

**AGREEMENT
FOR THE PROVISION OF SCHOOL RESOURCE OFFICER
BETWEEN
CITY OF WOODLAND
AND
WOODLAND JOINT UNIFIED SCHOOL DISTRICT**

This Agreement for the Provision of School Resource Officer (the “Agreement”) is made and entered into this 1st day of **September 2022**, by and between the City of Woodland, hereinafter referred to a “City”, and the Woodland Joint Unified School District, hereinafter referred to as “District”. The City and the District may be referred to in this Agreement as “Party” or “Parties” as the context may require.

RECITALS

- WHEREAS, the City desires to promote cooperation and mutual understanding through its Police Department; and
- WHEREAS, the District desires the services of the school resource officers on the District’s school campuses; and
- WHEREAS, the District aims to improve the conditions of Health and Safety, the implementation of Restorative Practices, and to re-engage students to the school setting.

TERMS

NOW, THEREFORE, be it agreed as follows:

- 1. School Resource Officers will work in partnership with District and site administrators to create safe and healthy learning environments for students and staff.**
 - a. School Resource Officers will promote safety and security on campuses throughout the district by providing guidance, workshops and information to students, parents and staff. The effectiveness of these services will be measured monthly, by the number of individuals that participate in group and individual workshops and/or interventions promoting safe behaviors. Actions to support this goal include:
 - i. Provide students, parents and staff workshops and presentations on topics including:

1. Technology Safety/Social Media Safety
 2. Domestic Violence
 3. Dating Violence
 4. Suicide Prevention
 5. Traffic Safety
 6. Bullying prevention
 7. Human trafficking
 8. Signs of substance abuse in students
 9. Community resources available to support families
 10. Additional topics as related to needs associated with current trends demonstrated throughout the community.
- ii. Develop and deliver intervention, skill-development, and healthy-lifestyle programs for elementary, middle, and high school students on topics including:
 1. Gang Resistance Education and Training (G.R.E.A.T.) for all 4th and 7th grade students.
 - a. In the 7th grade program curriculum includes a “Social Give Back”, which is a community project designed to promote citizenship.
 2. Distracted driving course for high school students in the school district.
 3. Anti-tobacco education addressing not only cigarettes, but also e-cigarettes, vapes, cigars, hookahs, and other such products on campus and in the community.
 - iii. Partner with District staff to provide support and appropriate referrals for victims of abuse and trafficking.
 - iv. In partnership with school administrators, conduct home visits and welfare checks to:
 1. Make contact with parents and at-risk students who are identified as not engaged in school to provide assistance to those families.
 2. Make contact and offer support and resources to families dealing with:
 - a. Domestic violence
 - b. Suicide Threats
 - c. Mental Health
 - d. Unfulfilled basic needs
- b. School Resource Officers will participate in meetings that will support maintaining a safe school environment through building emergency response protocols, understanding current trends in the community, and establishing plans that are preventative in nature. Actions to support this goal may include:
 - i. Respond swiftly to major disruptions and flagrant criminal offenses throughout the Woodland Joint Unified School District.

- ii. Partner with District staff during and after events that necessitate criminal investigations.
- iii. Provide annual ALICE Training (Active Shooter Response Training) for District staff members.
- iv. Work with school administrators to review and update the School Emergency Management Plan and give input on Comprehensive School Safety Plans.
- v. Work with school administration to conduct a safety audit of the school site.
- vi. Train Campus Supervisors on a variety of topics (i.e. gang awareness, tobacco awareness, active supervision, etc.) annually and as needed throughout the year.
- vii. Provide additional law enforcement personnel and resources to assist with large public events on school campuses such as athletic events, dances, and community functions.
- viii. Meet with principals regularly to exchange information gathered from parents, community members, and social media relating to the safety and well-being of students and the school community.
- ix. Serve as a consultant in improving the effectiveness in implementing emergency drills in conjunction with other local agencies.

2. School Resource Officers will partner with students and staff to implement Positive Behavior Intervention Support programs and Restorative Practices.

- a. School Resource Officers will work with WJUSD to ensure Restorative Practices are primarily used to address bullying and/or other negative behaviors that compromise the physical and mental safety of members throughout the WJUSD community. Success of these efforts will be measured by the monthly reports of educational and penal code violations of WJUSD students. Actions to support this goal may include:
 - i. In cooperation with school administrators, address concerns from students, families, staff, and community associated with bullying by other students.
 - ii. In cooperation with school administrators, address student behavior concerns at the lowest level of intervention appropriate.
 - iii. In cooperation with school administrators, counselors, and school staff, participate in Restorative Practices to facilitate student discussion and conflict resolution when appropriate.
 - iv. Connect victims and friends of victims of violence to the appropriate resources.
 - v. Refer students to Yolo Conflict Resolution Center (YCRC) for students who violate Educational Codes associated with drug use/possession, truancy, crimes, etc...

1. YCRC is a Yolo County Restorative Justice program designed to provide intervention to students struggling to make positive choices. YCRC is a community effort (including SRO participation) designed to speak to youth about their choices and provide guidance, with the hopes of preventing penal code violations, resulting in life changing consequences.
 2. SRO's will use their discretion to use YCRC in lieu of an arrest, a pre-arrest diversion program, to keep youth away from criminal justice system involvement in cases where it is appropriate.
- b. School Resource Officers will build positive relationships with students, staff, and community members, resulting in a reduction in the number of school-based arrest and disciplinary infractions throughout the city of Woodland. Measurement of success will be inclusive of student participation in community outreach efforts designed to build supportive and trusting relationships with students. Actions to support this goal may include:
- i. Participate in schools' Positive Behavior Intervention Support (PBIS) Program. This may include:
 1. Provide incentives, i.e. stickers, snacks, lunch with SRO, etc.
 2. Make a SRO available to serve as a mentor and role model for students.
 3. Arrange for guest speakers to visit science classes i.e. Crime Scene Investigator, Coroner, Detective.
 4. Participate in school functions like rallies, games, lunch time assemblies, etc.
 5. Participate in PBIS staff development and site meetings.
 - ii. Participate in Back to School shopping and "Shop with a Cop" shopping spree with students during the winter break in partnership with other community agencies and service providers.
 - iii. Coordinate the "Fill The Trunk" toy drive in December for students in the WJUSD community.
 - iv. Coordinate and participate in the Annual 3x3 Middle School Basketball tournament between Woodland Police Officers and WJUSD students'/staff members and other charity games for various sports throughout the year..
 - v. Participate in National Walk to School Day, providing information on safe routes for students to take when walking to school.
 - vi. Coordinate and staff the Police Activity League (P.A.L.) After School and Summer Programs
 - vii. Meet with school counselors and community mental health professionals to understand when and how at home issues may be motivating a student's

disruptive behavior in order to assist school staff to ensure effective and supportive responses.

- viii. Conduct home visits. (See Goal 1 A iv.)
- ix. Participate in District staff development opportunities related to student engagement, family involvement, youth development, social emotional learning, anti-bias education, etc..

3. School Resource Officers will partner with district staff to support student attendance and engagement, with special focus on assisting students who are chronically absent.

- a. School Resource Officers will build and maintain healthy relationships with students, families and staff through providing mentorship, connections to necessary resources, and other interventions that facilitate an improved student attendance and participation in their educational experience. A measurement of success will be reflected in the reduction of chronic absenteeism, increase in graduation rates, and the implementation of other interventions that contribute to post-secondary success.

Actions to support this goal may include:

- i. Working to establish and maintain connections with students and families. (See Goal 2 Action Bi-Bx)
- ii. Connect with students who are not attending school or participating in online learning. This may include:
 - 1. Home visits (See Goal 1 A iv.)
 - 2. Recruit for Police Cadet Explorer Program (Grades 9-12).
 - 3. Recruit for Youth Academy (Grades 7-8).
- iii. Partner with District staff, school administrators and staff, and community service providers to connect students and families to available resources necessary to enable students to re-engage and improve their attendance.
- iv. In cooperation with District staff and school administration, work to reduce student truancy and chronic absenteeism. This may include:
 - i. Conduct home visits. (See Goal 1 A iv.)
 - ii. Attend and participate in Student Study Team meetings, School Attendance Review Board (SARB) Hearings, Yolo Truancy Abatement Committee (Y-TAC) meetings, and District Attorney (DA) Mediation Meetings.

4. Agreement Logistics:

- a. This agreement shall be effective as of **September 1, 2022, and shall terminate June 30, 2025,** unless the Parties earlier terminate this Agreement as provided herein or agree in writing to extend this Agreement. Either Party may terminate this Agreement at any time by providing thirty (30) days prior written notice to the other Party.

- b. The City agrees to cover the cost of two trained officers in the field of law enforcement (“School Resource Officer”) to the District for the Woodland Joint Unified School District (WJUSD). The District shall pay for all compensation costs of one additional School Resource Officer, resulting in three School Resource Officers, including, but not limited to all salary, overtime, and benefits costs. Such total compensation costs shall be based on actual City total compensation rates for the law enforcement officer classification from which each School Resource Officer is selected, not to exceed the classification of Police Officer at Step G of the City of Woodland’s salary schedule. **(See Appendix B)**
- i. The City shall provide the District an estimate of the SROs salary for the August to June period at the start of each school year and then bill the District in arrears on a semi-annual basis in January and June of each year.
 - ii. Payment(s) shall be made to the City within thirty (30) days following receipt of accurate invoice. **Payment not to exceed \$164, 782.63** for the first year, and allow for up to 5% increase in payment for the second year associated with COLA (Cost of Living Adjustments) reflected in the City’s salary schedule.
- c. The precise responsibilities of the School Resource Officer shall be mutually agreed upon between the District’s designated representative and the City’s designated Police Department representative. The School Resource Officer shall be evaluated by their immediate City Police Department supervisor according to The City’s evaluation timeline and protocols, with input from the District’s designated representative. The School Resource Officer shall fall under the direct supervision of the Woodland Police Department at all times. The School Resource Officer will be supervised by a sworn officer on duty during the officer’ shift.
- d. Information sharing is critical for the success for this agreement. Unless barred by specific statute including without limitation the Family Educational Rights and Privacy Act of 1974, the Health Insurance Portability and Accountability Act of 1996, the California Public Records Act of 1996, the California Public Records Act, or other state and federal privacy laws, both the City and District will freely and proactively share all pertinent information.
- i. If confidential student records information is needed, but no emergency situation exists, the information may be released only upon the issuance of a court order, or by written authorization of the parent/guardian.
 - ii. The City supervisors and SROs will comply with policies of the District relative to release of student information.

- iii. All records, files, and supporting data accumulated and/or prepared by the City in the course of performance of this Agreement shall be and remain the property of the District. All records shall be maintained and permanently stored on District premises. The City may not reproduce and/or use the data for any purpose without District approval.
 - iv. Meet with site principal on a regular basis to communicate contacts made with pupils, families, staff, and community members.
 - v. Provide a monthly report of SRO activity to measure program effectiveness.
(See Appendix A)
- e. It is the expectation that SROs will be readily identifiable as Police Officers. During regular duty on campuses, they may wear a uniform and appropriate safety equipment, to include sidearm, as prescribed by the City uniform manual. For activities and occasions for which a uniform would not be appropriate, the supervisors and SROs may wear a modified uniform or other apparel all approved by his/her division commander in consultation with the District representative(s).
- f. The District may terminate this Agreement by giving thirty (30) calendar days' written notice to the City. In the event the District elects to terminate the Agreement without cause, it shall pay the City for services rendered to such date.
- i. If either the District or City fail to perform any of its obligations under this Agreement, within the time and in the manner provided or otherwise violates any of the terms of this Agreement, either party may terminate this Agreement by giving seven (7) days written notice of such termination, stating the reason for such termination. In such an event, the City shall be entitled to receive payment for all services satisfactorily rendered to such date.
- g. The City and District recognize the importance of ongoing professional development. As professionals and the quality of The City's training requirements are essential to continued growth and development as professionals. The City has identified a list of training SRO's have participated in leading up to their role as professionals. **(Appendix C)**
- i. The City of Woodland Police Department shall provide a list of training SRO officers have participated throughout the month and identify whether the training was provided by The City or The District.
 - ii. School Resource Officers will attend District workshops and trainings associated with topics such as implicit bias, restorative justice practices, equity and access, and cultural awareness/sensitivity.

- h. If the regularly assigned School Resource Officer is unavailable, the City will make every reasonable effort to provide coverage for assignments requiring coverage, when possible.
 - 1. No more than one SRO to be on paid vacation during the days in which the students are present on campus.
- i. The City in collaboration with the District shall have the power to assign and remove an individual from the position of SRO. The City, in its sole discretion, shall have the power and authority to discharge and discipline of SROs.
 - i. As employees of the City, the SROs shall follow the chain of command, reporting first to the assigned SRO supervisor.
- j. The City will make available City police motor vehicles to the School Resource Officer for the performance of the services to be rendered under this Agreement.
 - i. Only the Associate Superintendent of Business Services may authorize extra (an/or changed) work. The parties expressly recognize that the District and school personnel are without authorization to either order extra (an/or changed) work or waive contract requirements. Failure of the City to secure proper authorization for extra work shall constitute a waiver of any and all right to adjustment in the contract price or contract time due to such unauthorized extra work and the City thereafter shall be entitled to no compensation whatsoever for the performance of such work.
 - 1. A planning meeting will be held at the beginning of the school year to identify which events will require additional SRO coverage throughout the year.
 - 2. Community and school climate will also necessitate adjustments to initial anticipated coverage for evening events.
 - 3. All plans and adjustments to plans will require input and an agreement from both parties within this Agreement.
 - ii. The City further expressly waives any and all right or remedy by way of restitution and quantum meruit for any and all extra work performed by the City without the express and prior written authorization of the Assistant Superintendent of Business Services.
- k. The City shall be responsible for carrying its own workers' compensation insurance. The District shall not withhold or set aside state or federal income tax, FICA taxes, unemployment insurance, disability insurance, or any other federal or state taxes or payments whatsoever. IRS regulations require the District to report all payments to individuals for consultant services. The City shall be responsible for collection and

payment of any and all sales and/or use taxes. It shall be the sole responsibility of the City to account for all of the above and the City agrees to hold the District harmless for all liability for these taxes.

- l. As an independent contractor, it shall be the sole responsibility of the City to obtain any needed business licenses or permits to conduct business under this Agreement.

- m. The Parties hereto agree that the School Resource Officer partnership outcomes shall be reviewed and evaluated annually in May during the term of the Agreement. Said evaluation shall be made by District representative(s), School Resource Officer(s), and City Police Department representative(s).
 - i. Program evaluation will be inclusive of identified goals within the Agreement, supported by monthly data reports, as well as positive progress on the agreed upon outcomes.

- n. During the term of this Agreement, the District shall defend, indemnify, and hold harmless the City, its elected officials, officers, agents, and employees from and against any and all claims, demands, judgements or liabilities arising from any and all alleged acts or omissions of the District and its elected officials, officers, agents, and employees from and against any and all claims, demands, judgments or liabilities arising from any and all alleged acts or omissions of the City and its elected officials, officers, agenda, and employees during those times when said elected officials, officers, agents, and employees are acting pursuant to the terms of this Agreement.

- o. During the term of this Agreement, the City shall defend, indemnify, and hold harmless the District, its elected officials, officers, agents, and employees from and against any and all claims, demands, judgements or liabilities arising from any and all alleged acts or omissions of the City and its elected officials, officers, agents, and employees from and against any and all claims, demands, judgments or liabilities arising from any and all alleged acts or omissions of the District and its elected officials, officers, agenda, and employees during those times when said elected officials, officers, agents, and employees are acting pursuant to the terms of this Agreement.

- p. The Parties shall fully cooperate with one another, and shall take any additional acts or sign any additional documents as may be necessary, appropriate or convenient to attain the purposes of this Agreement.

- q. As the Parties or their agents have participated fully in the preparation of this Agreement, the language of this Agreement shall be construed simply, according to its fair meaning, not strictly for or against any Party, and under the laws of the State of California.
- r. The Parties warrant that they have all requisite power and authority to execute and perform this Agreement. Each person executing this Agreement warrants that he or she has the legal power, right, and authority to make this Agreement and bind himself or his or her respective Party.
- s. Except as otherwise provided herein, the duties, obligations, and liabilities of the Parties are intended to be several and not joint or collective, and nothing contained herein shall ever be construed to create an association, trust or partnership or impose a trust or partnership duty, obligation or liability on or with regard to any of the Parties. Each Party shall be individually responsible for its own obligations as herein provided.
- t. This Agreement may be supplemented, amended, or modified only by the mutual agreement of the Parties. No supplement, amendment, or modification of this Agreement will be binding unless it is in writing and signed by both parties.
- u. No waiver of a breach, failure of any condition or any right or remedy contained in or granted by this Agreement will be effective unless it is in writing and signed by the Party waiving the breach, failure, or right or remedy, whether or not similar, nor will any waiver constitute a continuing warier unless the writing so specifies.
- v. Any provision of this Agreement that is declared invalid by a court of competent jurisdiction shall be considered separable and inapplicable and will not affect any other provision or provisions of this agreement.
- w. This Agreement will ensure to the benefit of and be binding on the successors and assigns of City and District.
- x. This Agreement may be executed in counterparts each of which shall constitute an original.

WOODLAND CITY POLICE DEPARTMENT

By: _____

Date: _____

Lieutenant, Tom Davis

By: _____

Date: _____

Chief of Police, Derrek Kaff

Address: Woodland Police Department 1000 Lincoln Ave. Woodland, CA 95695

EIN/SSN: on file / Please attach a W-9

Budget Line(s): _____

WOODLAND JOINT UNIFIED DISTRICT

By: _____

Date: _____

Director, Student Services

By: _____

Date: _____

Associate Superintendent or Designee, Educational Services

By: _____

Date: _____

Assistant Superintendent or Designee, Human Resources

Check One:

- Certification of Fingerprinting Attached
- Certification of Fingerprinting Waived- Continually under supervision of Woodland Joint Unified School District employee(s) and/or has only limited contact with pupils.

By: _____

Date: _____

Associate Superintendent or Designee, Business Services

CERTIFICATION OF FINGERPRINTING

TO THE GOVERNING BOARD OF THE WOODLAND JOINT UNIFIED SCHOOL DISTRICT AND THE DISTRICT ADMINISTRATOR IN CHARGE OF THE FOLLOWING SERVICES:

I. Identification of Parties

A. I, Chief Derrek Kaff, am an authorized representative of the City of Woodland Police Department. My entity is seeking to contract with the Woodland Joint Unified School District to provide the services of SROs to the District, and I am aware of the requirements of Education Code section 45125.1.

II. Certifications

I make the following certifications, under penalty of perjury:

- A. I shall not begin to provide services to the District nor shall I permit any of my employees or independent contractors to come in contact with pupils until the Department of Justice has ascertained that the person has not been convicted of a serious or violent felony as defined in Penal Code sections 11972.7(c) and 667.5(c). (Education Code 45125.1(e) and 451221.1(c).)
- B. I certify that I have reviewed the results of the fingerprinting information ascertained by the Department of Justice, and I certify that none of my employees or independent contractors, including myself, who may come in contact with pupils have been convicted of a felony as noted in Paragraph A, above. (Education Code 45125.1(e), (f) and (g).)
- C. I have attached a list of names of my employees or independent contractors who may come in contact with pupils to this certification form.

I declare under penalty of perjury that under the laws of the State of California that the information provided above is true and correct. Executed this _____ day of _____, at Woodland, California.

Signature: _____
Chief of Police, Derrek Kaff

APPENDIX A 2021 SRO First Quarter Report

Quarterly School Resource Officer (SRO) Report - November 2021- January 2022

- From November 2021 through January 2022, our SRO's have made just over 680 contacts with students, staff, and families within the WJUSD Community.
- A summary of the focuses and a few highlights for each month are as follows:
 - **November**
 - **TIER 1**
 - November was a busy month for the SRO's as the first semester GREAT courses concluded. The SRO's taught 33 classes and prepared for the elementary school GREAT graduations. One of the most significant moments came from three 7th grade GREAT classes and their lessons on community and participation in a community service project. The students came up with many ideas and chose a project to highlight the importance of mental health. The students made 50 posters and social media posts highlighting mental health services available to teens in Yolo County. The teens recognized the problem on campus, wanted to be the change, and made beautiful posters encouraging their peers not to give up. Our SRO's also provided support at the School Board meetings. As always - our SRO's are responding to requests from our administrators for support, 71 of those requests were noted during this short month.
 - **TIER 2**
 - The Christmas Fill the Trunk drive started with the first event on November 28th. In conjunction with the Police Activities League, this event is a significant time commitment for the SRO's as they organize gift-giving for over 300 children in need. Our SRO's supported our truancy outreach by conducting 15 truancy home visits.
 - **TIER 3**
 - Our SRO conducted a welfare check on a foster student new to the district. The student has a troubled past and needs positive influences. The SRO put the guardian and juvenile in contact with the Jr. Wolves organization, and a scholarship is being sought. Additionally, one of our SRO's worked with a recent graduate on her career and educational path. The former student wants to pursue a career in Law Enforcement. Guidance was provided on various options, including a degree path, attending the police academy, work experience, volunteer options, and direction for the introductory police exam.

Quarterly SRO Report - November 2021- January 2022

- **December**

- **TIER 1**

- Our SRO's spoke at Woodland High's Administration of Justice class on the dangers associated with marijuana use by teens. The presentation was recorded and will be used in a production to share with other students. This month our SRO's were able to support our site admin with 61 admin support requests.

- **TIER 2**

- Fill the Trunk coordination required hundreds of phone calls and emails. The distribution event occurred at Velocity Island Waterpark. Students and families were treated to a decorated event, hot chocolate, and snow. 1500 gifts were distributed to 360 students at the event, helping 208 families. After the distribution event, our SRO, Rosie Caraveo, and the Yolo County Sheriff's Department delivered the remaining gifts to students in rural communities in need.

- **TIER 3**

- Our SRO received a call from a recently divorced mother who was having difficulty with her son who attended elementary school. Before the divorce, the mother suffered physical and verbal abuse, which traumatized her children. As a result of the trauma, the son displayed erratic behavior, refused to attend school, and was abusive to the mother and sibling. Our SRO connected the student with site admin and explained some of the hardships to the principal, together they developed several educational plans. The SRO continues to check in both in-person and over the phone regularly. The mother noted an improvement in her son. He is attending school and receiving counseling. We did see an uptake with mental health needs this month - our SRO's conducted 3 suicide threat assessments.

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Quarterly SRO Report - November 2021- January 2022

- **January**

- **TIER 1**

- Our SRO's worked with Mr. Hernandez at Woodland High and the Time of Change organization on a new curriculum to engage students in the legislative process. The curriculum will include trips to the State Capitol and meetings with elected or appointed officials. The program's focus will be on laws associated with the criminal justice field. The SRO's are also working with school sites to coordinate the second semester of GREAT classes.

- **TIER 2**

- During January, the SRO's made approximately 940 consent contacts with students. They also conducted 11 home visits. The reasons for the home visits included concerns of abuse, and mental health welfare checks. Continued support with truancy and home visits as 13 of those occurred over the month with an additional 46 contacts made to parents.

- **TIER 3**

- Our SRO assisted a student with an assault that happened over winter break. In addition to the support with identifying and citing the suspects, our SRO assisted the student in connecting them to Empower Yolo services and a direct phone call with an advocate. Our SRO has continued weekly check ins with the student. 4 threat assessments for mental health were supported by our SRO's this month along with 4 additional referrals for students to agencies for outside of school support.

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Monthly Totals

November

	Totals
Mentoring, Coaching	75
Fighting	11
Gang Activity	0
Drugs / Alcohol	3
Tobacco/Vape	1
Truancy	15
Theft	4
Vandalism	0
Weapons	4
Parent Contact	38
Arrest / Citations	2
YCRC (no citation)	2
On Campus Citation	0
Off Campus Citation	0
On Campus Arrest	0
Off Campus Arrest	0
Other	96
Case #'s Pulled	1
Referral to agency	0
Parking / traffic	6
Field Interview Card	0
Game / Activity	5
Patrol Call For Service	8
Dist/Site Safety MTG	1
Staff MTG Partic.	0
Mental Hlth thrt asses	0
Home Visits	4
Admin Support Req	71
MOU DATA	54
YGRIP / YDN	0
TUPE Class Session	0
Great Presentations	33
PAL / Com. Outreach	21
Parent Educat. MTG	0
SARB / DA Mediation	0

December

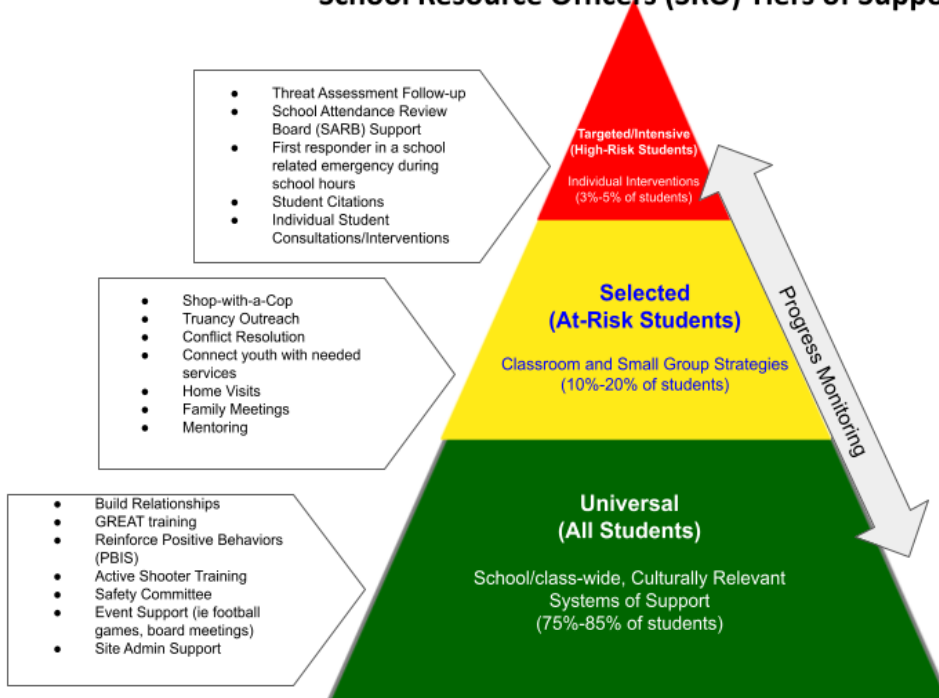
	Totals
Mentoring, Coaching	96
Fighting	26
Gang Activity	1
Drugs / Alcohol	1
Tobacco/Vape	1
Truancy	5
Theft	0
Vandalism	3
Weapons	1
Parent Contact	58
Arrest / Citations	9
YCRC (no citation)	5
On Campus Citation	2
Off Campus Citation	1
On Campus Arrest	1
Off Campus Arrest	0
Other	91
Case #'s Pulled	4
Referral to agency	2
Parking / traffic	3
Field Interview Card	0
Game / Activity	1
Patrol Call For Service	13
Dist/Site Safety MTG	0
Staff MTG Partic.	2
Mental Hlth thrt asses	3
Home Visits	2
Admin Support Req	61
MOU DATA	35
YGRIP / YDN	1
TUPE Class Session	1
Great Presentations	21
PAL / Com. Outreach	11
Parent Educat. MTG	0
SARB / DA Mediation	1

January

	Totals
Mentoring, Coaching	84
Fighting	18
Gang Activity	1
Drugs / Alcohol	3
Tobacco/Vape	1
Truancy	13
Theft	1
Vandalism	0
Weapons	1
Parent Contact	46
Arrest / Citations	4
YCRC (no citation)	0
On Campus Citation	0
Off Campus Citation	0
On Campus Arrest	0
Off Campus Arrest	4
Other	106
Case #'s Pulled	7
Referral to agency	4
Parking / traffic	4
Field Interview Card	0
Game / Activity	3
Patrol Call For Service	10
Dist/Site Safety MTG	2
Staff MTG Partic.	0
Mental Hlth thrt asses	4
Home Visits	11
Admin Support Req	61
MOU DATA	28
YGRIP / YDN	0
TUPE Class Session	4
Great Presentations	18
PAL / Com. Outreach	4
Parent Educat. MTG	0
SARB / DA Mediation	2

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School Resource Officers (SRO) Tiers of Support



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APPENDIX B

The City of Woodland Police Department

School Resource Officer (SRO) Monthly Activity												Total Number of Contacts
	August	September	October	November	December	January	February	March	April	May	June	
Mentoring, Coaching, Counseling												
Fighting												
Gang Activity												
Drugs/Alcohol												
Tobacco/Vape												
Tuancny												
Theft												
Vandalism												
Weapons												
Parent Contact												
Arrest/Citations												
YCRC Referrals (no citation - restorative practice)												
On Campus Citations												
Off Campus Citations												
Arrest On Campus												
Arrest Off Campus												
Other												
Case #'s Pulled												
Referrals to Agencies												
Parking/ Traffic												
Field Interview Cards												
Game/ Activity												
Patrol Call For Service												
District/Site Safety Planning												
Staff Meeting Partic.												
Mental Health Threat Assessments												
Home Visits												
Admin Call for Support												
Student Unlawful Behavior												
Bullying Investigation												
Parent Support												
Community Support												
Other												
Community Partnership Activity												
YGRIP / Youth Development Network												
TUPE class session												
GREAT Presentations												
PAL (Shop with a Cop for Back to School, Fill The Trunk Toy Drive, Jr. Giants Baseball)												
Parent Education Nights												
SARB/DA Mediation												

CITY OF WOODLAND - SALARY SCHEDULE
Effective July 1, 2022
REGULAR FULL-TIME EMPLOYEES - MONTHLY SALARY

Park Maintenance Worker I	35	GS	\$3,520.57	\$3,690.61	\$3,861.43	\$4,075.50	\$4,279.28	\$4,460.25	
Park Maintenance Worker II	39	GS	\$3,860.05	\$4,060.35	\$4,284.38	\$4,498.59	\$4,723.52	\$4,959.70	
Park Maintenance Worker III	43	GS	\$4,289.47	\$4,503.94	\$4,729.15	\$4,965.61	\$5,213.89	\$5,474.59	
Park Planner	132	MM	\$7,687.38	\$8,071.76	\$8,475.34	\$8,899.11	\$9,344.07	\$9,811.28	
Park Superintendent	132	MM	\$7,687.38	\$8,475.34	\$8,899.11	\$9,344.07	\$9,811.28		
Park Supervisor	51	GS	\$5,226.32	\$5,467.63	\$5,762.01	\$6,050.11	\$6,352.61	\$6,670.25	
Planning Manager	140	MM	\$9,360.34	\$9,804.65	\$10,326.39	\$10,842.70	\$11,384.64	\$11,954.08	
Police Captain	Base	PM	\$11,445.75	\$12,018.05	\$12,618.95	\$13,249.91	\$13,912.39	\$14,608.02	\$16,105.35
Police Chief	Contract		\$15,233.94			\$20,044.66			
Police Crime and Intelligence Analyst	Base	PS	\$5,491.01	\$5,765.57	\$6,053.84	\$6,356.53	\$6,674.35		
Police Lieutenant	Base	PM	\$10,413.80	\$10,934.49	\$11,481.22	\$12,055.29	\$12,658.06	\$13,290.96	\$13,955.51
Police Officer	Base	P	\$6,507.08	\$6,832.43	\$7,174.05	\$7,532.76	\$7,909.39	\$8,304.86	\$8,720.12
Police Officer Recruit (Non-Safety)	Base		\$5,950.37						
Police Records Manager	120	MM	\$5,716.01	\$6,001.80	\$6,301.88	\$6,616.98	\$6,947.83	\$7,295.23	
Police Records Specialist	Base	P	\$3,801.68	\$3,991.74	\$4,191.34	\$4,400.90	\$4,620.96		
Police Records Supervisor	Base	PS	\$5,150.93	\$5,408.46	\$5,678.89	\$5,962.87	\$6,261.02		
Police Sergeant	Base	PS	\$7,527.24	\$7,903.61	\$8,298.73	\$8,713.75	\$9,149.42	\$9,606.89	\$10,087.24
Pool and Recreation Facility Technician (Non-Safety) (Non-Safety)	46	GS	\$4,619.29	\$4,850.26	\$5,092.78	\$5,347.42	\$5,614.78	\$5,895.52	
Pool Facility Technician	46	GS	\$4,619.29	\$4,850.26	\$5,092.78	\$5,347.42	\$5,614.78	\$5,895.52	
Principal Civil Engineer	141	MM	\$9,600.50	\$10,090.51	\$10,584.54	\$11,113.78	\$11,669.47	\$12,252.94	
Principal Planner	136	MM	\$9,485.44	\$9,909.71	\$9,355.20	\$9,822.96	\$10,314.10	\$10,829.81	
Principal Utilities Civil Engineer	141	MM	\$9,600.50	\$10,090.51	\$10,584.54	\$11,113.78	\$11,669.47	\$12,252.94	
Public Works Director	Contract		\$11,305.55			\$14,682.50			
Public Works O&M Infrastructure Admin	141	MM	\$9,600.50	\$10,090.51	\$10,584.54	\$11,113.78	\$11,669.47	\$12,252.94	
Purchasing Manager	123	MM	\$6,155.51	\$6,463.28	\$6,786.45	\$7,125.77	\$7,482.06	\$7,856.16	
Recreation Coordinator	36	GS	\$3,608.59	\$3,789.02	\$3,978.48	\$4,177.41	\$4,386.28	\$4,605.60	
Recreation Superintendent	131	MM	\$7,469.89	\$7,874.88	\$8,268.63	\$8,682.05	\$9,116.17	\$9,571.98	
Recreation Supervisor	50	GS	\$5,098.84	\$5,353.78	\$5,621.46	\$5,902.54	\$6,197.67	\$6,507.55	
Redev. & Housing Analyst I (resumes in the job post)	120	MM	\$5,716.01	\$6,001.81	\$6,301.88	\$6,616.98	\$6,947.83	\$7,295.23	
Redev. & Housing Analyst II (resumes in the job post)	124	MM	\$6,309.40	\$6,624.87	\$6,956.11	\$7,303.91	\$7,669.12	\$8,052.57	
Redevlopment Manager	136	MM	\$9,485.44	\$9,909.71	\$9,355.20	\$9,822.96	\$10,314.10	\$10,829.81	
Secretary to City Manager		C	\$4,770.05	\$5,008.56	\$5,258.99	\$5,521.94	\$5,798.03	\$6,087.94	
Senior Accountant	125	MM	\$6,467.13	\$6,790.49	\$7,130.01	\$7,486.52	\$7,860.84	\$8,253.88	
Senior Application Analyst	132	MM	\$7,687.38	\$8,071.76	\$8,475.34	\$8,899.11	\$9,344.07	\$9,811.28	
Senior Associate Civil Engineer	134	MM	\$9,076.57	\$9,480.39	\$9,904.42	\$9,349.63	\$9,817.12	\$10,307.98	
Senior Building Inspector	57	GS	\$6,000.92	\$6,303.97	\$6,632.16	\$7,016.26	\$7,367.08	\$7,735.44	
Senior Building Plans Examiner	58	GS	\$6,212.44	\$6,523.06	\$6,849.21	\$7,191.68	\$7,551.26	\$7,928.83	
Senior Center Manager	120	MM	\$5,716.01	\$6,001.81	\$6,301.88	\$6,616.98	\$6,947.83	\$7,295.23	
Senior Civil Engineer	138	MM	\$9,915.01	\$9,900.76	\$9,828.80	\$10,320.23	\$10,836.25	\$11,378.07	
Senior Construction Project Manager	131	MM	\$7,469.89	\$7,874.88	\$8,268.63	\$8,682.05	\$9,116.17	\$9,571.98	
Senior Engineering Assistant	58	GS	\$6,212.44	\$6,523.06	\$6,849.21	\$7,191.68	\$7,551.26	\$7,928.83	
Senior Equipment Mechanic	50	GS	\$5,098.84	\$5,353.78	\$5,621.46	\$5,902.54	\$6,197.67	\$6,507.55	
Senior Human Resources Analyst		C	\$7,362.84	\$7,790.98	\$8,117.53	\$8,523.40	\$8,949.57	\$9,397.05	
Senior Maintenance Worker	47	GS	\$4,734.78	\$4,971.52	\$5,220.10	\$5,481.10	\$5,755.16	\$6,042.92	

APPENDIX C

School Resource Officer Training

Implicit Bias Training

In August and September 2020, the entire department including SRO/s received Implicit Bias and Racial Profiling Training. The courses were designed to teach officers not only what bias based policing is, but how to recognize it in themselves. It gave the officers the opportunity to take an introspective look at themselves to see where they stand in regards to bias, stereotypes, prejudices and discrimination. It helps officers keep their bias in check to ensure they don't impact the services that they provide to the community and relationships with each other.

Further, it helps them understand the critical importance of remaining fair and impartial in their discretion and decisions while on the job.

SRO Training Includes:

- 40 Hour SRO School
- 32 Hour Crisis Intervention / Mental Health Training
- First Aid and CPR - biannually
- De-escalation Training - annually
- Domestic Violence
- Active Shooter
- G.R.E.A.T. Certification
- Racial Profiling Training