

# FCUSD Safety Steering Committee

Addressing Physical and  
Emotional Safety

**1-20-22**

Revised 1-19-22

**Presentation by:**

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# What is the challenge we are trying to solve?



- Ensure emotional and physical safety for all students.
- Decrease racial disproportionality in District.
- Shift to restorative model to improve behavior and repair harm.
- Consistency in Law Enforcement interactions with students.
- Support staff as they work with high conflict situations.
- Improve communication between interested groups around safety practices and School Resource Officer (SRO) responsibilities.
- Is investing in SROs the most effective use of funds to make our schools emotionally and physically safe for students?

# FCUSD Safety Model Plan Comparison,

## Common elements between models

Model A –SRO Model w/modifications	Model B – Safety Specialist Model	Model C - Hybrid Model
Hire Coordinator of Safe Schools.	Hire Coordinator of Safe Schools.	Hire Coordinator of Safe Schools.
Adopt Board Policy and Administrative Regulations for contact with Law Enforcement. If law enforcement is needed, the site administrator should first contact the Coordinator of Safe Schools unless emergency response is required.	Adopt Board Policy and Administrative Regulations for contact with Law Enforcement. If law enforcement is needed, the site administrator should first contact the Coordinator of Safe Schools unless emergency response is required.	Adopt Board Policy and Administrative Regulations for contact with Law Enforcement. If law enforcement is needed, the site administrator should first contact the Coordinator of Safe Schools unless emergency response is required.
Restorative approach to student behavior, including use of alcohol, tobacco and other drugs (ATOD).	Restorative approach to student behavior, including use of alcohol, tobacco and other drugs (ATOD).	Restorative approach to student behavior, including use of alcohol, tobacco and other drugs (ATOD).
Clearly communicate to students, staff, families and community our district's safety plan, procedures, and resources.	Clearly communicate to students, staff, families and community our district's safety plan, procedures, and resources.	Clearly communicate to students, staff, families and community our district's safety plan, procedures, and resources.
Establish data-tracking and program evaluation process. Safety Advisory Committee facilitated by the Coordinator of Safe Schools will review data quarterly.	Establish data-tracking and program evaluation process. Safety Advisory Committee facilitated by the Coordinator of Safe Schools will review data quarterly.	Establish data-tracking and program evaluation process. Safety Advisory Committee facilitated by the Coordinator of Safe Schools will review data quarterly.
Train secondary students in peer-to-peer conflict resolution (i.e. Restorative Justice).	Train secondary students in peer-to-peer conflict resolution (i.e. Restorative Justice).	Train secondary students in peer-to-peer conflict resolution (i.e. Restorative Justice).



# Model A: SRO Model with Modifications

## **Modifications:**

- FPD and RCPD have identical MOUs with the District.
- FCUSD input on hiring of new SRO.
- SROs park in the parking lot and no longer park on the school campus.
- SROs are on a roaming schedule, visit all sites weekly.
- *All* SRO-related complaints reported by staff, student, or family will be reported to the office of ADP.
- SROs are completing weekly data collections for all interactions, both intervening and preventative.
- SRO home visits will be conducted only for serious situations or concerns about student safety or well-being.

## **Cost:**

- 2 SROs, Folsom Police Department: \$233,000.00
- 2 SROs, Rancho Cordova Police Department//Sac Sheriff: \$250,170
- Coordinator of Safe Schools Salary= \$166,605

**Total: \$649,775**



# Model A - Steering Committee Gradients of Agreement: 12-2-21

4 members = 1 (Wholehearted endorsement)

0 members = 2 (Agree w/minor point of contention)

3 members = 3 (Support with reservations)

3 members = 4 (Abstain)

0 members = 5 (More discussion needed)

2 members = 6 (Don't like but will support)

4 members = 7 (Serious disagreement)

0 members = 8 (Veto)



## Model B with Mitigations: (Community Safety Specialist Model)

### Cost:

- Coordinator of Safe Schools Salary= \$166,605
- Community Safety Specialist Salary= \$87,418.84
- Community Safety Specialist one-time cost for training, laptop, vehicle, handheld radio, and uniform=\$39,200 per specialist

Total: TBD depending on how many Community Safety Specialists are hired



## Model B with mitigations (Community Safety Specialist model):

3 members = 1 (wholehearted endorsement)

1 members = 2 (Agree w/minor point of contention)

0 members = 3 (support with reservations)

4 members = 4 (Abstain)

3 members = 5 (More discussion needed)

3 members = 6 (Don't like but will support)

2 members = 7 (Serious disagreement)

0 members = 8 (Veto)



# Model C - Hybrid Model

## **Modifications:**

- FPD and RCPD have identical MOUs with the District.
- FCUSD input on hiring of new SRO.
- SROs park in the parking lot and no longer park on the school campus.
- SROs are on a roaming schedule, visit all sites weekly.
- *All* SRO-related complaints reported by staff, student, or family will be reported to the office of ADP.
- SROs are completing weekly data collections for all interactions, both intervening and preventative.
- SRO home visits will be conducted only for serious situations or concerns about student safety or well-being.



## Model C - Hybrid Model

- Request that Law enforcement agencies provide point of contact 5 days a week for Site and District Administrators.
- Hire Safety Specialists based on needs in each City.
- Train Safety Specialists in district emergency response protocols, active threat response protocols, Incident Command Systems, Therapeutic Crisis Intervention, Threat Assessment, Crime prevention Through Environmental Design (CPTED), Restorative Practices, de-escalation, and trauma-informed care.
- Transition from two dedicated SROs to one (1) lead officer supporting schools in each City 5 days a week. The officer will focus on external threats, mandatory law enforcement duties, investigations, professional development and school safety plans. The Safety Coordinator is the liaison between schools and officers.



## Model C Cost: Annual and One-Time Cost

### Law enforcement contract:

- 1 lead officer, Folsom Police Department: TBD
- 1 lead officer, Rancho Cordova Police Department//Sac Sheriff: TBD
- Possible addition of crisis support mental health clinician in Lieu of one SRO for both Folsom and Rancho Cordova.

### Cost:

- Community Safety Specialist Salary= \$87,418.84
- One time cost for training, laptop, vehicle, handheld radio, and uniform:  
=\$39,200 per specialist.
- Coordinator of Safe Schools Salary= \$166,605

**Total:** TBD depending on how many Community Safety Specialists are hired and possible reduction of SROs or addition of crisis support mental health clinician in Lieu of SRO.



## Model C - Hybrid Model

2 members = 1 (wholehearted endorsement)

4 members = 2 (Agreement w/minor point of contention)

1 members = 3 (support with reservations)

5 members = 4 (Abstain)

2 members = 5 (More discussion needed)

2 members = 6 (Don't like but will support)

0 members = 7 (Serious disagreement)

0 members = 8 (Veto)



## **Safety Steering Committee Accomplishments:**

- Input on Coordinator of Safe Schools job description
- Increased safety training for Classified staff
- Development of two alternative models for Superintendent and Board of Trustees to consider
- Recommended staff reach out to Sacramento Division of Behavioral Health Services for Crisis Response Intervention Team support of schools.



# Staff Recommendations (SROs)

- Memorialize updated SRO practices in MOU with Law Enforcement Agencies (no cost):
  - FPD and RCPD have identical MOUs with the District.
  - FCUSD input on hiring of new SRO.
  - SROs park in the parking lot and no longer park on the school campus.
  - SROs are on a roaming schedule, visit all sites weekly.
  - *All* SRO-related complaints reported by staff, student, or family will be reported to the office of ADP.
  - SROs are completing weekly data collections for all interactions, both intervening and preventative.
  - SRO home visits will be conducted only for serious situations or concerns about student safety or well-being.
- Continue Current SRO staffing:
  - 2 SROs, Folsom Police Department: \$233,000.00
  - 2 SROs, Rancho Cordova Police Department//Sac Sheriff: \$250,170

**Total Cost: \$483,170 for 2022-23 School year**



# Staff Recommendations for FCUSD Personnel

- Hire Coordinator of Safe Schools
  - **Total Salary & Benefits = \$166,605**
- Adopt job description for Community Safety Specialist
  - Pilot- Community Safety Specialists at 1-3 comprehensive high schools
  - Community Safety Specialist Salary
    - Sal & Benefits = \$87,418.84 x 3 = **Total \$262,256**
    - Community Safety Specialist one-time cost for training, laptop, vehicle, handheld radio, and uniform. \$39,200 per specialist x 3= **Total \$117,600**
- Continue training site administrators on restorative discipline, protocols for contacting SROs, and alternatives to suspension.
  - **(Cost TBD)**
- Continue training Campus Monitors, Yard Supervisors, and other safety personnel.
  - **(Cost TBD)**

**Total Cost: \$293,223- \$546,461 for 2022-23 School year**



# Staff Recommendations (Actions for Spring of 2022)

**Coordinator of Safe Schools will work with site administrators and City officials to present a clearly articulated plan to:**

- In collaboration with the Office of Civil Rights (OCR) Draft Policy 5144.3 establishing clear protocols for SRO engagement with students in non-emergency situations.
- Create detailed District Safety Plan to present to Board of Trustees in Spring 2022.
- Begin hiring and training Community Safety Specialists.
- Reach out to Sacramento Division of Behavioral Health Services for Crisis Response Intervention Team support of schools.
- Memorialize updated SRO practices in MOU with Law Enforcement Agencies.
- Safety Advisory Committee will continue to meet, monitor, and provide guidance.