

**Hernando County School Board
Florida**

FLSA: Non-Exempt, Non-Union

SCHOOL SAFETY GUARD IN-TRAINING
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This position will be used during the training period for the Aaron Feis Guardian Program.

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)
- Successful law enforcement, security, or military experience or training
- 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
- Must meet all law enforcement requirements to attain a School Safety Guardian appointment pursuant to state statute and have been accepted into the Guardian Training Program
- 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:

- 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 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
- 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
- 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: 10/26/2021