

EPHRATA AREA SCHOOL DISTRICT

SECTION: OPERATIONS

TITLE: SCHOOL SECURITY
PERSONNEL

ADOPTED: June 14, 2021

REVISED: March 21, 2022

805.2. SCHOOL SECURITY PERSONNEL	
<p>1. Authority</p>	<p>The Board shall employ, contract for and/or assign staff to coordinate the safety and security of district students, staff, visitors, and facilities.</p>
<p>2. Definition 24 P.S. 1301-C</p>	<p>School security personnel – school police officers, school resource officers and school security guards.</p>
<p>24 P.S. 1301-C</p>	<p>Independent contractor – an individual, including a retired federal agent or retired state, municipal or military police officer or retired sheriff or deputy sheriff, whose responsibilities, including work hours are established in a written contract with the district for the purpose of performing school security services.</p>
<p>24 P.S. 1301-C</p>	<p>Third-party vendor – a company or entity approved by the Office for Safe Schools of the PA Department of Education or the PA Commission on Crime and Delinquency that provides school security services in accordance with the law.</p>
<p>3. Delegation of Responsibility 24 P.S. 1309-B</p>	<p>The Superintendent shall appoint a school administrator to serve as the School Safety and Security Coordinator, in accordance with the law.</p>
<p>24 P.S. 1309-B</p>	<p>The School Safety and Security Coordinator shall report directly to the Superintendent, and shall be responsible for the following:</p> <ol style="list-style-type: none"> 1. Oversee all School Resource Officers (SROs). 2. Review and provide oversight of all Board policies, administrative regulations and procedures related to school safety and security and ensure compliance with federal and state laws and regulations regarding school safety and security. 3. Coordinate training and resources for students and staff related to situational awareness, trauma-informed approaches, behavioral health awareness, suicide and bullying, substance abuse, and emergency procedures and training drills, including fire, natural disaster, active shooter, hostage situation and bomb threat.

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<p>Pol. 146, 227, 236, 249, 351, 805, 819</p>	<p>4. Coordinate a tour of the district’s buildings and grounds biennially, or when a building is first occupied or reconfigured, with law enforcement and first responders responsible for protecting and securing the district to discuss and coordinate school safety and security matters.</p> <p>5. Serve as the liaison with law enforcement and other state committees and agencies on matters of school safety and security.</p>
<p>24 P.S. 1302-E Pol. 236.1</p>	<p>6. Serve on the district's threat assessment team(s) and participate in required training and the threat assessment process.</p>
<p>24 P.S. 1305-B Pol. 805</p>	<p>7. Coordinate School Safety and Security Assessments and respond to School Safety and Security surveys, as applicable.</p>
<p>24 P.S. 1309-B Pol. 006</p>	<p>By June 30 of each year, the School Safety and Security Coordinator shall make a report to the Board at an executive session on the district’s current safety and security practices and identify strategies to improve school safety and security.</p> <p>The Board directs the School Safety and Security Coordinator may include the following information in the annual report:</p>
<p>24 P.S. 1302-E Pol. 236.1</p>	<p>1. Threat assessment team information, including verification of compliance with law and regulations, the number and composition of the district's threat assessment team(s), the total number of threats assessed in the past year and any additional information on threat assessment required by the Superintendent or designee, in accordance with Board policy.</p>
<p>Pol. 805</p>	<p>2. Reports of required emergency preparedness, fire, bus evacuation and school security drills.</p> <p>3. Information on required school safety and security training and resources provided to students and staff.</p> <p>4. Safe2Say Something aggregate data, including a breakdown of Life Safety and Non-Life Safety reports received.</p>
<p>Pol. 235.1</p>	<p>5. Behavioral health and school climate information, including aggregate data from survey and assessments issued in the district, information on referrals and services accessed by students and families, and identification of additional resources needed in the district.</p> <p>6. Office for Safe Schools reports for the previous year(s) and/or data collected to date for the current year.</p>

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<p>Pol. 805.1</p>	<ol style="list-style-type: none"> 7. Updates regarding the district’s Memorandum of Understanding with local law enforcement agencies. 8. Updates to laws, regulations and/or Board policies related to school safety and security. 9. Information on tours, inspections and/or School Safety and Security Assessments of school facilities and programs. 10. Information on grants or funding applied for and/or received in support of school safety and security efforts.
<p>24 P.S. 1309-B</p>	<p>A copy of the report shall be submitted to the state’s School Safety and Security Committee.</p> <p>The Superintendent or designee shall implement job descriptions and procedures to address the responsibilities and requirements specific to each category of school security personnel in carrying out their duties.</p> <p>School security personnel shall carry weapons, including firearms, in performance of their duties only if, and to the extent, authorized by the Board, including as provided in an agreement with a law enforcement agency for the stationing of a School Resource Officer or in a contract with an independent contractor or third-party vendor approved by the Board.</p>
<p>4. Guidelines</p>	<p><u>School Police Officers</u></p>
<p>24 P.S. 1301-C, 1302-C, 1310-C, 1311-C Pol. 304, 818</p>	<p>If the district chooses, shall employ or contract for one or more school police officers and apply to the appropriate court for appointment and powers of authority, in accordance with the provisions of law.</p>
<p>24 P.S. 1301-C Pol. 236, 249</p>	<p>School police office – A law enforcement officer employed by the district whose responsibilities, including work hours, are established by the district; or</p>
<p>Pol. 818</p>	<p>An independent contractor or an individual provided through a third-party vendor who has been appointed in accordance with law, and who meets the requirements of contracted services personnel, in accordance with Board policy.</p>
<p>23 Pa. C.S.A. 6344, 6344.3 24 P.S. 111, 111.1</p>	<p><u>Background Checks</u></p> <p>Prior to receiving an offer of employment, all school police officers shall comply with the requirements for background checks/certifications and employment history reviews for all school employees, in accordance with applicable law, Board policy</p>

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Pol. 304, 818	and administrative regulations. These requirements are addressed separately in Board policy 304 for school police employed by the district and Board policy 818 for school police employed by an independent contractor or third-party vendor.
37 PA Code 241.5 44 Pa. C.S.A. 7301 et seq	The district shall conduct a law enforcement agency background investigation in compliance with applicable law and regulations for all school police employed by the district and shall review a background investigation conducted for all school police employed by an independent contractor or third-party vendor.
37 PA Code 241.6 44 Pa. C.S.A. 7310	Following an offer of employment, the district shall request the separation record for a school police officer employed or contracted by the district, in accordance with applicable law and regulations for a law enforcement agency.
24 P.S. 1303-C	<p><u>Requirements</u></p> <p>The district shall annually report the following information regarding school police officers receiving required training to the PA Department of Education and the PA Commission on Crime and Delinquency:</p> <ol style="list-style-type: none"> 1. The district’s name and number of school police officers employed or contracted by the district. 2. The municipalities comprising the district 3. The date and type of training provided to each school policer officer.
37 PA Code 241.1 et seq 44 Pa. C.S.A. 7301 et seq	<p>The district shall make reports regarding hiring and separation, and shall maintain all records, as required for a law enforcement agency, in accordance with applicable law and regulations.</p> <p>School police officers shall take and subscribe to the Oath of Office required by law.</p>
22 PA Code 10.23, 14.104, 14.133, 24 P.S. 1305-C Pol. 113.2	School police officer shall successfully complete required training, in accordance with law, and other required staff training, which may include district training on the use of positive behavior supports, de-escalation techniques and appropriate responses to behavior for students with disabilities, in accordance with law, regulations and Board policy.
24 P.S. 1306-C	<p>School police officers shall possess and exercise the following duties:</p> <ol style="list-style-type: none"> 1. Enforce good order in school building, on school buses or vehicles owned or leased by the district, and on school grounds. 2. If authorized by the court, issue summary citations or detail individuals in

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<p>24 P.S. 1307-C</p>	<p>school buildings, on school busses and on school grounds in the district until local law enforcement is notified.</p> <p>3. If authorized by the court, a school police officer who is a law enforcement officer employed by the district whose responsibilities, including work hours, are established by the district, may exercise the same powers as exercised under authority of law or ordinance by the police of the municipality in which the school property is located.</p> <p>School police officers shall wear the assigned metallic shield or badge provided by the district in plain view when on duty.</p> <p><u>School Resource Officers (SROs)</u></p>
<p>24 P.S. 1301-C Pol. 909</p>	<p>The district shall establish an agreement with Akron Borough, Clay Township and Ephrata Borough, in accordance with the provisions of law, for the assignment of a School Resource Officer(s) to specified district schools.</p>
<p>24 P.S. 1301-C</p>	<p>School Resource Officer (SRO) – a law enforcement officer commissioned and employed by a law enforcement agency whose duty station is located in the district and whose stationing is established by an agreement between the law enforcement agency and the district. The term includes an active certified sheriff or deputy sheriff whose stationing in the district is established by a written agreement between the county, the sheriff’s office and the district.</p>
<p>24 P.S. 1313-C</p>	<p>The agreement shall address the powers and duties conferred on SROs, which shall include but not limited to:</p> <ol style="list-style-type: none"> 1. Assist in identification of physical changes in the environment which may reduce crime in and around a school. 2. Assist in developing Board policy, administrative regulations or procedures which address crime, and recommending procedural changes. 3. Develop and educate students in crime prevention and safety. 4. Train students in conflict resolution, restorative justice and crime awareness. 5. Address crime and violence issues, gangs and drug activities affecting or occurring in or around a school. 6. Develop or expand community justice initiatives for students. 7. Other duties as agreed upon between the district and municipal agency.

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<p>37 PA Code 241.1 et seq 44 Pa. C.S.A. 7301 et seq</p>	<p>Prior to assignment in the district, the district shall confirm that the law enforcement agency has completed a law enforcement agency background investigation and received the SRO's separation record, when required, in compliance with applicable law and regulations. The district shall coordinate with the law enforcement agency in making required reports regarding hiring and separation, and maintaining all required records, in accordance with applicable law and regulations</p>
<p>24 P.S. 1313-C</p>	<p>SROs shall successfully complete required training, in accordance with law.</p>
<p>24 P.S. 1301-C, 1314-C Pol. 304, 818</p>	<p><u>School Security Guards</u></p>
<p>24 P.S. 1301-C, 1314-C Pol. 304, 818</p>	<p>If the district chooses shall employ or contract for one or more security guards, in accordance with the provisions of law.</p>
<p>24 P.S. 1301-C, 1311-C, 1314-C Pol. 818</p>	<p>School security guard – an individual employed by the district or a third-party vendor or an independent contractor who is assigned to a school for routine safety and security duties, and has not been granted powers by the court to issue citations or detain individuals or exercise the same powers as exercised by police of the municipality in which the school property is located, in accordance with law. An independent contractor or individual employed by a third-party vendor contracted with the district shall meet the requirements of contracted services personnel, in accordance with Board policy, and the provision of applicable law.</p>
<p>23 Pa. C.S.A. 6344, 6344.3 24 P.S. 111, 111.1 Pol. 304, 818</p>	<p><u>Background Checks</u></p>
<p>23 Pa. C.S.A. 6344, 6344.3 24 P.S. 111, 111.1 Pol. 304, 818</p>	<p>Prior to receiving an offer of employment, all school security guards shall comply with the requirements for background checks/certifications and employment history reviews for all school employees, in accordance with applicable law, Board policy and administrative regulations. These requirements are addressed separately in Board policy 304 for school security guards employed by the district and Board policy 818 for school security guards employed by an independent contractor or third-party vendor.</p>
<p>37 PA Code 241.5 44 Pa. C.S.A. 7301 et seq</p>	<p>The district shall conduct a law enforcement agency background investigation in compliance with applicable law and regulations for all school security guards employed by the district and shall review a background investigation conducted for all school security guards employed by an independent contractor or third-party vendor.</p>
<p>37 PA Code 241.6 44 Pa. C.S.A. 7310</p>	<p>Following an offer of employment, the district shall request the separation record for a school security guard employed or contracted by the district, in accordance with applicable law and regulations for a law enforcement agency.</p>

