



**HERNANDO  
SCHOOL DISTRICT**

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## **Coach Aaron Feis Guardian Program**

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# Coach Aaron Feis Guardian Program

Through a grant from the Florida Department of Education there is funding available to establish a school guardian program.

- What will the program look like?
- What funding source will be used?
- What will the program cost?
- How will this benefit the school district?
- If approved, what is the timeline for implementation?
- What are the next steps?
- Does the Board want to establish a guardian program?

## What will the program look like?

- The first stage of the program would include 5 school guardians who will be used at the high schools to support the SRO's. One of the 5 positions will serve as a "Lead Guardian."
- The positions would be posted and advertised. The Office of Safe Schools and HCSO would interview and select candidates. The selected candidates would be screened according to the statute and will be trained and certified by a Sheriff's Office.
- The guardians would report to the Director of Safe Schools and will be rotated in the 5 high schools. They may be called to provide support at another school if there was an emergency.
- The guardians would be armed, in uniform, and would open carry. **Their main responsibility is to respond to an active threat.** Their other duties include things such as: perimeter checks, door lock checks, assisting with security cameras and equipment, providing coverage at sporting events and other activities, etc.

## What funding source will be used?

- As part of the voted one mill increase, we agreed to: Increase mental health services provided directly to students ***and enhance school safety measures***
- As part of our campaign material, we said: *we would stay committed to having a School Resource Officer in every school. This additional funding will be used to supplement the categorical of Safe Schools to allow us to sustain the commitment of having a School Resource Officer in every school and to further enhance our safety measures.*
- The first and second year would fund the guardians at the high schools.
- The third and fourth year would continue to fund the guardians at the high schools and would add guardians to middle & k-8 schools that have more than 1,000 students.
- The millage will be used to pay the salaries of the guardians as well as some departmental costs.

## What funding source will be used?

- Funding for all training, equipment, and start up costs are reimbursed to the Sheriff's Office by the DOE grant. This includes radios, ammo, handgun, gear, uniforms, vests, etc.
- Only a Sheriff's Office can apply for the grant and receive the reimbursement.
- We are working with HCSO to complete the information that is needed for the grant application. As soon as the application is released by DOE we will submit our application. It is a first come, first serve grant to obtain the funding.
- We will work with HCSO and obtaining funding not only for the implementation, but each year for annual retraining as well as turnover of employees.

# What will the program cost?

Here is what potentially the numbers could look like for 5 guardian positions at 12 months.

| Item   | Cost                            |
|--|---------------------------------|
| <p>Salary &amp; Fringe</p> <p><u>GUARDIAN (4 positions)</u></p> <p>Salary per position = \$21.00 per hour, 249 days, 8 hours = \$41,832</p> <p>Fringe = \$8,228.36 Insurance = \$6,688</p> <p>Total Salary &amp; Fringe per position = \$56,748.36</p> <p><u>LEAD GUARDIAN (1 position)</u></p> <p>Salary per position = \$23.00 per hour, 249 days, 8 hours = \$45,816</p> <p>Fringe = \$9,012.01 Insurance = \$6,688</p> <p>Total Salary &amp; Fringe per position = \$61,516.01</p> | \$ 288,509.45                   |
| <p>Estimated Workers Comp Increase</p> <p>Additional \$4.16 per \$100 of payroll</p>   | \$ 12,002.00                    |
| <p>Estimated Excess Liability Costs</p>  | \$ 6,000 .00                    |
| <p>Optional (but recommended) additional liability insurance for active shooter/workplace violence program, \$1,000,000 in coverage</p>  | \$ 26,624.00                    |
| <p>Uniform and Equipment</p> <p>Approximately \$10,020 per guardian, this will be reimbursed by the DOE grant provided to the Sheriff's Office (total of approximately \$50,100)</p> <p>Additional equipment not covered by grant (school radio, tablets, software licenses, etc)</p>  | <p>\$ 0</p> <p>\$ 18,700.00</p> |
| <p>Required Training, Dues &amp; Fees, travel, dept. budget, etc.</p>  | \$ 8,500                        |
| <b>Total</b>   | <b>\$ 360,335.45</b>            |

## How will this benefit the school district?

- Will provide additional support to our large schools and to the SROs who serve those schools
- Will be used to provide additional security at sporting events, other events, School Board meetings, etc.
- Will be used to assist with summer school coverage (allowing us to have more programs and more locations)
- Will allow us to keep a promise to voters to enhance safety utilizing the millage funds

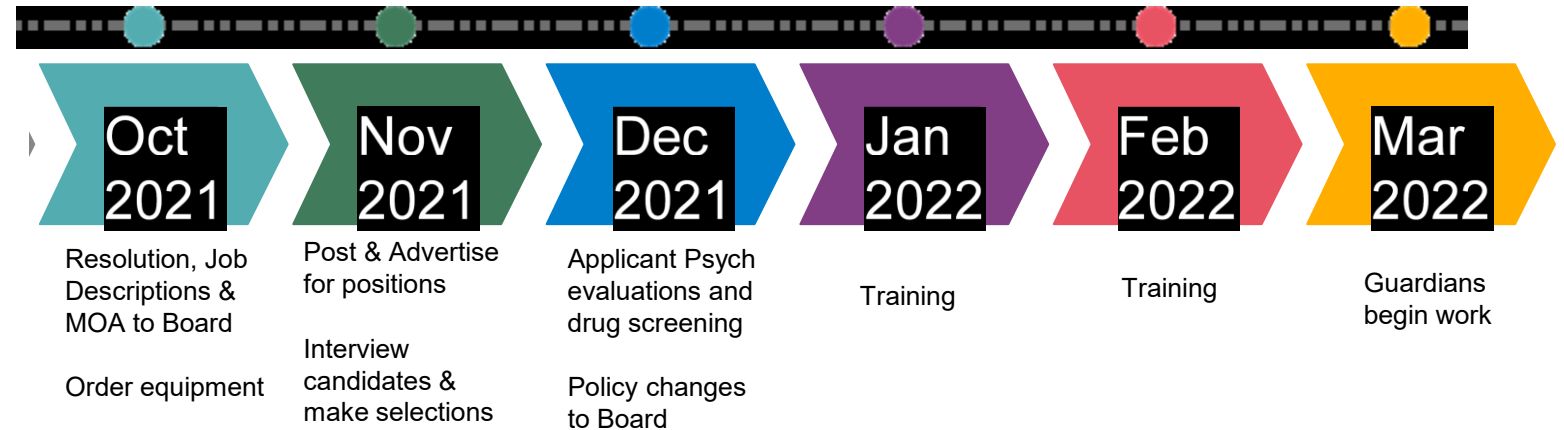
## What are the next steps?

- School Board meeting of October 12<sup>th</sup>, request the Board to adopt a resolution to establish a guardian program
- School Board meeting of October 26<sup>th</sup>, request the Board approve:
  - Job descriptions
  - A Memorandum of Agreement (MOA) with HCSO
- Staff will assist the Sheriff's Office in applying for the DOE grant
- At a future Board meeting, we will present some new and revised School Board policies (specifically noting who is permitted to have a firearm on campus, use of force, etc.)



If approved, what is the timeline for implementation?

## Guardian Program Timeline



NOTE: If candidates hired are currently guardian certified, the timeline for starting would be sooner as they would not be required to complete the full training program again.

## Questions & Board Direction

- Does the Board want to move forward with establishing a guardian program?



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