of the knowledge, skill, and/or ability required. Reasonable accommodations may be made to enable individuals with disabilities to perform the essential functions.

EDUCATION AND TRAINING: High School diploma/GED required, plus a minimum of one year of course work in the area(s) of criminal justice, sociology, psychology, communications, education, and/or youth development. Course work may be replaced by demonstrated experience and training reflective of the same knowledge and abilities. The position requires active certification in CPI, First Aid / CPR / AED, FEMA: Incident Command for Schools and Pressure Point Control Tactics (PPCT). **EXPERIENCE:** Minimum of three years' experience working directly with children and/or youth in a security dependent environment, which requires excellent skills in: verbal communication, problem identification and problem solving, negotiation and mediation, and behavior modification and management in a collaborative environment.

SKILLS, KNOWLEDGE, & ABILITIES: Excellent verbal and written communication skills. Ability to develop and maintain interpersonal relationships. Ability to intervene in physical altercations and/or physically restrain individuals. Ability to manage multiple priorities and tasks with frequent interruptions. Ability to

work well with a wide variety of people, including customer service and public relations skills. Excellent problem identification and solving skills. Ability to effectively handle multiple tasks under stressful situations. Ability to perform the necessary responsibilities without the necessity of close supervision. Remarkable faithfulness and promptness with work attendance. Must be proficient with computer skills, common software, and familiar with District Video Surveillance Software, Microsoft Office, and Google Docs.

CERTIFICATES, LICENSES, & REGISTRATIONS: Criminal background check required for hire. Must possess a valid Colorado Driver's License. Training / Certifications: FEMA - Incident Command for Schools, CPI, and First-Aid/CPR/AED (all within 60 working days of hire).

SUPERVISION/TECHNICAL RESPONSIBILITY: This job has no supervisory responsibilities.

CONTACTS: Daily contact with persons at school site, parents, and others to resolve problems and negotiate controversial or confidential matters and with law enforcement personnel and the general public to furnish or obtain information.

SAFETY TO SELF AND OTHERS: Low exposure to self from disease from blood borne pathogens. Low exposure to self, students and public due to bruises, cuts, fractured bones from confrontation; burns (heat) from fire and hernia from confrontation. There is medium exposure to self from potential threats or responding to significant crisis events. The physical demands, work environment factors, and mental functions described here are representative of those that must be met by an employee to successfully perform the essential functions of this job. Reasonable accommodations may be made to enable individuals with disabilities to perform the essential functions.

PHYSICAL DEMANDS: While performing the duties of this job, the employee is regularly required to stand, walk, and talk or hear. The employee frequently is required to sit; use hands to finger, handle, or feel; reach with hands and arms; climb or balance; stoop, kneel, or crouch; and taste or smell. The employee must occasionally lift and/or move up to 20 pounds. Specific vision abilities required by this job include close vision, distance vision, color vision, peripheral vision, depth perception, and ability to adjust focus.

WORK ENVIRONMENT: While performing the duties of this job, the employee is regularly exposed to outside weather conditions. The employee is occasionally exposed to high, precarious places, and fumes or airborne particles. The noise level in the work environment is usually loud.

MENTAL FUNCTIONS: While performing the duties of this position, the employee is regularly required to accurately and appropriately communicate verbally and in writing; make sound judgments; respond accurately and quickly to changing situations; and to evaluate, compile, coordinate, disseminate information, and use interpersonal skills. The employee is frequently required to compile incoming information and data, to assess possible solutions. The employee is frequently required to compare and analyze, occasionally required to copy, coordinate, instruct, evaluate, and negotiate.

JUDGMENT AND DECISION MAKING: Work is assigned by the Manager, Campus Security, Campus Security Coordinator, self and the administrative staff. This position requires application of Board, school, and state/federal policies, procedures, and/or laws to maintain a safe learning environment, to quickly recognize dangerous/urgent situations, to recommend student disciplinary actions when necessary, to

notify and coordinate with emergency personnel when required, and to adequately document incidents. Decision making requires collaboration with coworkers, administrative team, parents, and community agencies and members. Errors in decision making could compromise student safety and life if incidents are not responded to quickly and effectively. Campus Security Officer / Campus Supervisor must be able to make clear and concise decisions in a stressful and changing environment. The supervisor is occasionally involved in the decision making process.

DIVERSITY OF DUTIES: Duties require knowledge of District and school policies/procedures and applicable state/local/federal laws, facility security, child/adolescent behavior, intervention and mediation skills, and excellent verbal and written communication abilities. 2 hours ago - save job - original job Apply On Company Site Other jobs you may like Unarmed Security Officer American Automation, Inc. Denver, CO 1 day ago Easily apply Transit Security Officer Security Denver, CO 5 days ago Easily apply Security Officer Whelan Security Broomfield, CO 6 days ago Security Officer- \$14/hr. (Overnight Shift) Whelan Security Broomfield, CO 19 hours ago Unarmed Security Officer- \$12/hr. (2nd Shift) Whelan Security Broomfield, CO 19 hours ago * Campus Security Officer jobs in Lakewood, CO * Jobs at Jeffco Public Schools in Lakewood, CO * Campus Security Officer salaries in Lakewood, CO Jeffco Public Schools Jeffco Public Schools

SAMPLE OF RESPONSIBILITIES FOR SCHOOL RESOURCE OFFICER

A Colorado School Resource Officer (SRO) is a sworn law enforcement officer who acts as a liaison between schools and law enforcement, working to create a safe environment through crime prevention, investigations, threat assessments, and law-related education. Their duties include investigating offenses on campus, making referrals for at-risk students, responding to emergencies, and providing training to staff and students. SROs focus on proactive prevention and intervention while also serving as a police presence.

Key Responsibilities

- **Safety and Prevention:**
 - Prevent crime, delinquency, and disorder on school campuses.
 - Conduct and participate in [threat assessments](#) and work with schools on safety plans.
 - Respond to actual emergencies and act as a liaison with first responders.
- **Enforcement and Investigation:**
 - Enforce state and local laws and ordinances.
 - Investigate criminal offenses on school grounds.
 - Write reports, handle evidence, issue summonses, and make arrests.
- **Education and Mentorship:**
 - Teach law-related education, crime prevention, and other relevant topics to students.
 - Mentor, counsel, and advise students, parents, and school staff.
 - Make referrals for students to outside service agencies when needed.
- **Liaison and Collaboration:**
 - Establish a liaison with school principals, faculty, and students.
 - Collaborate with school staff, security, and other law enforcement entities.
 - Serve as an extension of the school's instructional program by providing presentations to various groups.

Essential Skills and Requirements

- **Peace Officer Certification:** Must be a Colorado POST-Certified Police Officer.
- **Specialized Training:** Receive specialized training in [adolescent development](#), [special education law](#), crisis intervention, and threat assessment.
- **Collaboration:** Ability to work cooperatively with school administration and staff.
- **Communication:** Strong communication skills for interacting with students, staff, and community members.
- **Judgment:** Possess excellent judgment and the ability to differentiate between criminal activity and disciplinary issues.