

GLENDALE POLICE DEPARTMENT
PUBLIC NOTICE AGENDA
MEETING OF THE GLENDALE POLICE COMMISSION

PLEASE TAKE NOTICE that a meeting of the Glendale Police Commission will be held on Monday, May 17, 2021 at 5:00 p.m. to consider the following items of business:

Due to rising cases of COVID-19 this meeting will be conducted via Zoom

City of Glendale is inviting you to a scheduled Zoom meeting.

Join Zoom Meeting

<https://us02web.zoom.us/j/89416222679?pwd=bCtFZlBld1Vxdjhzd2Y4UDhIbDUxQT09>

Meeting ID: 894 1622 2679

Passcode: 646520

One tap mobile

+13126266799,,89416222679#,,,,*646520# US (Chicago)

+16465588656,,89416222679#,,,,*646520# US (New York)

Dial by your location

+1 312 626 6799 US (Chicago)

+1 646 558 8656 US (New York)

+1 301 715 8592 US (Washington DC)

+1 346 248 7799 US (Houston)

+1 669 900 9128 US (San Jose)

+1 253 215 8782 US (Tacoma)

Meeting ID: 894 1622 2679

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Find your local number: <https://us02web.zoom.us/j/89416222679?pwd=bCtFZlBld1Vxdjhzd2Y4UDhIbDUxQT09>

1. Call to Order; Roll Call
2. Approval of Minutes of Previous Meeting
3. Review and Approval of School Resource Officer Program Memorandum of Understanding Agreement
4. Establish Schedule for Next Meeting
5. Adjournment

Joseph Zancanaro

Commission Chairperson

Upon reasonable notice, efforts will be made to accommodate the needs of persons with disabilities. Please contact the Chief of Police at (414) 228-1753 for special accommodations.

Cc: North Shore NOW

Glendale City Administrator (for public posting)

Glendale Police Department (for posting)

NOTICE: This is NOT a meeting of the Glendale Common Council. Although a majority of Council Members may be present, Council action will not take place.

**MEMORANDUM OF UNDERSTANDING
SCHOOL RESOURCE OFFICER PROGRAM
AT NICOLET HIGH SCHOOL
CITY OF GLENDALE POLICE DEPARTMENT
NICOLET UNION HIGH SCHOOL DISTRICT**

The purpose of this document is to establish a School Resource Officer (SRO) Program at Nicolet High School. It is understood by all parties that the officer is an employee of the City of Glendale Police Department. This document will set forth guidelines to ensure that law enforcement, school officials, and the communities they serve have a shared understanding of the goals of the SRO program and that SROs receive the necessary support and training to ensure a safe school environment while respecting the rights of students and improving the overall school climate.

The Glendale Police Department recognizes and supports the need for safe schools and a safe learning environment for our youth while striving to hold juveniles responsible for their actions and preventing individual problems from developing into patterns of delinquency. An effective SRO program sets forth: the role of the SRO within the context of the educational mission of the Nicolet School District; distinctions between disciplinary misconduct to be handled by school officials, and criminal offenses to be handled by law enforcement; respect for the rights of students; transparency and accountability; minimum SRO training requirements; and promotion of non-punitive approaches to student behavior. In furtherance of these goals, the Glendale Police Department School Resource Officer shall work in partnership with school officials toward these ends. The school will provide a private office, office furnishings, telephone, and a computer to the SRO for his/her use in the school. The police department will provide any required police equipment, including radios and motorized and non-motorized vehicles to the SRO.

**ROLE OF THE GLENDALE POLICE DEPARTMENT SCHOOL RESOURCE OFFICER IN THE CONTEXT
OF THE EDUCATIONAL MISSION OF NICOLET HIGH SCHOOL**

1. The mission of the School Resource Officer program is to improve school safety and the educational climate at the school, to provide resources to school staff members, to educate students upon request and guidance of NHS administration, to foster positive relationships with students, to utilize professional communication skills and conflict resolution strategies, and to enhance the relationship among police, students, staff, parents and neighbors, not to enforce school discipline or punish students.
2. Building-level school administrators shall be consulted as to whether a SRO will be deployed to the school and shall participate in quarterly reviews of the SRO as part of the school safety committee.
3. The SRO shall meet with building-level school administrators, teachers, parents, and student representatives at least annually to discuss issues of school safety.
4. The SRO shall be integrated into the school community through participation in faculty and student meetings and assemblies as appropriate.

5. The SRO shall maintain a call log and there shall be an annual review of the SRO and the SRO program which shall be submitted to building-level school administrators, district-level school administrators, and the Glendale Police Department and the Glendale Police Commission.

X. SRO, NHS administration, and the assigned police supervisor will determine any specific goals and objectives of the SRO for that school year. Periodic conversations between the parties are encouraged to determine the effectiveness of the SRO program and to adjust as needed.

6. Absent a real and immediate threat to student, teacher, or school safety, and absent the situations described herein where formal law enforcement intervention is deemed appropriate, building-level school administrators shall have final authority in the building.

DISTINGUISHING DISCIPLINARY MISCONDUCT TO BE HANDLED BY SCHOOL OFFICIALS FROM CRIMINAL OFFENSES TO BE HANDLED BY LAW ENFORCEMENT

7. School Resource Officers are responsible for criminal law issues, not school discipline issues. It is recognized by all parties that the SRO is an employee of the Glendale Police Department. As such, the primary responsibilities are to investigate criminal cases involving youth, and maintain order through the enforcement of local, state, and federal law for the purpose of maintaining a safe and effective learning environment at NHS. Any issues involving students that do not rise to a criminal matter or safety concern will be handled by the school Principal or designee. The SRO is not to be utilized to enforce school rules or policies that may result in school discipline. The SRO may be requested by school administration to be present during any/all meetings with students regarding behavioral issues with the understanding that all authority to issue school related punishments (detention, in/out of school suspensions, expulsions, etc.) will be solely that of the school Principal or designee.

8. All interactions of the SRO with juveniles will be governed by policy 302 of the Glendale Police Department, which states that "The intention of the Glendale Police Department is to promote the best interests of the child, while preserving the rights and welfare of the community. The department also strives to ensure that juveniles are dealt with fairly, and that they are not taken advantage of due to their age, inexperience, or trust of members of the police department."

RESPECT FOR THE RIGHTS OF STUDENTS

12. The SRO must respect the rights of all students, including but not limited to informing a student of his or her of Miranda rights. All students' constitutional rights will be respected in all cases whatsoever, especially as it pertains to searches, seizures, and arrests.

13. School officials shall not ask a SRO to be present or participate in the questioning of a student if there are no reasonable grounds to think the topic of questioning pertains to a legal or law-enforcement issue, court-involvement, or arrest.

16. Absent a real and immediate threat to student, teacher, or public safety, a SRO shall not use physical force or restraints --- including handcuffs, Tasers, Mace, or other physical or chemical restraints --- on a child.

TRANSPARENCY AND ACCOUNTABILITY

18. The SRO program shall set forth a simple and straightforward mechanism for any student, parent, teacher, principal, or other school administrator to submit a complaint, orally or in writing, of abuses or misconduct by SROs.

- a. Parents and students shall be permitted to submit a complaint in their native language.
- b. The complaint system must be confidential and protect the identity of the complainant from the SRO to the extent consistent with the SRO's due process rights.
- c. The system shall provide for an independent investigation into the allegations in the complaint.
- d. Complaints shall be investigated and resolved, and complainants shall be furnished with a written explanation of the investigation and resolution, within 30 days.
- e. Where serious allegations of abuse or misconduct are raised, the SRO shall be temporarily removed from having contact with students as deemed appropriate by the SRO's Glendale Police Department Supervisor.
- f. Where allegations of abuse or misconduct are substantiated, the SRO shall be suspended or permanently removed from school assignments or receive additional training as deemed appropriate by the SRO's Glendale Police Department Supervisor.
- g. Every student, parent, and guardian in the school system shall be informed of the complaint procedure.

MINIMUM SCHOOL RESOURCE OFFICER TRAINING REQUIREMENTS

19. Every officer permanently selected to be a School Resource Officer shall receive initial training as well as ongoing annual training that includes but is not limited to cultural competency. In the event that an officer is assigned to temporarily serve in the SRO position, this officer should be in the process of receiving this training if his or her tenure in the position is to exceed one semester (a half a school year).

PROMOTING NON-PUNITIVE APPROACH TO STUDENT BEHAVIOR

20. The School Resource Officer shall be familiar with and trained in all programs adopting non-punitive approaches to discipline available in the Nicolet School District. If a school has implemented a specific program designed to improve overall school climate or respond to student behaviors in specific ways, the school resource officer shall participate in all trainings as practicable associated with that program.

EFFECTIVE DATE

This memorandum of Understanding is effective September 1, 2021, and shall remain in effect through June 15, 2022, unless renewed by agreement of both parties or terminated as provided herein.

TERMINATION OF AGREEMENT

Either party may terminate this agreement upon sixty (60) days written notice to the other party.

MODIFICATION: ENTIRE AGREEMENT OF PARTIES EXPRESSED

No modification of this agreement shall be valid or binding unless the modification is in writing, duly dated and signed by both parties. Executed this ____ day of _____, 202_

NICOLET SCHOOL DISTRICT

GLENDALÉ POLICE DEPARTMENT

Gregory Kabara
Nicolet School District Superintendent

Mark Ferguson
Glendale Chief of Police