

CITY OF KIRTLAND

RESOLUTION NUMBER 20-R-58

A RESOLUTION AUTHORIZING THE CHIEF OF POLICE TO ENTER INTO AN AGREEMENT WITH THE KIRTLAND LOCAL SCHOOL DISTRICT FOR THE SERVICES OF A SCHOOL RESOURCE OFFICER, AND DECLARING AN EMERGENCY.

WHEREAS, the Board of Education of the Kirtland Local School District (“School”) wishes to obtain the services of School Resource Officer (“SRO”) for the safety of its students; and

WHEREAS, pursuant to Ohio Revised Code 3313.95, the School has the authority to contract with the City for SRO services; and

WHEREAS, the administrations of the City of Kirtland and the School have negotiated a Memorandum of Understanding, which is attached hereto as Exhibit A, to establish an SRO Program and furnish to the School the services of an SRO; and

WHEREAS, due to the current state of emergency in Ohio and the governor’s current stay at home order stemming from the COVID-19 pandemic, the Kirtland Community Center and Kirtland Public Library have been closed to protect both the community and the staff from potential infection; and

WHEREAS, Kirtland Codified Ordinance 220.25 requires the posting of copies of enacted legislation for fifteen consecutive days in three places within the City, those being City Hall, the Kirtland Public Library, and the Kirtland Community Center; and

WHEREAS, Kirtland Codified Ordinance 220.25 grants City Council the authority to modify the posting requirement.

NOW, THEREFORE, BE IT RESOLVED by the Council of the City of Kirtland, County of Lake and State of Ohio, that:

SECTION 1: The Chief of Police is hereby authorized to enter into a Memorandum of Understanding with the Board of Education of the Kirtland Local School District to establish and continue the SRO Program and to provide the services of an SRO, said Memorandum of Understanding is attached hereto and specifically made a part hereof as Exhibit A.

SECTION 2: The City Council, pursuant to its authority in Kirtland Codified Ordinance, Section 220.25 and due to the COVID-19 pandemic, hereby modifies the requirement to post this

enacted legislation in three places and requires the following:

1. The Clerk of Council is hereby directed to post the enacted legislation in City Hall for fifteen (15) consecutive days after the effective date of this legislation; and
2. Due to the closure of the Kirtland Community Center and the Kirtland Public Library, the Clerk of Council is not required to post said enacted legislation in those locations; and
3. The Clerk of Council is hereby directed to post the enacted legislation on the City of Kirtland's website for fifteen (15) consecutive days after the effective date of this legislation.

SECTION 3: It is found and determined that all formal actions of this Council concerning and relating to the passage of this Resolution were passed in an open meeting of this Council, and that all deliberations of this Council and of any of its committees that resulted in such formal action were in meetings open to the public, in compliance with all legal requirements including Section 121.22 of the Ohio Revised Code.

SECTION 4: This Resolution is declared to be an emergency measure necessary for the immediate preservation of the public peace, health and safety of the City, and for the further reason that it is necessary to provide for the SRO services at the School to help ensure student safety. Therefore, this Resolution shall be in full force and effect immediately upon its passage by the affirmative vote of five (5) members of Council and approval by the Mayor, otherwise this Resolution shall be in effect from and after its adoption at the earliest period allowed by law.

First Reading: _____
 Second Reading: _____
 Third Reading: _____

DATE PASSED: _____

President of Council

Submitted to the Mayor for his
Approval on this _____ day of
_____, 2020.

ATTEST:

Approved by the Mayor on this _____
day of _____, 2020.

Clerk of Council
Schools SRO MOU

Mayor Kevin F. Potter

Memorandum of Understanding Between The City of Kirtland and Kirtland Local School District

This Memorandum of Understanding (MOU) is being executed on October 12, 2020 by the below listed entities:

The City of Kirtland (“City”)

And

The Board of Education of the Kirtland Local School District (“Board” or “School District”)

WITNESSETH:

WHEREAS, the City and School District desire to enter into an agreement for the hiring and use of a School Resource Officer (hereinafter “SRO”); and

WHEREAS, the School District and the City now desire to set forth in this Agreement (hereinafter “MOU” or “Agreement”) the specific terms and conditions of the services to be performed and provided by the part-time SRO for the 2020-2021 school year and each school year thereafter.

NOW, THEREFORE, THE PARTIES MUTUALLY AGREE AS FOLLOWS:

Pursuant to Ohio Revised Code 3313.95 and 3313.951, this document will serve as the written agreement between the City and the Board. This agreement clarifies the purpose of the school resource officer program and roles and expectations between the participating entities along with establishing the needed commitment and support from both institutions. This document also provides a series of guidelines and policies for the School Resource Officer Program.

I. PURPOSE

This MOU establishes and delineates the mission of the School Resource Officer Program, herein referred to as the SRO Program, as a joint cooperative effort. Additionally, the MOU clarifies roles and expectations and formalizes relationships between the participating entities to foster an efficient and cohesive program that will assist in building a positive relationship between police officers, school staff, and the students, promote a safe and positive learning environment and seeks to decrease the number of students formally referred to the juvenile justice system.

II. MISSION

The mission of the SRO Program is to promote school safety by building a positive school climate. The SRO Program provides for Drug Use Prevention education delivered by a police officer. The SRO Program also seeks to reduce violent crime committed by and against youth in our community. The SRO Program aids in this mission by supporting safe, secure, and orderly learning environments for students,

teachers and staff. The SRO will establish a trusted channel of communication with students, parents, and teachers and establish regular feedback opportunities. The role of the SRO is not to enforce school discipline or punish students. The SRO will serve as a positive role model to instill in students, good moral standards, good judgment and discretion, respect for other students, and a concern for the school community. The SRO will provide information on community resources available to students and parents. Goals and objectives are designed to develop and enhance rapport between students, families, police officers, school administrators, and the community in order to promote overall student achievement and success.

III. GOALS OF THE SRO PROGRAM

Goals and objectives are designed to develop and enhance rapport between students, families, police officers, school administrators, and the community in order to promote overall student achievement and success. The SRO Program goals include:

1. To ensure a safe learning environment for all students and adults who enter the building;
2. To prevent and reduce potential harm related to incidents of school violence;
3. To reduce the negative impacts of alcohol, drug, and prescription drug abuse;
4. To foster a positive school climate based on respect for all students and adults in the school; and
5. To create partnerships with behavioral health and other care providers in the community for student and family referral.

IV. ROLES OF THE SRO PROGRAM

This SRO program is unique to the community, based on input from the school administration, teachers, faculty, students, families and community members. The program is designed to fulfill three overall roles:

- 1) Law Enforcement
- 2) Fostering Positive School Climate /Crime Prevention
- 3) Education

A. Law Enforcement Role – The SRO is primarily responsible for law enforcement activities occurring at the school during school hours, but not general student discipline (which is under the control of school district administrators). Parents, students, teachers and other school personnel should bring complaints about student misbehavior to the school principal and/or designee, not the SRO.

While law enforcement is the role of the SRO, alternatives to arrest will be used whenever possible, and arrest of a student will be a measure of last resort. The SRO's discretion to act remains the same as that of any other police officer.

B. Education, Including Drug Use Prevention Education – The SRO shall participate in the school community by becoming a member of the educational team where appropriate, and by representing the law

enforcement community to build positive relationships with students, their families, and school staff. The SRO is expected to be proactive in creating and taking advantage of educational situations, and school administrators are encouraged to leverage this resource. The SRO is trained in Drug Use Prevention education systems, and must be available to provide counseling to students as needed.

C. Fostering Positive School Climate/Crime Prevention – One of the primary roles that the SRO fulfills is fostering a positive school climate through relationship-building and crime prevention. The SRO will engage in various activities, in consultation with school administration, teachers, and students, and will strive to build a school culture of open communication and trust between and among students and adults by focusing on the SRO getting to know students at the school, serving as a role model, and working with teachers and administrators to identify students who may be facing challenges and need additional resources or attention to be successful in school. Crime prevention activities include foot patrols, facility security checks, monitoring previous crime locations, speaking to teachers about reducing the opportunity for crimes to occur, analyzing possible crime patterns, investigating crimes, and patrolling the parking lots. The SRO may also complete security surveys analyzing the physical safety of school property and facilities.

D. Education – The SRO should participate in the school community by becoming a member of the educational team where appropriate, and by representing the law enforcement community to build positive relationships with youth, their families, and school staff.

Whether talking to students in the hallway or delivering a presentation in the classroom, the SRO is embedded in the education fabric within the school. The SRO is expected to be proactive in creating and taking advantage of educational situations, and school administrators are encouraged to leverage this resource.

V. ORGANIZATIONAL STRUCTURE

A. Composition

The SRO Program will consist of full time and/or part-time Kirtland Police Department personnel that are certified Peace Officers for the State of Ohio and meet all requirements as set forth by the Kirtland Police Department, the District, and by applicable law including Ohio Revised Code §3313.951. The SROs shall be employees of the City of Kirtland and are subject to all policies and procedures of the Kirtland Police Department and the City of Kirtland. However, SRO assignments shall be subject to Superintendent approval. If the Superintendent is dissatisfied with an assigned SRO, then the Superintendent may request that the Chief of Police assign a different officer to serve as an SRO. Additionally, SROs shall be subject to all applicable laws and policies and procedures of the District.

B. Officer Recruitment & Selection

School officials and the Kirtland Police Department shall agree on guidelines for the selection of officers to serve as SROs. The ultimate selection process and appointment of the SRO is completed by the law enforcement agency/City of Kirtland.

The SRO shall meet three general criteria:

1. **Experience as a police officer** – The SRO shall have a minimum of five (5) years of experience as a police officer. The SRO shall have and maintain all required training, certifications and qualifications of the Kirtland Police Department.
2. **Successful performance** – The SRO shall have proven performance as reflected by prior performance evaluations. The SRO shall be free of significant disciplinary action and maintain physical fitness standards as established by the Kirtland Police Department. Complaints against the SRO shall follow the normal complaint process of the Kirtland Police Department and include notice to the appropriate school administrators. This process will be made known to parents and students through the School District's Handbook.
3. **College or degree coursework** – The SRO is in an educational atmosphere and will be instructing in elementary/ middle/ high school classes. To increase credibility in this area a college education would be beneficial and preferred.
4. **Commitment to community and youth well-being** – The SRO shall have significant experience working with youth and an interest in student success and juvenile justice, an understanding of child and adolescent development and psychology, and the desire to create a positive school climate. The SRO shall prioritize their role as a law enforcement officer, charged with providing for the safety of the students and staff, as critical for the well-being of the community.

C. Training Requirements

Prior to entering service as an SRO, the officer shall complete a minimum of 40 hours of initial training that satisfies the training requirements in Ohio Revised Code 3313.951 and that covers responsibilities or and limitations of the SRO, Ohio school laws, MOUs, child development, conflict resolution, developmentally informed de-escalation and crisis intervention techniques, working with youth in a school setting and integrating SRO into a positive school environment.

In addition, it is recommended that SROs receive additional training each year on topics such as trending school based law enforcement topics, child development, adolescent psychology, trauma, conflict resolution, mental health and addiction, children with disabilities, juvenile and education law and policy, PBIS, and cultural competence.

VI. OPERATIONAL PROCEDURES

A. Chain of Command for the SRO

The SRO shall be ultimately accountable to the Kirtland Police Department chain of command. The SRO shall cooperate with the school officials, including administrators and faculty and abide by school policy (including school policies related to interrogation or searches by law enforcement), unless contrary to local, state or federal laws. However, while at the school, the SRO will be additionally accountable to the Superintendent and principal or their designee. The SRO is expected to cooperate with the school officials,

including administrators and faculty. The SRO will abide by school policy and applicable laws and respond to the requests of school officials.

B. SRO Duties

The primary functions of the SRO are to provide a safe and secure learning environment, provide drug and alcohol prevention counseling, foster a positive school climate, reduce crime, serve as an educational resource, and serve as a liaison between the school and the police department. Specific daily assignments to accomplish this function will vary by school. The SRO and school principal or designee will meet on a regular basis to discuss plans and strategies to address specific issues or needs that may arise. As required by law, the SRO will never be assigned to duties within schools in place of or in lieu of a certified teacher.

Basic responsibilities of the SRO will include, but will not be limited to:

1. Enforce criminal law and protect the students, staff, and public at large against criminal activity;
2. Foster mutually respectful relationships with students and staff to support a positive school climate;
3. Provide information concerning questions about law enforcement topics to students and staff;
4. Provide classroom instruction on a variety of topics including, but not limited to, safety, public relations, occupational training, leadership, and life skills;
5. Handle initial police reports of crimes committed on campus;
6. Take enforcement action on criminal matters;
7. Attend school special events as needed;
8. Prepare lesson plans as necessary for the instruction provided; and
9. Collect data on SRO activities as required by the Kirtland Police Department but in accordance with all applicable School District policies and student laws.

C. SRO Uniform

Normally, the SRO shall be in uniform.

D. SRO Daily Schedule and Assignments

To be determined by the commanding officer and the school administrators consistent with this MOU.

E. SRO Absence/ Substitution

The District and Kirtland Police Department will develop and agree on a protocol for assigning and using substitute SROs when regular SROs are unavailable. Substitute SROs should, at a minimum, have the same requisite experience as regular SROs and, ideally, should have had some training in child development, trauma, and conflict resolution in the school environment.

F. SRO Special Events

Participation/attendance by the SRO at Special Events will be determined by the commanding officer and the school administration consistent with the MOU.

G. Summer Activity

SROs should accomplish as much of the required training as possible during the summer months when school is not in session. SROs may still be involved in some summer projects with the school district, however, they will spend the majority of this time on Kirtland Police Department assignments, if any.

H. SRO Role in Responding to Criminal Activity

One of the roles of the SRO, as a law enforcement officer, is to engage in traditional criminal investigation and report taking. As a police officer, the SRO has the authority to issue warnings, make arrests and use alternatives to arrest at their discretion. The SRO, however, performs their duties mindful of the parties' common goal of supporting student success.

All school personnel shall report any acts or threats of violence or other criminal activity that creates a safety risk that occurs on the school campus to the SRO as soon as practical. Immediate notification to the Kirtland Police Department headquarters via Emergency 911 and/or the MARCS radio shall be made for all life threatening emergencies. SROs and school officials shall discuss and agree in writing on what levels of violent activity would prompt school officials to notify the SROs. This information will be conveyed to all school staff. In turn, SROs will inform school administration of all criminal activity they observe on the school campus.

The following procedures will help the SRO be as effective as possible in this role:

1. For any offense on school property committed by students, the SRO, working cooperatively with the school administration, will endeavor to avoid arrest and criminal involvement for misdemeanor activity. Certain offenses (felonies), such as sex offenses, weapons offenses, and any offenses of violence, will normally require the filing of charges in consultation with school officials, but should be evaluated on a case-by-case basis. The SROs powers to arrest will be governed by the Ohio Revised Code.
2. The SRO and school officials shall utilize de-escalation techniques, restorative justice practices and conflict resolution to serve as an alternative to arrest.
3. The SRO shall abide by applicable Board policies including policies related to interrogations and searches of students.

I. SRO Role in School Policy Violations

The SRO is not a school disciplinarian and violations of the student code of conduct or school's rules that are not criminal or delinquency matters should always be handled by school faculty and staff, not the SRO. The SRO shall not directly intervene unless the situation is an imminent threat to the health, safety, or security of the student, another person, or the school and will employ de-escalation techniques as appropriate. School discipline is the responsibility of the appropriate school administrator and clear guidelines on SRO involvement should be developed and distributed to school staff. The SRO shall report school policy violations through the proper channels to be handled by school administration. The SRO will become familiar with the Student Handbook/Code of Conduct and Athletic Code of Conduct, but will not enforce the rules in these documents.

J. Data Collection

SROs should submit a monthly activity report to the Superintendent of Schools, building principals, and his/her Chief of Police or Sheriff. The report should include descriptions of all activities engaged in by the SRO, including incidents or calls for service, names of students (when there was an arrest or criminal citation issued) and/or staff involved, student searches, arrests, citations and/or summons issued, and other referrals to the juvenile justice system (contact the Ohio School Resource Officers Association for sample reports).

K. Sharing of Information and Confidentiality

Notwithstanding the following, sharing of information will be governed by the Ohio Revised Code, the Ohio Administrative Code, Ohio's Public Records Law, Kirtland Police Department Policy, District Policy, and other local, state or federal laws.

1. Juvenile fingerprints and photos as part of the arrest record will not be shared by the SRO.
2. If the SRO is aware of information regarding a student that is officially obtained by the Kirtland Police Department, which reflects that the student is in violation of school policies (Student Handbook/Code of Conduct or Athletic Code of Conduct), the SRO shall forward that information to school administration.
3. If a juvenile is an uncharged suspect in a crime, his/her information shall not be released unless authorized by the Kirtland Police Department, and dependent upon review of the City of Kirtland Director of Law.
4. Information which the SRO obtains from school personnel which deals with criminal or possible criminal intelligence shall be submitted in compliance with Kirtland Police Department policy and applicable student privacy laws. Both parties understand and acknowledge that in accordance with applicable student privacy laws, the Kirtland Police Department may need to obtain a subpoena for certain student information the SRO obtains from school personnel.
5. Hearsay information or rumors may be used in compliance with Kirtland Police Department policy to validate or repudiate the need for further investigation.
6. Any information that is obtained by the SRO that pertains to criminal activity occurring outside the City of Kirtland limits shall be relayed to the police department of jurisdiction.
7. When any felony occurs or any crime that prompts a Public Information Officer (PIO) response from the schools or the City or if a school building is evacuated, the SRO shall contact his/her immediate supervisor as soon as possible.
8. The SRO shall have access to any public records maintained by the school to the extent allowed by law. Law enforcement officials may need confidential information in emergency situations based on the seriousness of the threat to someone's health or safety, time sensitivity, and the direct relationship of the information to the emergency.

9. The SRO shall respect the sensitive nature of student privacy and shall abide by all applicable confidentiality, privacy policies, and applicable laws, including but not limited to the Family Education Rights and Privacy Act of 1974 (“FERPA”) (20 U.S.C. §1232g; 34 C.F.R. Part 99) and the Individuals with Disabilities Education Improvement Act (“IDEIA”). Student information and their educational records shall remain confidential to the maximum extent allowed by law. Unauthorized disclosure of confidential information in violation of FERPA, IDEIA or Ohio law shall be a material breach of this MOU and may provide cause to terminate the MOU, upon such occurrence, regardless of any other provision in this MOU. The provisions of this section shall survive the expiration of this MOU. If some information in a student’s record is needed in an emergency to protect the health or safety of the student or other individuals, school officials shall disclose to the SRO that information which is needed to respond to the emergency situation based on the seriousness of the threat to someone’s health or safety; the need of the information to meet the emergency situation; and the extent to which time is of the essence. Otherwise, education records will only be provided to the SRO pursuant to a court order or lawfully issued subpoena or other exception allowed by FERPA. Records created by the SRO, including incident reports, are not considered educational records of students.
10. The SRO shall collect and provide, as appropriate and in accordance with all applicable laws, data and information related to SRO activities (incidents, arrests, citations, etc.) to stakeholders in furtherance of the SRO program goals.

L. SRO Role in Personal, Locker, Vehicle, and Other Searches

The SRO will participate in a search of a student’s person, possessions, locker, or vehicle only where there is probable cause to believe that the search will turn up evidence that the student has committed or is committing a criminal offense or delinquent act and the search is reasonable in its scope. The SRO will not ask a school employee to conduct a search for law enforcement purposes. Unless there is a serious and immediate threat to student, teacher, public, or school safety, the Superintendent of Schools in concert with the building principals shall have final authority in the building. The SRO will perform searches independent of the school administration only during emergency situations and where criminal activity is suspected.

1. Strip searches of students by the SRO are prohibited.
2. Unless there is a serious and immediate threat to student, teacher, school, or public safety, the SRO shall not initiate or participate in other physically invasive searches of a student.

M. SRO Limits on Interrogations and Arrests

1. Interrogations – The SRO may participate in the questioning of a student about conduct that could result in criminal charges or delinquency proceedings only after informing the student of his or her Miranda rights in age-appropriate language and attempting to contact the student’s parent(s) or guardian(s) and after complying with the Board’s policy regarding interrogations. Before the student(s) is (are) questioned as a witness to or suspect in an alleged violation of law, the building administrator shall attempt to contact the parent prior to questioning and shall remain in the room during the questioning unless compelling reasons for exclusion are provided by the SRO.

2. Arrests

- a. Building principals and the Superintendent or his or her designee shall be consulted prior to an arrest of a student when practical. Incidents involving public order offenses, including disorderly conduct, profanity, and fighting that do not involve serious physical injury or a weapon, should be considered school discipline issues to be handled by school officials rather than criminal law issues warranting formal law enforcement intervention. Otherwise, the SRO retains authority over arrest decisions.
- b. The student's parent(s) or guardian(s) shall be notified of his or her arrest immediately or as soon as practical and in a timely manner.
- c. The SRO shall only use force or restraints on students in compliance with the law, Board Policy and Kirtland Police Department policy.

N. SRO Role in Critical Incidents

The SRO will be familiar with the emergency operations manual of the Kirtland Local School District. During critical incidents occurring when the SRO is present, the SRO shall act as a liaison between school administration, police personnel, and other emergency resources, if practical.

O. SRO Role in Truancy Issues

Truancy will be handled by school personnel. The SRO will not take an active role in the tracking of truants. The SRO will act as a liaison between the school and police personnel should police involvement become necessary due to safety concerns.

VII. SCHOOL DISTRICT RESPONSIBILITIES

The Kirtland Local School District shall provide the SRO of each campus and any SRO supervisor the following support and materials and make available the following facilities, which are deemed necessary to the performance of the SRO's duties:

1. Access to a properly lighted private office, which shall contain a telephone and a secure computer and printer, which may be used for general business purposes;
2. A location for files and records which can be properly locked and secured;
3. A desk with drawers, chair, work table, filing cabinet, and office supplies;
4. The opportunity for the SRO to address teachers, school administrators and student families about the SRO program, goals, and objectives;
5. The opportunity to provide counseling to students, and to provide input regarding criminal justice problems relating to students;
6. The opportunity to address teachers and school administrators about criminal justice problems relating to students during in-service workdays;
7. The District Emergency Operations Manual, Crisis Plan, Student Handbook/Code of Conduct or Athletic Code of Conduct and other related materials as deemed appropriate;
8. SROs shall respect the sensitive nature of student privacy and shall abide by all applicable confidentiality, privacy policies, and applicable laws.

9. School staff designee for referrals for counseling and other school-based and/or community based supportive services for students and families; and
10. Provide training to teachers, administrators, staff and the SRO about when to directly involve the SRO with student misconduct and about available alternatives to arrest.

VIII. CRISIS PLANNING

Kirtland Local School District and the City of Kirtland Police and Fire Departments will coordinate Crisis Planning and training. Each entity will be involved in updates and creation of new Crisis Plans. Consistency throughout the district should be adhered to.

Lock down drills shall be included as part of the District's preparedness plan. The SRO shall participate in the evaluation of lock down drills whenever practical. The SRO shall also consult on crisis plans, including providing proposed updates to school crisis plans based on the SRO's experience and training.

IX. REVIEWING THE MOU AND THE SRO PROGRAM

The assigned Parties shall meet and review the MOU and the SRO Program annually and may mutually agree to make amendments as needed. Any amendments shall be written and executed by both Parties.

Complaints against the SRO shall follow the normal complaint process of the Kirtland City Police Department and include notice to the appropriate school administrators. This process will be made known to parents and students through the Student Handbook.

X. FUNDING

The district agrees to pay the City of Kirtland \$20.61 per hour for the services of the SRO. The hourly rate for the SRO shall be subject to a cost of living adjustment, if any. Any adjustment shall be determined by the City of Kirtland. Should the City choose to increase or decrease the hourly rate of its non-classified employees as a whole, then the SRO's hourly rate shall, likewise, be adjusted accordingly. The District agrees to adjust the rate of reimbursement to the City to properly reflect the hourly rate of the SRO. The effective date of any new hourly rate shall be contemporaneous with the effective date of the City of Kirtland's adjustments, if any, to its non-classified employees. The City further agrees to provide the District with thirty (30) days of notice of any change in hourly pay rate for the SRO. The assigned parties agree to meet annually to and review costs and may mutually agree to make adjustments as needed.

XI. TERM OF AGREEMENT

This MOU shall be for an indefinite period from and after the date of its execution; provided, however, that either party may terminate this agreement upon thirty (30) days written notice to the other party listed in this MOU or his successor and provided that if there are changes in the law or changes in the circumstances of either party, either party may request that the MOU be modified accordingly, with such modifications to be mutually agreed upon and put in writing.

XII. MISCELLANEOUS

- A. Insurance:** The parties agree that in order to protect themselves, they shall maintain and keep in full force and effect, general liability insurance and in addition, the City of Kirtland shall maintain automobile liability and police professional liability insurance that will fully protect the parties against claims of any and all persons arising out of or resulting from the SRO Program. The limits shall not be less than one million dollars (\$1,000,000.00) with respect to any one occurrence resulting in injury, death or property damage. The parties shall each name the other as an additional insured and certificates of insurance shall be exchanged between the parties.
- B. All SROs employed under this MOU will be subject to the criminal record and background check requirements applicable to Ohio school district employees.**
- C. All SROs employed under this MOU understand and acknowledge that they are subject to the mandatory requirement to report all known or suspected child abuse as set forth in Ohio Revised Code §2151.421.**
- B. Entire Agreement:** This MOU constitutes the entire Agreement between the parties and supersedes all prior oral or written agreements, representations, statements, negotiations, understandings, proposals and undertakings with respect to the subject matter hereof. This MOU may only be modified as amended by mutual written agreement of the parties.
- D. Notice:** Any notices required pursuant to this Agreement, shall be made by U.S. Mail or electronic mail to the following:

City of Kirtland
Chief Lance R. Nosse
9301 Chillicothe Road
Kirtland, Ohio 44094
440-256-3333; lnosse@kirtlandpolice.com

Kirtland Local School District
Superintendent Chad VanArnhem
9252 Chillicothe Road
Kirtland, Ohio 44094
440-256-3311;

[SIGNATURE PAGE TO FOLLOW]

SIGNATURE OF PARTIES & SIGNATURE DATE

Lance Nosse, Chief of Police, City of Kirtland, Ohio

Date

Chad VanArnhem, Superintendent, Kirtland Local School District

Date