



DATE: January 25, 2022

CATEGORY: New Business

DEPT.: City Manager's Office

TITLE: **School Resource Officer Program Update**

RECOMMENDATION

1. Receive an update on the Public Safety Advisory Board recommendations regarding the School Resource Officer Program.
2. Direct the City Manager or designee to develop and execute Memoranda of Understanding between the City and the Mountain View Los Altos Union High School District and between the City and the Mountain View Whisman School District regarding the School Resource Officer Program, consistent with the terms outlined in Table 3, as informed by the recommendations of the Public Safety Advisory Board.

BACKGROUND

Mountain View Police Department Youth Services Unit/School Resource Officer Program

The City of Mountain View established its first dedicated youth position in the Mountain View Police Department (MVPD) in the early 1960s to address youth-related public safety issues, including gang activity. This was the beginning of the Youth Services Unit (YSU), which is now staffed with three School Resource Officers (SROs), a Sergeant, and a part-time Program Coordinator. The purpose of this unit is to assign specially selected and trained officers to work in partnership with the schools and develop relationships with students and families in order to help support positive youth development and guide youths away from gang involvement and criminal behavior. This involves enrichment programs, mentoring, home visits, educational presentations, and other activities as well as investigating and responding to criminal matters in a way that avoids engagement in the criminal justice system to the full extent possible.

The MVPD SRO program serves all schools in Mountain View (16 in total) with a focus on the schools in the Mountain View Whisman (MVWSD) and Mountain View Los Altos Union High School (MVLAUHSD) districts (12 of the 16 schools). The administrators and staff of the districts work in strong partnership with the MVPD, and both districts have expressed the great value they see for the students served by the SRO program. The MVPD SRO program does not operate at Los Altos High School, which had been served by the Los Altos Police Department until 2020, when the City of Los Altos discontinued the program.

More information regarding the history and work of the YSU is included in Attachment 1.

Referral to the Public Safety Advisory Board (PSAB) in Response to Racial Justice and Police Reform Movement

Following the killing of George Floyd in May 2020 in Minnesota by a Minneapolis police officer, a national movement arose to address racial injustice in policing. In Mountain View, hundreds of people participated in peaceful protests and provided input to the City through emails and public comment. Some residents of Mountain View and other cities raised concerns about the presence of police officers in schools, citing national studies about a “school-to-prison pipeline” and negative experiences with or perceptions of police. Although such studies are not specific to the MVPD SRO program, some commenters called for the City to discontinue the program.

In December 2020, the City Council established the Public Safety Advisory Board (PSAB) to make recommendations on public safety matters. On June 22, 2021, Council referred to the PSAB an item to review the MVPD SRO program, seek community input, and provide feedback to the City Council.

PSAB Information-Gathering, Findings, Deliberation, and Recommendations

On June 24, 2021, the PSAB received a report on the history, purpose, and activities of the MVPD YSU (included in Attachment 1) and a presentation from an MVPD Officer who served as a long-time member of the YSU until his retirement in December 2021. At this meeting, the PSAB also appointed three of its members to form an SRO Subcommittee charged with developing and implementing a strategy to gather information and input about the SRO program and developing recommendations for the PSAB’s consideration. Individual PSAB members also gathered input and provided valuable insights to the SRO Subcommittee.

The Subcommittee worked from the end of July through mid-November, providing an update to the PSAB at its October 21, 2021 meeting and a final report on November 18,

2021, summarizing the process it undertook, the findings from this process, and a set of seven recommendations. A summary of the input-gathering methods, findings, Subcommittee recommendations, and the PSAB's deliberation and ultimate approval of 11 recommendations are summarized below. Additional information is available in the November 18, 2021 PSAB report (Attachment 1).

Staff notes the great work of the PSAB Subcommittee and the tremendous commitment and compassion with which the PSAB as a whole took on this complex and important topic.

PSAB Information-Gathering

Sources of information about the SRO program included discussions with SROs, observation of the Dreams and Futures Program, and a survey of and meetings with Mountain View students, parents, and school staff.

The meetings were conducted by the SRO Subcommittee members as well as other members of the PSAB. For example, the PSAB Chair met with a group of parents from Cafecito and Castro and Mistral Elementary Schools to learn about their perspectives about and ideas for the SRO program. In addition, members of the SRO Subcommittee met with members of the Mountain View Coalition for Police Reform and Accountability and Justice Vanguard.

In addition, staff from the MVPD and the City Manager's Office had multiple meetings with interested stakeholders as well as conversations with school district leaders to understand their perspectives of the operation and impacts of the SRO Program. A letter of support from the MVLAUHSD Board of Trustees and Superintendent, dated November 8, 2021, noting the program's benefits, is included as part of Attachment 1. Letters of support from the MVWSD Superintendent, dated November 17, 2021, and the President of the Board of Trustees, dated January 20, 2022, are included as Attachments 2 and 3.

The survey was developed by the SRO Subcommittee with input from City staff and was distributed by the administration at MVWSD and MVLAUHSD. The purpose of the survey was to learn about the experiences with and perceptions of current middle school and high school students, recent former students (classes of 2018 to 2021), parents of such students, and school staff in these two districts. Any survey responses submitted from people not within this target group were not considered. The survey was conducted in English, Spanish, and Chinese and is included as part of Attachment 1.

Survey Results

A total of 486 people responded to the survey. As shown in Table 1 of the November 18, 2021 PSAB staff report, 103 high school students and 34 middle school students participated, in addition to 303 parents and 46 staff members. Of the students who participated, 28% reported having engaged with MVPD SROs. When reviewing the survey results for those students with more experience with the SRO program, it appears that there was a greater understanding about the primary purposes of the program related to mentoring and education and less of a misperception that SROs are on campus to act as security guards or to enforce traffic laws.

Of the students who answered the demographic question about race/ethnicity:

- 37% of the high school students and 26% of the middle school students were White/Caucasian;
- 32% of the high school students and 26% of the middle school students were Asian/Asian American;
- 22% of the high school students and 32% of the middle school students were Hispanic/Latino; and
- 6% of the high school students and 3% of the middle school students and were Black/African American.

In response to a survey question about how students feel about having SROs on their campus:

- Nearly one-third of high school students (30%) were positive or very positive, 43% were neutral, and just over one-quarter (27%) were negative or very negative.
- For the middle school students, more than half (54%) were positive or very positive, 37% were neutral, and only 9% were negative or very negative.

In response to a question about what services SROs should provide on school campuses, 19% of high school students and 12% of middle school students chose the response, "I do not believe that police officers should provide any services on campus."

This information indicates that, although there are some negative feelings, especially among high school students, there is considerable support for the SRO program, and the concerns do not appear to be widespread. However, the negative feelings expressed

present an opportunity for improvement. And, as summarized in the themes below, specific suggestions for improvement were shared with the SRO Subcommittee and other PSAB members who engaged in outreach. In addition, the relatively large portion of students reporting neutral feelings (43% of high school and 37% of middle school students), along with some misperceptions about what SROs do, can be seen as an opportunity for increased communication and awareness about the program.

The vast majority of parents who participated in the survey also expressed support for the MVPD SRO program. In response to a survey question about whether parents believe SROs provide a valuable service and should continue to be assigned to Mountain View schools, 82% of high school parents and 83% of middle school parents said yes.

Feedback Themes and SRO Subcommittee Recommendations

Working with City staff, the SRO Subcommittee analyzed the survey results and comments shared during the meetings with students, parents, and school staff. This analysis resulted in identification of the following four themes, as reported in the November 18, 2021 PSAB staff report:

- The purpose and impact (programs, outcomes, etc.) of SROs is not widely known. There are many misinterpretations of the SRO program's purpose amongst students, parents, and school staff. School staff does not always know what services SROs provide or when it is appropriate to contact SROs. Many community members do not know how to access SRO programs and services.
- Some students, parents, and school staff members are uncomfortable with the presence of armed Police Officers on school campuses. Some students of color feel racially profiled and harassed by SROs.
- There is a perception that students of color are the primary students who face disciplinary actions from SROs. Students report that when a student has their belongings searched or is being interviewed by an SRO in sight of other students, it casts a negative light on the student being searched or interviewed.
- The relationship-building components of the existing on-campus high school program lacks structure.

In response to these themes, and incorporating many of the suggestions provided by students, parents, and teachers who participated in the survey and meetings, the SRO

Subcommittee developed recommendations to improve the SRO program. In summary, the topics of these recommendations include:

- Clear articulation of the program purpose in Memoranda of Understanding (MOU) as well as ongoing communication with the school community;
- Annual updates to the PSAB;
- Safe ways for students to raise concerns and make suggestions about SRO activities;
- Creation of more structured programs, including dialogue between students and SROs to help bridge the divide between Police and youth;
- Creation of a procedure manual for the YSU; and
- Focusing SRO time at the high school primarily on specific programs and activities or calls for service.

The SRO Subcommittee recommendations are more fully presented in Table 1 below, which details the modifications and additions that were suggested during the PSAB's deliberation and supported by a majority of the PSAB members.

November 18, 2021 PSAB Meeting

Public Comment

Staff presented the SRO Subcommittee recommendations to the PSAB at its November 18, 2021 meeting. Following the presentation, 11 members of the public provided comment expressing various perceptions, suggestions, and concerns. Themes from public comments are summarized below along with some additional information from staff pertaining to the comments.

- Schools, not Police Officers, should work with students on school discipline issues.

This is reflected in the PSAB recommendations in Table 1 below that there be clarity and ongoing communication with the schools about when SROs should and should not be called. The MOU terms proposed by staff in Table 3 also make the distinction about roles in the list of school and SRO responsibilities.

- Police Officers in uniforms and with guns on campus can feel threatening to some students.

Over time, the SROs have received feedback from high school students and the participants of MVPDx that the standard Police uniform had a potential to make some students feel uncomfortable. Since the start of the 2021 school year, SROs have moved to wearing MVPD polo shirts and khaki-style pants on campus, still carrying their duty weapon and handcuffs for safety and the ability to respond immediately to campus threats. For consistency, the SROs also wear this new “soft” uniform when at the elementary and middle schools. Based on the positive feedback from both the high school students and staff, the YSU will continue to wear the more informal uniform on school campuses.

- Many people do not understand the purpose of the SRO program, and it would be helpful to have reports on outcomes/metrics.

This is reflected in the PSAB recommendations and proposed MOU terms below.

- Police on campus can cause discomfort or trauma for some students of color, and action should be taken to prevent this discomfort.

In analyzing the feedback it received, the SRO Subcommittee recognized a range of experiences with and perceptions about policing and that this may go beyond or be unrelated to the MVPD SRO program. Sensitivity to this is reflected in the PSAB recommendations below and included as guiding principles in the proposed MOU terms. These principles include a commitment to conduct SRO activities and enforce laws without discrimination and bias, recognize the diversity of student experiences with and perceptions of police, exercise sensitivity, and provide structured programs and intentional opportunities for dialogue.

- Youth mental health needs are increasing, and there are not sufficient resources to meet these needs. Police Officers are not trained to be mental health counselors.

SROs are caring adults with a unique range of skills, perspectives, knowledge, and experiences that enable them to build relationships with students and support positive youth development. Their law enforcement background is especially helpful in helping youth at risk of criminal behavior. They are not acting in the capacity of mental health professionals. The City Council has established youth wellness as a priority project with many initiatives being led by the City’s Community Services Department. The City also works with County and community partners to understand needs and provide resources for youth mental health and well-being.

- There is a concern that having Police Officers on campus is part of a “school-to-prison pipeline.”

As noted in the November 18, 2021 PSAB staff report, there seems to be a misperception that the emphasis of the SRO program is to arrest students and refer them to the criminal justice system. To the contrary, during the three-year period from 2017 to 2019, SROs only made seven arrests of students at schools for such offenses as sexual assault and weapon possession, where arrests for these offenses would be made regardless of whether the law enforcement officer was an SRO. While SROs do investigate and enforce criminal matters, their focus is to build relationships and provide mentoring and enrichment opportunities in order to prevent criminal behavior or to address it at the lowest possible level. This is reflected as a guiding principle in the proposed MOU terms.

PSAB Deliberation and Recommendations

Following public comment, PSAB members discussed the recommendations of the SRO Subcommittee. PSAB members suggested changes that were considered by the group. Table 1 below states the final 11 recommendations supported by the PSAB.

Table 1: PSAB Recommendations

Recommendation 1A: The purpose of the SRO program should be clear in the MOU between the City and MVLAUHSD. The purpose should specify what the SRO program is and outline when it is appropriate and how to involve an SRO in a matter concerning a student. An MOU with MVWSD should be done as soon as possible. The City should evaluate the necessity for MOUs with private schools.

Recommendation 1B: The City and the school districts should collaborate to develop communications and regularly provide information about the SRO program purpose and activities/programs to students and the school district communities. School district staff should regularly be trained on when it is appropriate and how to involve an SRO in a matter concerning a student.

Recommendation 1C: The MVPD should provide annual updates on the YSU programs, including a summary of program activities and enforcement actions, program metrics, and any evaluation to the PSAB.

Recommendation 1D: Establish metrics and goals for YSU programs and assessment of student outcomes. Potentially identify a program evaluation resource to evaluate the program.

Recommendation 2A: The MOUs between the City and the school districts should specify that the City and the school districts will ensure there are safe ways for students to raise any concerns or complaints they have about SROs and develop a process to address these concerns/complaints. The MOUs should also specify a designated point of contact at each school to facilitate resolution of complaints/concerns about SROs and work with SROs to ensure they are able to provide structured programs and activities on campuses. Complaint data should be presented to the PSAB along with other quarterly complaint data.

Recommendation 2B: Through intentional and structured programming, SROs and school staff should develop opportunities for dialogue and other activities that can help bridge divides between SROs (Police in general) and students.

Recommendation 2C: MVPD explore adding support for special-needs students within existing YSU programs.

Recommendation 2D: MVPD explore ways to involve more City public safety staff in PAL programs.

Recommendation 2E: MVPD should strive to place SROs to meet the needs of the specific community they serve (e.g., language fluency and cultural sensitivities).

Recommendation 3: The City (Police Department) should develop a YSU procedural manual that sets operational standards, including ongoing training requirements for SROs. The manual should include clear policies on how SROs interact with students and conduct law enforcement activities on school campuses. The procedural manual should specify that, to the greatest extent possible, law enforcement actions affecting students should be conducted discreetly, out of the sight of other students.

Recommendation 4: The YSU procedural manual should specify that SRO presence on the high school campus should be more structured with Officers primarily being on campuses to either provide or participate in specific activities and programs or to respond to calls for service.

ANALYSIS

Staff Assessment of PSAB Recommendations

Following the November 18, 2021 PSAB meeting, staff assessed the administrative and operational feasibility, staff capacity, and options to effectively accomplish the intent of

the PSAB recommendations. Staff's review included current SRO practices, MVPD and City Manager's Office resources, and conversations with the MVLAUHSD and MVWSD Superintendents regarding school capacity and needs. In conducting this review, it was apparent that some suggested changes were operational in nature and could best be handled at the administrative level of the City and school staff rather than at the policy level.

Staff's comments on each recommendation are provided below and summarized in Table 2. The recommendations that relate to policy terms that staff proposes are included in a Memorandum of Understanding are listed in Table 3.

1A. Establish MOUs Stating Clear SRO Program Purpose

The City established its YSU and SRO program organically in response to community needs and the identification of best practices for working with youth, and, initially, this was without the execution of an MOU. To provide clarity regarding certain matters, such as parameters for sharing student information, the City and MVLAUHSD established an MOU, which expired on June 30, 2021. Its renewal was paused pending the outcome of the PSAB process. The City has not historically had an MOU with the MVWSD. Staff has talked with the Superintendents of both districts, and they are amenable to developing and executing MOUs.

City staff has developed several key proposed draft MOU terms, reflecting points from the prior MOU and PSAB recommendations. As mentioned above, these draft terms are listed in Table 3, and they represent a starting point to provide clarity regarding the general scope of the SRO program. The terms include goals, guiding principles, and roles and responsibilities. Staff will work with the districts on specific language and additional terms as appropriate.

Staff does not recommend creation of MOUs with the private schools at this time as SRO engagement on these campuses is more limited and tends to be at the invitation of the schools to participate in specific events. Consequently, staff does not believe the value would justify the considerable time and resources it would take.

1B. Ongoing Communication About SRO Program Purpose

This would be a shared responsibility of the schools and the MVPD and is listed as such in the proposed MOU terms. Methods for communication would be developed and implemented at the operational level, and both districts are amenable to working with the City on this.

1C. Annual SRO Program Update

Preparation of an annual update is included in the proposed draft MOU terms to report on the activities and outcomes of the SRO program. As an operational matter, the MVPD will create SRO call codes and/or a log. The report can also include updates and outcomes from other YSU/PAL programs, including Dreams and Futures. Staff will identify appropriate and feasible data sources to assist in reporting on program outcomes but does not recommend conducting a formal evaluation as this would be a considerable undertaking requiring time beyond current capacity and potentially outside resources.

1D. Goals and Metrics

The MOU will include goals, a draft list of which are included in Table 3 below. The City will work collaboratively with the school districts at the staff level to establish metrics. Different metrics will likely be appropriate at the elementary, middle, and high schools. As mentioned above, staff does not recommend establishing a practice of performing a formal evaluation at this time.

2A. Student Input Process

MVWSD and MVLAUHSD have expressed a willingness to establish a point of contact and process at each school for students to provide input, including concerns about and program ideas for the SRO program. This is listed as a proposed draft MOU term. As an operational matter, City and district staff will coordinate to route complaints to the MVPD. Any complaints about SROs received will be included in the existing PSAB work plan item for quarterly reporting of MVPD complaint data.

2B. Structured Programs and Dialogue

As shown in Table 3 below, the proposed draft MOU terms include a list of SRO programs/activities featuring structured offerings and opportunities for dialogue between youth and SROs. Staff recognizes that these kinds of planned events can create an intentional, safe space that may be especially helpful for youths who have had past trauma with Police. Some respondents to the PSAB outreach expressed that school settings are an appropriate place for this dialogue with trusted adults who can help facilitate new, positive interactions.

The MVPD has already begun to develop new structured activities and dialogue opportunities. Toward the end of 2021, the SROs met with Mountain View High

School (MVHS) administrative staff to discuss launching a Community Service Club at the high school. The Community Service Club would be held one day per week during the school lunchtime hour in a classroom on campus. The club would serve as a type of office hour for students to engage with SROs but also for SROs to present on various life-skill topics that would be approved by the school. This Community Service Club would also bring in Firefighters and other community helpers, such as social workers, to talk about what their jobs entail. Lastly, the club would have community stakeholders come in to offer volunteering opportunities. The Community Services Club has been approved by the MVHS administration in concept, but further discussions are set to occur in February 2022 to finalize the plans.

In addition, plans are under way to launch a youth version of the successful MVPDx community engagement program. Called MVPDy, this program will run for four weeks and bring together 10 students (selected by their schools) and MVPD personnel to provide information and engage in dialogue about what policing looks like in Mountain View. The initial planning meeting occurred at the end of 2021, where the students selected four topics: (1) what Police wear on their duty belt, why the equipment is needed, and a discussion on the use of force; (2) what an SRO is and what makes them different from a patrol officer; (3) THC/vaping and how it is impacting youth; and (4) open discussion about their experiences with law enforcement and what they have learned in MVPDy. MVPDy was initially planned to start in February 2022, but timing is now to be determined depending on COVID-19 precautions.

2C. Support for Special-Needs Students

The PSAB discussed that greater awareness and enhanced skills and approaches are helpful for Police Officers interacting with students who have learning disabilities, mental health challenges, or other special needs. In summer 2021, the MVPD partnered with a nonprofit organization and dedicated Police Officers working on overtime to participate in a pilot program with special-needs youth. This was a beneficial experience for the students and Officers involved. The MVPD does not currently have staff capacity to develop and conduct an ongoing new program. However, the MVPD will explore ways to enhance training for SRO Officers to build skills for working with special-needs students and seek existing programs at the schools through which the SROs can engage with these students.

2D. Expansion of Officers Involved in PAL Programs

SROs run Dreams and Futures and other PAL enrichment programs for at-risk youths as part of their paid responsibilities. While these programs present a great opportunity for all Police Officers to build relationships with Mountain View students, it would be costly to pay overtime for Officers to join the programs after their regular shift work. In addition, labor laws restrict the City's ability to have some employees volunteer to do work for which other employees are compensated. As an alternative, the MVPD will encourage on-duty Officers to visit PAL programs as their shift duties permit.

2E. SRO Characteristics

The PSAB discussed the importance of SROs sharing language and background characteristics with the students they serve. While it would not be feasible to make demographic characteristics an explicit job qualification, the MVPD does strive to assign SROs with the skills and ability to be effective in connecting with the diverse Mountain View school community. As an illustration of this approach, when a long-time SRO Officer, who is an African American man, retired at the end of 2021, the MVPD selected a native bilingual Spanish speaker as his successor.

3. YSU Procedure Manual

Throughout the PSAB outreach process, a number of suggestions were raised regarding how the SROs should operate. Often, the MVPD Captain serving as a PSAB staff liaison would respond that the suggested practice was already in place. However, a procedure manual has not yet been established for the YSU. As an important specialty assignment within the MVPD, having such a manual for SROs will enhance transparency and accountability by clarifying and documenting expectations. It will also help ensure that best practices are maintained into the future. A YSU procedure manual will be developed at the staff level. In addition, the draft proposed MOU includes guiding principles that express the intention of the SRO program, reflecting the PSAB's recommendations and the feedback it received.

4. Purposeful SRO Presence on Campus

As mentioned in the summary of public comment earlier in this report as well as the recommendation for structured programs and dialogue above (Recommendation 2B), some students have had negative experiences with or perceptions of Police that may go beyond the MVPD SRO program. Some feedback from the community and

perspectives on the PSAB suggest that Police presence on campus should be limited, with the times and locations for SROs on-site being planned and announced such that students who wish to avoid the SROs have the opportunity to do so. Other feedback and PSAB perspectives emphasized that there is great benefit to the students being served by SROs and that interacting with these students at school, and relationship-building in general, requires some flexibility.

Staff recognizes that there are different personal experiences and deeply felt emotions about this topic, and the needs of students directly engaged with the SRO program as well as those in the broader school community are both important. As with many complex, personal issues, a unanimous viewpoint may not be possible. In staff’s experience, it is not feasible to define all aspects of a program to prescribe all actions and meet all needs. However, staff believes that being transparent and establishing, communicating, and following the proposed MOU goals, guiding principles, and other terms, along with developing and following a YSU procedure manual, will maximize the benefits of the program while minimizing unintended negative consequences.

Summary of Staff Recommendations

The following table summarizes staff’s recommendations for how best to address the PSAB recommendations, specifying where it would be appropriate to include terms in an MOU and which actions can be taken at an operational level. Table 3 then outlines the proposed key draft MOU terms.

Table 2: Summary of Staff Recommendations

PSAB Recommendation	Staff Recommendation	
	Include in MOU	Address at Operational Level
1a: Establish MOUs Stating Clear SRO Program Purpose	Develop and execute MOUs with MVLAUHSD and MVWSD.	
1b: Ongoing Communication About SRO Program	Include as responsibility for both MVPD and schools.	MVPD and schools to develop and implement communication methods.
1c: Annual SRO Program Update	Include as responsibility for MVPD/SRO.	MVPD to provide annual presentation to PSAB.
1d: Goals and Metrics	List goals in MOU.	MVPD to collaborate with the schools to develop metrics and assessment methods.

PSAB Recommendation	Staff Recommendation	
	Include in MOU	Address at Operational Level
2a: Student Input Process	Include as responsibility for schools.	MVPD to coordinate with district staff to route concerns and suggestions. MVPD to include any complaints regarding the SRO program in the quarterly MVPD complaint report to PSAB.
2b: Structured Programs and Dialogue	Include general types of programs in program list.	MVPD to work with schools to develop and implement specific programs.
2c: Support for Special-Needs Students		MVPD to explore opportunities to build SRO skills and engage with special-needs students.
2d: Expansion of Officers Involved in PAL Programs		MVPD to encourage on-duty Officers to participate in PAL programs as time permits.
2e: SRO Characteristics		MVPD to consider language and other background factors in assigning SROs.
3: YSU Procedure Manual		MVPD to develop a procedure manual of best practices, requirements, etc., and train SROs in accordance.
4: Purposeful Presence on Campus	Include guiding principle in MOU regarding emphasis on planned activities and calls for service.	MVPD to further define intentions and practices in Procedure Manual.

Proposed Draft Key MOU Terms

Staff recommends that the City Council direct staff to work with the MVWSD and MVLAUHSD to develop an MOU with each agency consistent with the draft proposed key terms in Table 3 below, as informed by the PSAB review process. As mentioned above, these terms are intended to express at a high level the purpose, goals, programs, principles, and roles and responsibilities of the SRO program. Specific wording and

additional terms as appropriate will be developed collaboratively by staff in the City and school districts.

Table 3: Draft Key MOU Terms

Purpose/Goals of SRO Program
<ul style="list-style-type: none"> • School/MVPD cooperation to create a safe and secure school environment. • Prevention/reduction of juvenile delinquency. • Reduction in referrals to criminal justice system and student suspensions and expulsions. • Positive engagement and relationship between MVPD and students.
SRO Programs/Activities
<ul style="list-style-type: none"> • Structured enrichment/prevention programs for at-risk youth (through PAL). • Coaching, mentoring, home visits, and service referrals for at-risk youth. • Educational presentations to students, teachers, and administrators. • Working groups, clubs, or meetings to provide opportunities for engagement/dialogue between MVPD and students. • Investigation and enforcement regarding suspected criminal matters. • Coordination with schools to address threats to campus security.
SRO Program Principles
<ul style="list-style-type: none"> • Protection of student rights and privacy, with interviews, searches, and arrests conducted in private or off-campus to the extent possible. • Commitment to conduct SRO programs/activities and enforce laws without discrimination or bias. • Recognition of and sensitivity to the diversity of student backgrounds and experiences with/perspectives about Police and commitment to minimize potential for discomfort, with SRO presence on campuses, especially at high schools, primarily to provide or participate in specific activities and programs or to respond to calls for service. • Clarity about when to engage SROs, with distinction between the school's responsibility for disciplinary matters and the MVPD's responsibility for criminal matters. • Commitment to resolve school discipline and criminal matters at the lowest possible level.

City/SRO Role/Responsibilities
<ul style="list-style-type: none"> • Select, assign, train, and evaluate Police Officers to serve as SROs. • Conduct education, engagement, enrichment, and prevention programs. • Conduct investigations and law enforcement related to criminal matters. • Not responsible for school discipline matters. • Assist in training school administrators and staff in law enforcement matters and disseminate information on crime trends and changes in laws. • Prepare an annual report on the outcomes and activities of the SRO program. • MVPD and school staff to meet regularly to discuss the SRO program, review any feedback received, and make adjustments as needed. • MVPD and school staff to provide ongoing communication to school community about the purpose, activities, and outcomes of the SRO program.
School/School District Responsibilities
<ul style="list-style-type: none"> • Plan for and maintain campus security; seek SRO input; engage SROs during times of threat. • Address school discipline matters. • Notify the SRO of suspected illegal activity. • Develop and train school staff on protocols regarding appropriate matters for engaging SROs. • Develop and follow protocols for sharing relevant student data with SROs. • Provide private space for SROs to meet with students. • Provide reasonable space and time for SRO programs and activities. • Establish a point of contact and safe process for students to provide input about the SRO program. • MVPD and school staff to meet regularly to discuss the SRO program, review any feedback received, and make adjustments as needed. • MVPD and school staff to provide ongoing communication to school community about the purpose, activities, and outcomes of the SRO program.
Term
<ul style="list-style-type: none"> • Five years, with options for two 1-year extensions.
Liability
<ul style="list-style-type: none"> • Mutual.
Compensation/Cost-Sharing
<ul style="list-style-type: none"> • SRO program funded by and at the discretion of the City.

Next Steps

If Council approves the staff recommendation, City staff will work with staff at MVWSD and MVLAUHSD to develop SRO Program MOUs. The MVPD will develop a YSU procedure manual and collaborate with district staff on the other operational items summarized in Table 2 above. Staff will prepare and present an annual update on the SRO Program to the PSAB, and any student complaints about the program will be included in the quarterly complaint report scheduled to go to the PSAB as part of its existing work plan.

FISCAL IMPACT

The current staffing cost for the YSU Sergeant, three SROs, a part-time coordinator, and nonpersonnel expenses is approximately \$1.3 million annually. Staff's recommendations are not anticipated to result in any additional cost.

CONCLUSION

In response to community comments raising concerns about having Police Officers on school campuses, in the context of a broader call for racial justice and Police reform, the City Council referred an item to the PSAB to review the MVPD SRO program, seek community input, and provide feedback to Council. This referral was made in June 2021, and, in that month, a PSAB SRO Subcommittee was formed to lead this work and develop recommendations. The SRO Subcommittee's recommendations were presented at the November 18, 2021 PSAB meeting, during which the recommendations were discussed, modified, and expanded upon. Staff identified how best to achieve the intent of the PSAB recommendations either at the policy level through proposed draft key MOU terms or through operational items to be included in a YSU procedure manual or otherwise acted on by staff. The purpose of this report is to receive Council direction to proceed with developing SRO MOUs with MVWSD and MVLAUHSD.

ALTERNATIVES

1. Propose alternative key terms for the MOU.
2. Do not direct staff to develop MOUs with MVWSD and/MVLAUHSD.
3. Direct the staff to work with the PSAB to conduct further assessment of the MVPD SRO program.
4. Provide other direction.

PUBLIC NOTICING

Agenda posting and copies sent to MVWSD, MVLAUHSD, PSAB, MVCPPRA, and Justice Vanguard.

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- Attachments:
1. [November 18, 2021 Staff Report to PSAB, Including Attachments](#)
 2. November 17, 2021 Letter from MVWSD Superintendent
 3. January 20, 2022 Letter from MVWSD Board of Trustees President