

**Hernando County School Board  
Florida**

FLSA: Non-Exempt, Non-Union

**LEAD SCHOOL SAFETY GUARDIAN**

**This position is an armed School Safety Guardian. There shall be no law enforcement authority except to the extent necessary to prevent or abate an active assailant incident on school property.**

**Required Qualifications:**

- Associate's degree (or 60 hours toward degree) in juvenile Justice, Criminal Justice or comparable field. Bachelor's degree is preferred
- Minimum of three (3) years successful law enforcement, security, or military experience or training
- Minimum of two (2) years administrative or managerial experience in juvenile justice, criminal justice, law enforcement or military
- Knowledge of standard security procedures and best practices and ability to share knowledge with others
- 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
- 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 statute or Marjorie Stoneman Douglas High School Public Safety Act.
  - Complete a 144-hour training program, consisting of 12 hours of a certified nationally recognized diversity training and 132 total hours of comprehensive firearm safety and proficiency training conducted by Criminal Justice Standards and Training Commission certified instructors, which must include:
    - 80 hours of firearms instruction based on the Criminate 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. Participants must achieve an 85 percent pass rate on the firearms training.
    - 16 hours of instruction in precision pistol
    - 8 hours of discretionary shooting instruction using state-of-the-art simulator exercises
    - 8 hours of instruction in active shooter or assailant scenarios
    - 8 hours of instruction in defensive tactics
    - 12 hours of instruction in legal issues
  - 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 assess and respond to 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 this 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:**

- Provide feedback and support for school safety guardians as needed
- Respond immediately and appropriately, using necessary force, to 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 or 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
- Communicate effectively and work collaboratively with administrators and law enforcement personnel
- Prepare incident reports as needed

- Review incident reports from School Safety Guardians for thoroughness and accuracy
- 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
- Coordinate security personnel for school and/or district functions as needed which may include after school and extra-curricular activities
- 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:

**DRAFT**

Lead School Safety Guardian

