

Hernando County School Board Florida

FLSA: Non-Exempt, Non-Union

SCHOOL SAFETY GUARD IN-TRAINING

This role is designated for individuals undergoing training as part of the ~~position will be used during the training period for the Aaron Feis Guardian Program~~ Chris Hixon, Coach Aaron Feis and Coach Scott Beigel Guardian Program.

Applicants must satisfy all employment criteria and successfully complete all required screenings before becoming eligible to begin training. Upon successful completion of the training program and receipt of certification from the Sheriff's Office, the individual will be transitioned into the role of School Safety Guardian. Until certification is issued, the School Safety Guardian in Training will not perform any duties as an armed employee. ~~An applicant must meet all employment requirements and pass all screenings before they are eligible to begin training. The effective date of employment will be the first day of the required training. Once all required training is completed and certification is issued, the School Safety Guard In-Training will be transferred into the position of School Safety Guardian. The School Safety Guard In-Training will not serve in the capacity of an armed employee until training is complete and certification is issued.~~

Required Qualifications:

- High school diploma or General Education Diploma (GED)
- Must be 21 years or older
- Must hold a valid Florida driver's license
- Must have First Aid and CPR/AED certification. If not currently certified, must obtain certification within the first 90 calendar days of employment
- Ability to remain calm and make sound decisions in high stress situations
- Must have the physical and mental ability to respond in an emergency or potentially dangerous situation
- Willingness to use force, including deadly force, when protocols require.
- Strong interpersonal skills with the ability to work independently and in teams.
- Knowledge of standard security procedures and best practices
- One of the following:
 - ⑩ Previous experience as ~~Successful~~ law enforcement officer, correctional officer, security, or military or a related field ~~experience or training~~
 - *⑩ Any equivalent combination of education and experience which provides the required knowledge, skills and abilities to perform the essential duties and responsibilities of the position
- ~~Knowledge of standard security procedures and best practices~~
- ~~Willingness to use force when circumstances and established protocols dictate, up to and including deadly force~~
- Must hold a State of Florida concealed weapons permit under F.S. 790.06 and maintain the permit throughout employment in this position
- Upon completion of the School Safety Guardian In-Training -Must meet all law enforcement requirements to attain a School Safety Guardian appointment pursuant to state statute and maintain such throughout employment in this position. Current requirements are listed below and are subject to change by the statute of Marjorie Stoneham Douglas High School

Public Safety Act. ~~have been accepted into the Guardian Training Program~~

- Must hold a State of Florida concealed weapons permit under F.S. 790.06 and maintain the permit throughout employment in this position
- Complete a 144-hour training program, consisting of 12 hours of training to improve the school guardian's knowledge and skills necessary to respond to and de-escalate incidents on school premises and 132 total hours of comprehensive firearm safety and proficiency training conducted by Criminal Justice Standards and Training Commission-certified instructors, which must include:
 - Eighty hours of firearms instruction based on the Criminal Justice Standards and Training Commission's Law Enforcement Academy training model, which must include at least 10 percent but no more than 20 percent more rounds fired than associated with academy training. Program participants must achieve an 85 percent pass rate on the firearms training.
 - Sixteen hours of instruction in precision pistol
 - Eight hours of discretionary shooting instruction using state-of-the art simulator exercises.
 - Sixteen hours of instruction in active shooter or assailant scenarios.
 - Eight hours of instruction in defensive tactics.
 - Four hours of instruction on legal issues.
- A person who is certified and in good standing under the Florida Criminal Justice Standards and Training Commission, who meets the qualifications established in F.S.S. 943.13, and who is otherwise qualified for the position of a school guardian may be certified as a school guardian by the sheriff without completing the training requirements listed above.
 - Must successfully pass a psychological evaluation administered by a psychologist licensed under chapter 490 and designated by the Department of Law Enforcement
 - Must submit to and pass an initial drug test and subsequent random drug tests in accordance with the requirements of F.S. 112.0455 and the sheriff's office
 - Must successfully pass a comprehensive employment background check
 - Must be able to successfully complete, on at least an annual basis, ongoing training, weapon inspection, and firearm qualification at an acceptable performance level
 - ~~Must hold a valid Florida driver's license~~
 - ~~Must be 21 years or older~~
 - ~~Must have the physical and mental ability to respond in an emergency or potentially dangerous situation~~
 - ~~Ability to establish and maintain collaborative working relationships with all stakeholders~~
 - ~~Ability to work independently and work cooperatively in a team~~
 - ~~Must have First Aid and CPR/AED certification. If not currently certified, must obtain certification within the first 90 calendar days of employment~~
 - Must be willing to work a flexible schedule including reporting to various school/district sites, after hours, weekends and night events as needed/assigned

Required qualifications to maintain continued employment in School Safety Guardian position, and failure to meet these requirements will constitute grounds for termination of employment:

- A State of Florida concealed weapons permit under F.S. 790.06 must be maintained throughout employment in this position

- Must continue to meet all requirements of and maintain a School Safety Guardian certification/appointment
- Must be able to successfully complete ongoing training requirements, including firearms proficiency, at an acceptable performance level

Performance Responsibilities of School Safety Guardian ~~once certified~~ after Guardian in Training :

- ~~Use whatever force is necessary to prevent or abate an active assailant incident~~
- ~~Respond immediately to and appropriately engage to stop the threat of an active assailant~~
- ~~Conduct perimeter, door, and inner school checks to ensure premises are secure~~
- ~~Manage school access by monitoring gates and other entry points throughout the school, ensure that students possess appropriate permission when leaving campus, and observe and question potentially unauthorized persons on campus~~
- ~~Make recommendations to ensure safety of students, staff, and the public~~
- ~~Communicate safety and or security policies and procedures to staff, parents, students, and visitors for the purpose of providing necessary information and ensuring understanding of the potential consequences of a violation~~
- ~~Monitor students within a variety of school environments (i.e. hallways, grounds, cafeteria, parking lots, restrooms) for the purpose of ensuring the safety and welfare of students and staff~~
- ~~Participate in security risk assessment meetings with school and district administration and local law enforcement/fire safety agencies~~
- ~~Refer observations and incidents (i.e. altercations, suspicious activities, inappropriate behavior, violation of rules) to the appropriate instructional or administrative personnel~~
- ~~Utilize and monitor surveillance technology~~
- ~~Suppress disturbances and security incidents according to established guidelines and procedures~~
- ~~Deescalate confrontations between students, parents, visitors, and others~~
- ~~Assist school administration with threat assessments as appropriate~~
- ~~Conduct appropriate searches when directed to do so~~
- ~~Build relationships with students and stakeholders~~
- ~~Communicate effectively and work collaboratively with administrators and law enforcement personnel~~
- ~~Prepare incident reports as needed~~
- ~~Provide support in school and district emergency situations and participate in school emergency drills~~
- ~~Interact professionally with all law enforcement/fire rescue with the ability to calmly assess solutions and/or implement processes during critical events~~
- ~~Serve as the security personnel for school and/or district functions as needed which may include after school and extra-curricular activities~~

Respond immediately and appropriately to active assailant threats to protect students, staff, and visitors.

- Conduct routine patrols of the school perimeter, doors, and interior to ensure premises are secure.
- Monitor access points and ensure appropriate permissions for students exiting campus.
- Observe and assess unauthorized individuals on school grounds; intervene or report as needed.
- Assist with security protocols during school hours and at extracurricular or district events.
- Communicate safety policies to students, staff, parents, and visitors.
- Monitor student behavior in various settings (e.g., hallways, cafeterias, restrooms, parking areas).
- Assist in threat assessments, de-escalation of incidents, and disturbance suppression.
- Conduct searches, monitor surveillance equipment, and maintain accurate incident reports.

- Participate in safety risk assessments and collaborate with school officials and emergency responders.
- Serve as a visible, approachable presence to build positive relationships with students and the community.
- Support emergency response and preparedness drills and real-time incidents.
- Perform other duties as assigned by the Director of Safe Schools and/or designee

Physical Demands:

Exerting up to 100 pounds of force occasionally and/or up to 50 pounds of force frequently, and/or up to 20 pounds of force regularly or as needed to move objects. Employees in this position work in a safe and secure work environment that may periodically have unpredicted requirements or demands.

Reports to:

Reports directly to the Director of Safe Schools and/or designee

Evaluation:

Annual evaluation done by the Director of Safe Schools and/or designee

Terms of Employment:

12-month employment

Salary:

Salary based upon approved salary schedule

Job Code:

79021

Board Approved: 10/26/20