

School Resource Officer Agreement

AGREEMENT is made this the 12th day of July, 2026 by and between the BLECKLEY COUNTY SCHOOL SYSTEM and the BLECKLEY COUNTY SHERIFF'S OFFICE as follows:

WIT ESSETH:

WHEREAS the **BLECKLEY COUNTY SCHOOL SYSTEM** agrees to purchase from the **BLECKLEY COUNTY SHERIFF'S OFFICE** and the BLECKLEY COUNTY SHERIFF'S OFFICE agrees to provide for the BLECKLEY COUNTY SCHOOL SYSTEM and to manage the School Resource Officer (SRO) Program in the BLECKLEY COUNTY SCHOOL SYSTEM consisting of not less than three (4) full time School Resource Officers, their vehicles, supplies, and equipment and the BLECKLEY COUNTY SCHOOL SYSTEM agrees to reimburse the BLECKLEY COUNTY SHERIFF'S OFFICE for the salary and benefits expenses in providing the said SRO Program; and

WHEREAS the BLECKLEY COUNTY SCHOOL SYSTEM and the BLECKLEY COUNTY SHERIFF'S OFFICE desire to set forth in this SRO Agreement the specific terms and conditions of the service to be performed and provided by the said SROs in the BLECKLEY COUNTY SCHOOL SYSTEM;

NOW, THEREFORE, THE PARTIES HERETO AGREE AS FOLLOWS:

1. Goals and Objectives- It is understood and agreed that the BLECKLEY COUNTY SCHOOL SYSTEM and the BLECKLEY COUNTY SHERIFF'S OFFICE officials share the following goals and objectives with regard to the School Resource Officer (SRO) Program in the schools:

1.1 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;

1.2 To encourage SROs to attend extra-curricular activities held at school, when possible, such as PTA meetings, athletic events and concerts.

1.3 To act swiftly and cooperatively when responding to major disruptions and flagrant criminal offenses at school, such as; disorderly conduct by trespassers, the possession and use of weapons on campus, the illegal sale and/or distribution of controlled substances, and riots;

1.4 To report serious crimes that occur on campus and to cooperate with the law enforcement officials in their investigation of crimes that occur at school;

1.5 To cooperate with law enforcement officials in their investigations of criminal offenses which occur off campus; and

1.6 To encourage SROs to provide traffic control and crossing guards at schools when deemed necessary for the safety and protection of students and the general public when the regular traffic control officer or crossing guard is absent.

2. Employment and Assignment of School Resource Officers

2.1 The BLECKLEY COUNTY SHERIFFS OFFICE agrees to employ not less than 4 School Resource Officers (SROs) during the term of this agreement. The SROs shall be employees of the BLECKLEY COUNTY SHERIFFS OFFICE and shall be subject to the administration, supervision and control of the BLECKLEY COUNTY SHERIFF'S OFFICE, except as such administration supervision and control is subject to the terms and conditions of this Agreement.

2.2 The BLECKLEY COUNTY SHERIFF'S OFFICE agrees to provide and to pay the SROs' salary and employment benefits in accordance with the applicable salary schedules and employment practices of the BLECKLEY COUNTY SHERIFFS OFFICE including but not , necessarily limited to:

sick leave, annual leave, retirement compensation, disability salary continuation, workers compensation, unemployment compensation, life insurance, dental insurance, and medical/hospitalization insurance. The SROs shall be subject to all other personnel policies and practices of the BLECKLEY COUNTY SHERIFFS OFFICE except as such policies or practices may have to be modified to comply with the terms and condition of this agreement.

2.3 The BLECKLEY COUNTY SHERIFF'S OFFICE, in its sole discretion, shall have the power and authority to hire, discharge and discipline SROs. The BLECKLEY COUNTY SHERIFF'S OFFICE shall hold the BLECKLEY COUNTY SCHOOL SYSTEM free, harmless and indemnified from and against any and all claims, suits or causes of action arising out of allegations of unfair and unlawful employment practices brought by SROs.

2.4 The SROs shall be assigned by the BLECKLEY COUNTY SHERIFF'S OFFICE as follow:

2.4.1 One shall be assigned to BCHS.

2.4.2 One shall be assigned to BCMS and to also serve Success Academy as needed.

2.4.3 One shall be assigned to BCPS.

2.4.4 One shall be assigned to BCES.

2.5 Total Assigned (4)

2.6 In the Event an SRO is absent from work, the SRO shall notify both his supervisor in the BLECKLEY COUNTY SHERIFF'S OFFICE and the principal of the school to which the SRO is assigned.

3. Duty Hours

3.1 Specific SRO duty hours at a particular school shall be set by mutual agreement between the BLECKLEY COUNTY SCHOOL, at the direction of the Superintendent or his designee or the principal of the school to which the officer is assigned, and the BLECKLEY COUNTY SHERIFF'S OFFICE, by the Officer in charge of the SRO Program

3.2 It is understood and agreed that time spent by SROs attending court juvenile and/or criminal cases arising from and /or out of their employment as an SRO shall be considered as hours worked under this Agreement. Should SRO be pulled from his duties as SRO and not replaced, this shall be deducted from the amount of reimbursement paid to Bleckley County.

4. Basic Qualifications of School Resource Officers (SROs) -To be an SRO, an officer must first meet the basic qualifications:

4.1 Shall be a commissioned officer and should have two years of law enforcement experience;

4.2 Shall possess a sufficient knowledge of the applicable Federal and State laws, City and County Ordinances, and Board of Education policies and regulations;

4.3 Shall be capable of conduction in depth criminal investigations;

4.4 Shall possess even temperament and set a good example for students and

4.5 Shall possess communication skills which enable the officer to function effectively within the school environment.

5. Duties of School Resource Officers

5.1 To protect lives and property for the citizens and public school students of the County;

5.2 To Enforce Federal, State and Local criminal laws and ordinances, and to assist school officials with the enforcement of Board of Education Policies and Administrative Regulations regarding student conduct;

5.3 To investigate criminal activity committed on or adjacent to school property;

- 5.4 To counsel public school students in special situations, such as students suspected of engaging in criminal misconduct, when requested by the principal or the principal's designee or by the parents of a student;
- 5.5 To answer questions that students may have about Georgia Criminal or juvenile laws;
- 5.6 To assist other law enforcement officers with outside investigation concerning students attending the school(s) to which the SRO is assigned;
- 5.7 To provide security for special school events or functions, such as PTA meetings, at the request of the principal or other appropriate administrator; and
- 5.8** To provide traffic control during the arrival and departure of students. At a minimum, an officer should be on duty to assist with traffic flow at Bleckley County Elementary School and Bleckley County Middle School.

6. Chain of Command

- 6.1 As employees of the BLECKLEY COUNTY SHERIFF'S OFFICE, SROs shall follow the chain of command as set forth in the BLECKLEY COUNTY SHERIFF'S OFFICE Policies and Procedure Manual.
- 6.2 In the performance of their duties, SROs shall coordinate and communicate with the principal or the principals' designee of the school to which they are assigned. Any press releases issued by the BLECKLEY COUNTY SHERIFFS OFFICE will be coordinated with the Superintendent and/or appropriate SCHOOL PRINCIPAL PRIOR to release.

- 7. Dress Code, SROs shall be provided by the BLECKLEY COUNTY SHERIFF'S OFFICE and required to wear an OFFICE issued uniform.

8. Transporting Students

- 8.1** It is agreed that SROs shall not transport students in their vehicles except;
- 8.2** When the students are victims of a crime, under arrest, or some other emergency circumstances exist; and
- 8.3** Students shall not be transported to any location unless it is determined that the student's parents, guardian or custodian is at the destination to which the student is being transported. SROs shall not transport students in their personal vehicles.
- 8.4** SROs shall notify the school principal before removing a student from campus.

- 9. Investigation, Interrogation, Search and Arrest Procedures, the standard operating procedures (SOP) for the investigation of crimes and interrogation, search and arrest of students are as follows:

9.1 Interrogation Procedures. In the event a serious crime (as defined below) is committed at school or at a school activity, the principal or assistant principal with the assistance of the SRO should be conducted within the allowable scope of Georgia Law, Standard Operating Principles of the Bleckley County Sheriff's Office, and policies of the Bleckley County Board of Education.

9.1.1 Question any witness to determine that a crime was committed and who committed the crime. The SRO shall have the general authority to question or interrogate any student at school who may have information about criminal misconduct or the violation of the conduct policies of the Bleckley County School System. As a general rule, the interrogation should be conducted with the awareness of the school principal or his designee who may observe the interrogation if desired by either party.

9.2 Search Procedures

9.2.1 If the school official has reasonable grounds for suspecting that a search of a student or a student's possessions will uncover evidence that the student has violated or is violating either the law or the rules of the school, the school official may search the student and the student's pockets, pocketbook book bag, desk, locker, vehicle or any other similar location within the student's control. When requested by school officials, the SRO shall assist with the search in order to protect the safety of all persons involved in the search. If the search uncovers evidence of criminal misconduct, the evidence may be held for or turned over to the SRO.

9.2.2 School officials shall not conduct "strip search" without a warrant. A strip search is defined as a search of a student's person which requires the student to remove his or her clothing in order to determine if any evidence is concealed within the student's undergarments or on the body. The term does not include the removal of outer garments such as coats, hat, shoes etc. If there is probable cause to believe that a student has concealed or is concealing evidence of criminal misconduct within his/her undergarments, the SRO should assist the school official in obtaining a warrant to search the student.

9.3 Reporting of Serious Crimes- If the investigation uncovers evidence of a serious crime as defined in STATUTE and Bleckley County School System administrative regulation; the school official shall notify the SRO, the student's parent/guardian and the appropriate assistant superintendent.

9.4 Investigation and Arrest Procedures- Other Crimes Committed off Campus
Investigation Involving Students

9.4.1 If law enforcement officials determine that student safety is potentially at risk and deems it necessary to interview a student at school during school hours:

9.4.2 The officer shall contact the school principal and/or SRO in advance and state the reason(s) to conduct an interview of a student at the school; the request to interview and reasons supporting the request will be communicated to the Superintendent or Principal PRIOR to the interview.

10. Bomb Threats. School officials, the SRO and fire safety officials shall cooperate in the implementation of procedures in the event of a bomb threat (see BLECKLEY COUNTY SCHOOL SYSTEM Emergency Procedures Manual). In all cases, such incidents shall be reported by the principal to the superintendent and to the SRO.

11. Controlled Substances

11.1 School Officials shall notify the SRO in all cases involving possession, sale or distribution of controlled substances at school or school activities.

11.2 Any controlled substances or suspected controlled substances confiscated by school officials shall be turned over to the SRO for proper identification and eventual destruction.

11.3 If there is a probable cause to believe that a student or any other person has sold or is selling controlled substances at school, the SRO shall be notified and the SRO should file a juvenile petition or seek a criminal warrant. However, the decision to initiate a juvenile petition or criminal warrant will be the discretion of the SRO.

12. Riots and Civil Disorders

12.1 In the event a riot or civil disorder occurs on a middle or high school campus, the principal and the SRO shall discuss and agree upon a response to the situation.

12.2 If, in the opinion of the principal and SRO, additional law enforcement personnel are needed to restore and/or maintain order, the SRO will contact the appropriate law enforcement agency and request the assistance. The principal or his designee also shall notify the Superintendent.

12.3 To the extent possible, all communications should be made by telephone to avoid alarming the public and news media.

12.4 The principal or his designee shall be prepared to respond to questions from the news media, parents and other members of the public as soon as order is restored.

12.5 If deemed necessary by school and law enforcement officials, the media and the public may be restricted to an area off campus away from the disturbance until order is restored.

12.6 The SRO or officer in charge shall consult with the principal about the need or decision to arrest and/or remove students and other persons from the campus. However, law enforcement officials shall have the authority to arrest and remove any person who commits a crime in their presence.

12.7 The names of any students arrested and removed from campus should not be released to the news media until their parents have been notified and in no event shall the names of students under age 17 who have been removed from campus be released to the news media.

12.8 Students engaged in misconduct may be suspended immediately without a pre-suspension hearing but arrangements shall be made by the principal to provide an opportunity for the students to be heard within 24 hours of their suspension. See Policy.

13. Access to Education Records

13.1 School officials shall allow SROs to inspect and copy any public records maintained by the school including student directory information such as yearbooks. However, law enforcement officials may not inspect and/or copy confidential student education records except in emergency situations.

13.2 If some information in a students' cumulative record is needed in an emergency to protect the health or safety of the student or other individuals, school officials may disclose to the SRO that information which is needed to respond to the emergency situation based on the seriousness of the threat to someone's health or safety; the need of the information to meet the emergency situation and the extent to which is of the essence.

13.3 If confidential student records information is needed, but no emergency situation exists, the information may be released only upon issuance of a search warrant or subpoena to produce the records.

14. Term of Agreement- The term of this agreement is one year commencing on July 1, 2026, and ending on June 30, 2027. The agreement shall be renewed and extended annually for additional and successive one-year terms unless notice of non-renewal is given by either party, in writing, prior to June 15th of the initial or any succeeding term.

15. Consideration

15.1 For and in consideration of the BLECKLEY COUNTY SHERIFF'S OFFICE providing the SRO Program as described herein, the BLECKLEY COUNTY SCHOOL SYSTEM agrees to reimburse the BLECKLEY COUNTY SHERIFF'S OFFICE for 10/12th of the salary and benefits of two SRO and Half of a 3rd SRO. The annual amount projected for the term July 1, 2026 to June 30, 2027 school year is \$181,442.42

15.2 The said compensation shall be paid by the BLECKLEY COUNTY SCHOOL SYSTEM to the BLECKLEY COUNTY SHERIFF'S OFFICE in FOUR QUARTERLY installments of \$45360.61 each on or before September 30, December 30, March 30, and June 30.

16. Insurance and Indemnification

16.1 The BLECKLEY COUNTY SHERIFF'S OFFICE agrees to hold the BLECKLEY COUNTY SCHOOL SYSTEM is agent and employees free, harmless and indemnified from and against any and all claims, suits or causes of actions arising from or in any way out of the performance of the duties of the SRO officers or the SRO Program.

17. Evaluation - It is mutually agreed that the BLECKLEY COUNTY SCHOOL SYSTEM shall evaluate annually the SRO Program and the performance of each SRO on forms developed jointly by the parties. It is further understood that the BLECKLEY COUNTY SCHOOL SYSTEM's evaluation of each officer is advisory only and that the BLECKLEY COUNTY SHERIFF'S OFFICE retains the final authority to evaluate the performance of the SROs. Should circumstances of the SRO's performance be inconsistent with the administration of school operations, the BLECKLEY COUNTY SCHOOL SYSTEM may request that an officer be replaced. Such request shall be preceded by at least one source of written documentation presented to the Sheriff of Bleckley County.

IN WITNESS WHEREOF, the parties hereto have caused this Operations Agreement to be executed the day and year first written above.

BLECKLEY COUNTY
BOARD OF EDUCATION

By: _____

BTJ  CKLEY COUNTY
SHERIFF'S OFFICE

By: _____