BOARD POLICY

805.2 School Security Personnel

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Authority

The Board shall employ, contract for and/or assign staff to coordinate the safety and security of district students, staff, visitors and facilities.

The district shall employ or contract for at least one (1) full-time school security personnel who has completed the training required by law and this Board policy to be on duty during the school day.[1]

The district shall certify to the state School Safety and Security Committee annually that it has met the requirements for school security personnel or has received a waiver, in accordance with applicable law.[1]

Definitions

School security personnel - school police officers and school security guards.[2]

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.[2]

School day - the hours between the morning opening of a school building and the afternoon dismissal of students on a day which classes are in session.[1]

Third-party vendor - a company or entity approved by the PA Commission on Crime and Delinquency that provides school security services in accordance with law.[2]

Delegation of Responsibility

The Superintendent shall appoint a school administrator to serve as the School Safety and Security Coordinator, in accordance with law.[3]

The School Safety and Security Coordinator shall report directly to the Superintendent, and shall be responsible for the following:[3]

1. Oversee all school police officers and school security officers.

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 **awareness and prevention,** and bullying **and prevention**~~,~~ substance use awareness ~~abuse~~, ~~and~~ emergency procedures and training drills, ~~including fire, natural disaster, active shooter, hostage situation and bomb threat.~~ **[4]**~~[5][6][7][8][9][10][11][12][13]~~[14] and identification or recognition of student behavior that may indicate a threat to the safety of the student, other students, school employees, other individuals, school facilities or the community, in accordance with the standards established by the state's School Safety and Security Committee and the requirements of applicable law and regulations.[3] [4][5][6][7][8][9][10][11][12][13]

4. Meet with school employees annually to seek their input on the mandatory school safety and security training.[14]

5. 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.

6. Serve as the liaison with law enforcement and other state committees and agencies on matters of school safety and security.

7. Serve on the district's threat assessment team(s) and participate in required training and the threat assessment process.[7][15]

8. Coordinate School Safety and Security Assessments and respond to School Safety and Security surveys, as applicable.
[12][16]

9. Coordinate school safety and security meetings with school and building leadership, at least on a quarterly basis.

The School Safety and Security Coordinator shall, within one (1) year of appointment, complete required training as specified by the state's School Safety and Security Committee for serving in the role of a School Safety and Security Coordinator. This training shall be in addition to other training requirements for school administrators, but shall count toward professional education credit, where applicable.[3][17][18][19]

The School Safety and Security Coordinator must complete any additional continuing education as required by the School Safety and Security Committee.[3]

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.[3][20]

The Board directs the School Safety and Security Coordinator to include the following information in the annual report:

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.
[7][15]

2. The number and type(s) of school security personnel contracted or employed by the district, including:[3]

    a. The number of school security personnel that are armed, listed by type(s) of personnel.

    b. The school building at which each school security personnel is assigned, listed by type(s) of personnel.

    c. The training, including the type of training and completion dates, of each school security personnel, listed by type(s) of personnel.

    d. A listing of other individuals utilized by the district for school safety-related duties.

3. An attendance report of the school and building personnel present at each school safety and security meeting, including yearly attendance totals.

4. Reports of required emergency preparedness, fire, bus evacuation and school security drills.[12]

5. Safe2Say Something aggregate data, including a breakdown of Life Safety and Non-Life Safety reports received.

6. Updates regarding the district's Memorandum of Understanding with local law enforcement agencies.[21]

7. Updates to laws, regulations and/or Board policies related to school safety and security.

8. Information on tours, inspections and/or School Safety and Security Assessments of school facilities and programs.

9. Information on grants or funding applied for and/or received in support of school safety and security efforts.

A copy of the report, including the required information on threat assessment and school security personnel, shall be submitted to the state's School Safety and Security Committee.[3]

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.

School police officers shall carry weapons, including firearms, in performance of their duties only if, and to the extent, authorized by the Board.

Guidelines

School Police Officers

The district shall employ and/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.[2][22][23][24][25][26]

School police officer - [2][23][24]

1. A law enforcement officer employed by the district whose responsibilities, including work hours, are established by the district; or

2. 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.[26]

Background Checks -

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 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.[25][26][27][28][29][30]

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.[31][32]

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.[33][34]

Requirements -

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:[27]

1. The district's name and the 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 police officer.

The district shall require reports regarding hiring and separation, and shall maintain all records, as required for a law enforcement agency, in accordance with applicable law and regulations.[28][29]

School police officers shall take and subscribe to the Oath of Office required by law.[30]

The district shall request that the court grant the school police officer authority to carry a firearm, in accordance with law. The school police officer shall maintain all applicable firearm license and training requirements, in accordance with law and Board policy.[22][31]

School police officers shall successfully complete required training, in accordance with law, and other required staff training, including 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.[31][32][33][34] **[35]**

School police officers shall possess and exercise the following duties:[36]

1. Enforce good order in school buildings, 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 detain individuals who are in school buildings, on school buses and on school grounds in the district until local law enforcement is notified.

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.

School police officers shall wear the assigned metallic shield or badge provided by the district in plain view when on duty.[37]

~~*Background Checks -*~~

~~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 and administrative regulations. These requirements are addressed separately in Board policy 516 for school police employed by the district and Board policy 818 for school police employed by an independent contractor or third-party vendor.[25][26][38][39][40][41][42]~~

~~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.[28][43]~~

~~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.[44][45]~~

School Security Officers

The district shall employ and/or contract for one (1) or more school security officers, in accordance with the provisions of law.[2][25][26][46]

School security officer(s) - 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 provisions of applicable law.[2][24][26][46]

Background Checks -

Prior to receiving an offer of employment, all school security 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 and administrative regulations. These requirements are addressed separately in Board policy ~~516~~ 304 for school police employed by the district and Board policy 818 for school police employed by an independent contractor or third-party vendor.[25][26][38][39][40][41]

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.[31][32]

Following an offer of employment, the district shall request the separation record for a school police officer employed or contracted by the district, in accordancccccce with applicable law and regulations for a law enforcement agency.[33][34]

Requirements -

School security officers shall provide the following services, as directed by the district:[46]

1. School safety support services.
2. Enhanced campus supervision.
3. Assistance with disruptive students.
4. Monitoring visitors on campus.[47]
5. Coordination with law enforcement officials, including school police officers.
6. Security functions which improve and maintain school safety.

School security officers shall successfully complete required training, in accordance with law, and applicable staff training in accordance with Board policy.[46]

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.[28][29]

Legal Footnotes

[1] 24 P.S. 1316-C
LEGAL REFERENCE

[2] 24 P.S. 1301-C
LEGAL REFERENCE

[3] 24 P.S. 1309-B
LEGAL REFERENCE

[4] Pol. 146.1 — Trauma-Informed Approach
POLICY REFERENCE

[5] Referenced policy 5
LEGAL REFERENCE

[6] Referenced policy 6
LEGAL REFERENCE

[7] Referenced policy 7
LEGAL REFERENCE

[8] Referenced policy 8
LEGAL REFERENCE

[9] Referenced policy 9
LEGAL REFERENCE

[10] Referenced policy 10
LEGAL REFERENCE

[11] Referenced policy 11
LEGAL REFERENCE

[12] Referenced policy 12
LEGAL REFERENCE

[13] Referenced policy 13
LEGAL REFERENCE

[14] 24 P.S. 1310-B
LEGAL REFERENCE

[15] 24 P.S. 1302-E
LEGAL REFERENCE

[16] 24 P.S. 1305-B
LEGAL REFERENCE

[17] 24 P.S. 1316-B
LEGAL REFERENCE

[18] 24 P.S. 1205.1
LEGAL REFERENCE

[19] 24 P.S. 1205.5
LEGAL REFERENCE

[20] Pol. 006 — Meetings
POLICY REFERENCE

[21] Pol. 805.1 — Relations With Law Enforcement Agencies
POLICY REFERENCE

[22] 24 P.S. 1302-C
LEGAL REFERENCE

[23] 24 P.S. 1310-C
LEGAL REFERENCE

[24] 24 P.S. 1311-C
LEGAL REFERENCE

[25] Referenced policy 25
LEGAL REFERENCE

[26] Referenced policy 26
LEGAL REFERENCE

[27] 24 P.S. 1303-C
LEGAL REFERENCE

[28] 44 Pa. C.S.A. 7301
LEGAL REFERENCE

[29] 37 PA Code 241.1
LEGAL REFERENCE

[30] 24 P.S. 1304-C
LEGAL REFERENCE

[31] 24 P.S. 1305-C
LEGAL REFERENCE

[32] 22 PA Code 10.23
LEGAL REFERENCE

[33] 22 PA Code 14.104
LEGAL REFERENCE

[34] 22 PA Code 14.133
LEGAL REFERENCE

[35] Pol. 113.2 — Behavioral Support
POLICY REFERENCE

[36] 24 P.S. 1306-C
LEGAL REFERENCE

[37] 24 P.S. 1307-C
LEGAL REFERENCE

[38] 24 P.S. 111
LEGAL REFERENCE

[39] 24 P.S. 111.1
LEGAL REFERENCE

[40] 23 Pa. C.S.A. 6344
LEGAL REFERENCE

[41] 23 Pa. C.S.A. 6344.3
LEGAL REFERENCE

[42] Pol. 516
POLICY REFERENCE
Referenced policy is not available in this policy book.

[43] 37 PA Code 241.5
LEGAL REFERENCE

[44] 37 PA Code 241.6
LEGAL REFERENCE

[45] 44 Pa. C.S.A. 7310
LEGAL REFERENCE

[46] 24 P.S. 1314-C
LEGAL REFERENCE

[47] Pol. 907 — School Visitors
POLICY REFERENCE

Legal References

No additional references listed.