

Safety Committee Meeting
May 16, 2019 4:00 PM
Central Services Board Room

1. Call to Order-Mrs. Rebecca Hamby
2. Moment of Silence / Pledge of Allegiance - Mrs. Rebecca Hamby
3. Approval of Committee Minutes
4. South Cumberland Elementary Threat Debrief
5. Threat Assessment Task Force
6. Other Discussion
7. Adjournment

Safety Committee Meeting
January 29, 2019
Central Services Board Room

The Safety Committee met Tuesday , January 29, 2019, in the Central Services Board Room where Mrs. Rebecca Hamby called the meeting to order at the approximate hour of 4:30 p.m. She welcomed everyone to the meeting and appreciated everyone for attending.

PRESENT:

Rebecca Hamby 7st District
Janet Graham, Director of Schools
Bo Magnusson, Safety Director
Travis Cole, EMS

Robert Safdie, 2nd District
Mary Kington, Maintenance Supervisor
Gary Howard. County SRO Supervisor

ABSENT: Jim Inman, 1st District

1. **Call to Order** – Mrs. Rebecca Hamby
2. **Moment of Silence/Pledge of Allegiance** – Mrs. Rebecca Hamby – Hamby requested we remember Mr. Iles in our moment of silence.
3. **Approval of October 18, 2018 Minutes**
Safdie made a motion to approve

VOICE VOTE: Safdie (mover-yes)
Hamby (seconder-yes)
All Ayes

MOTION: Carried Unanimously

4. SRO Program

Hamby started with handing out proposals for the bus garage gates. Hamby asked “ What are the policies and procedures for SRO officers in the schools.” She stated she had read them and was becoming more familiar with policies and procedures. She mentioned a conversation with Mr. Magnusson regarding the repeaters not working for all the SROs. The radios the SROs have sometimes do not pick up very well. This is a concern in the case of an emergency such as the shooting at the bus garage. Some SROs did not receive the information right away. Hamby asked, “How can we make sure they (SROs) are receiving information?” Howard answered, “ When it comes to the SRO program and the communication, it is a complicated issue. It’s different than being a road officer. Road officers have radios and we all have radios and you can hear that traffic. As you listen to the radio 95% of the time that traffic has nothing to do with anyone that you are dealing with. Our problem is you are looking at the SRO as a security guard with a gun. We are more than that.” Howard went on to say that the officers are often involved in the lives of the children. We are listening to them. When children are disclosing things they need the officer’s full attention. If you are listening to your radio, you cannot give that child the attention they need. What we have done to try and change that is we are working with EMA and we have something called Readyop. Readyop is text messages that come across. He described the way Readyop works. As the SRO supervisor, when that information comes across, I contact the captain and get the information. We then contact the SROs with any information they need as far as school information or anything pertaining to them. Officer Howard explained with an example of a recent incident in the city and how it was handled. This gives the SROs information without listening to the traffic on the radio. Magnusson added, Thanks to EMA, I also have a radio, so when we have a situation I can contact the SROs as well. I can call them and place schools on lockdown. To address the other

concern – cell phone service is sketchy in the North school area. They talked about installing boosters in the schools. Kington mentioned that boosters have been installed in all the county schools. Magnusson mentioned he would work with Kington to make sure all the boosters were working properly. Hamby stated her second question had to do with a situation at a school event and she witnessed a lady in the school who was extremely high and her companion had to hold her up to walk. She stated, “That was a danger in my mind, being at that program with all the other children there. I was told by an officer that they were not allowed to call another officer to come and arrest them for public intoxication or ask them to leave the school. Howard responded, “I need to clarify as to what kind of program it was?” Hamby detailed, “It was an awards program.” Howard asked, “Was it a part time or full time SRO?” Hamby responded, “It was a full time.” Howard stated, “There would be no reason to call someone to do it, because we could do it.” Hamby explained, “I was told you could not. I’m just trying to find out can something be done?” Howard summarized, “SROs are full time, certified police officers. We have the same authority as any other officer. As an SRO you have to have at least 2 years of law enforcement experience before you can become a SRO.” Hamby explained, “The reason I thought they would call someone else is because they would not have to leave their post.” Howard said, “I will put myself in that place, that way I can talk. If I have someone that is violating a law or is a danger to my school I am immediately going to take control of that circumstance to make sure there is no risk or danger to anyone in the school. When I place them under arrest and handcuff them I will call for transport. The other officer will arrive at the school and transport them to the justice center. Once my function is over with I will go by the commissioner’s office and sign my warrants.” Hamby remarked, “That makes me feel better. I was concerned about that because children were witnessing this. This was a mother of one of the children. Howard responded, “This is the question you always have in your mind. Yes, I am a law enforcement officer, yes, I have the ability to arrest but the question I ask myself each and every time is what is in the best interest of the children? If an arrest is in the best interest of the children, then I will do that. But if it’s not then I will look at the situation. You have to look at different ways to solve a problem. An arrest is not always that. I will give a for instance: Bo and I were at Stone Elementary with a irate parent. We asked them to leave. I went 4 or 5 time longer with that parent to get them to leave the premises because I didn’t want to arrest them in front of their children.” Hamby said, “I didn’t think she should have been put in handcuffs or anything.” Howard explained, “If I am going to take custody of you, first I am going to first make sure everyone is safe. The main thing you have to understand is when I take custody of you it is because I have no other option. As an office of the community we have the ability to choose to arrest or not arrest. In the school system things become more limited. We look and see we could make an arrest with no problem at all. But, what are the effects on the children when I make that arrest? Whether it is their children or other children. I always have to be conscientious of how children are going to perceive this because seeing an adult taken into custody has the ability to defeat the purpose of why I am there. I am very cautious on how I handle that. Hamby stated, “I understand that completely. I just wanted to understand what the process is in a situation like that.” Howard emphasized, “First and foremost I will make sure everyone is safe. Second that all rules of the law to enforce has happened. Our main directive is to make sure that the school is safe, the children are safe, parents are safe, with peace, security and safety.” Hamby thanked Howard for the information and stated her respect for the job he and his fellow officers are doing. Howard summarized, “Our role, one is the security of the school, second we are an informal counselor, we build a rapport with the students along the way and facilitate a good learning environment with those children.” Magnusson and Howard went on to talk about how much the children and SROs love and respect each other. The committee discussed other situations where there could be threats. Howard described the changes to make more consistent decisions. He said he felt the county was growing in their service to the schools.

5. Security at the Bus Garage

Safdie mentioned the next item on the agenda is the security at the county bus garage and welcomed Cole and Howard to stay for this portion. Hamby mentioned we have been talking to some of the bus drivers about the security at the bus garage. One thing of concern is the manual opening and closing of the gate. Throughout the day the gate has to stay open because the drivers are in and out. It is difficult to

open and close every time a bus goes in and out. We have been talking about getting pricing on a electronic gate. Hamby said she has been talking with Scott Hailey who does this type work for the jail. Becky Reed, Transportation Supervisor sent her pictures and she forwarded them to the company. They submitted a proposal for the electronic gate. He believes we can use the existing gate and add the electronics, wheels and other thing to it. If we are looking into whether we want to add a button to each bus (86 for the county) or window stickers. With the window stickers they would pull up to the gate and it would open from a widow sticker. The gate would automatically close after a period of time. He suggested the window stickers, but we could also have a button control similar to a garage door opener. The gate would also have a key-pad so that if in an emergency they could enter the gate. It would also allow mechanics in the gate. Included would have the capability to change codes when an employee leaves the system. She indicated the quote she passed out in the beginning of the meeting was at \$14,500.00. If we go with the other system it would be around \$20,000.00. He said he would give a free and accurate proposal after inspection of our current system. Graham asked if there would be a cost for maintenance for this process. Hamby responded, "There is not a cost for the maintenance, but would have a service call fee if we had problems. I will find out what the service call is. There would be a charge for cellular service (possible monitoring) which, would cost \$40.00 per month. The committee discussed the cost effectiveness and getting other quotes. Hamby mentioned she had trouble getting bids from other vendors. They also discussed the condition of the gate and if we need to replace it.

6. Raptor System

Hamby stated we need more information on the Raptor system. She mentioned she spoke with Mrs. Deck at North about the system, which has not been working. They found the problem is with the PC they were using to run the program. They changed the PC out but it doesn't seem to be much better. Graham asked, "Do we need to get a new computer?" Hamby said she thought we should and that she was not sure if the program would run on a Mac computer. Hamby continued that Mr. Inman has been doing the research on that. Graham stated, "We had some information that was shared On January 12th that somewhere around the \$2000.00 range to set up schools that don't have it. They charge around \$590.00 annual maintenance fee. Hamby described the service Raptor offers: the school staff scans the visitor's driver license and it flags if it is a sex offender or if they have a non-custodial parent situation. The system prints a name badge with the visitor's picture on it. Safdie mentioned that Mr. Inman liked this program. Magnusson mentioned asking for someone's license is often a deterrent for someone. Also, some systems have a feature that after a certain amount of time the visitor sticker will fade out. Hamby stated some systems have this feature but Raptor does not offer this. Hamby mentioned we do need to gather more information about this system.

7. Discussion on Interquest Detection Canines, Window Film and Interior Door Locks

Hamby noted the next item on the agenda is the Interquest Detection Canines, window film and interior door locks. Magnusson stated he was very impressed with the Interquest Detection Canines. He and Graham observed a demonstration after hearing a lot of positive feedback. There are a lot of benefits of this program number one, they are not technically working under the code of the law, it is a different kind of search. They can detect guns, ammunition, and they can detect opioids. Their dogs are not aggressive. They are very passive and not like a canine officer who scratches and makes noises. If they find something they just sit down. They were able to detect planted items during the demonstration. This is a proactive response to some of the problems in our country. Once they are there you start changing the mindset. They offer two full days per month or you can pay for more if that is what you want to do. Graham mentioned the thing with this company is we never know when they are going to visit. They would have schedules of testing dates and conflict days to make sure they are not disrupting important instructional time. This is not a competition for our city and county but a way to enhance that service. Some of neighboring counties who do not have a lot of resources say this is the best money they have spent. Hamby asked Graham to remind her of the price. Graham responded, "It is \$550.00 per day and the standard contract is for around 20 days per year for a total of around \$11,000.00." Graham continued to say we have some grant money left and this may be an opportunity for us to try this. Since

we are so far into the year it wouldn't be very much for the rest of the year. It would give us an opportunity to evaluate the service and see what the results would be. Hamby asked Howard his thoughts and he was in favor of this opportunity. Safdie asked if this would be primarily for the high schools? Graham responded that it could be but also used at elementary schools as well. Magnusson mentioned they like to start at the elementary level because it gets the students acquainted with the program. Also, we are trying to change the culture and philosophy of the schools. They know the dogs are going to be there at some point. He recommended they be active at the high schools but also be present in elementary schools. Graham said we wouldn't need to check the parking lots at elementary schools as we would at the high schools. Hamby stated she believes this is something we should pursue. Hamby mentioned we should make a motion to bring this before the full board. Graham suggested we present some priorities to the full board at the February meeting.

Window Film -Hamby asked about the window film. Graham mentioned we had some conversation about this recently and turned it over to Magnusson. Magnusson said, "It is amazing stuff." Magnusson went on to say you can Google the video and see how good it is. It is a 3M material and it takes a while to shoot through it. The problem is in the video the film is on both sides of the window and that doubles the cost. The committee discussed the cost and how it would best benefit our schools. Graham said some of this film is \$22.00 - \$24.00 per square foot. She suggested we find out where are our immediate problems and significant areas of concern. One of the areas of concern, brought to our attention by Mr. Howard, would be the cottages at Homestead Elementary. The doors have a sheet of glass probably 4 x 4. The glass could easily be broken. If the film were on that glass it would deter someone from breaking it. The committee discussed the cost for equipping the cottages with this film and see if it would be worthwhile in other areas.

Door Locks – Hamby asked if all doors lock from the inside? Graham confirmed they did. Hamby asked if we were looking at new locks throughout the system or in certain areas. Graham said that was a specialized lock and would run \$200. – \$300. per door. As we have had to replace door knobs we are replacing with the latest technology. It would be cost prohibited to replace all the door locks at one time. Most all of our buildings are contained. We have to start with the perimeter doors and being selective as to who we let in out buildings. Some teachers lock the doors and this is a training process. The committee discussed door buzzers and cameras to see who wants to enter the room. We have to train our teachers and students to not just open doors without knowing who is requesting entrance. They also discussed a buzzer for central office. Graham said we would prioritize the list, get firm costs and present them to the full board in February.

8. Emergency Closings

Hamby said she had reviewed the policy and procedures on this subject and was satisfied with it

9. Other discussion

10. Adjournment – Mrs. Rebecca Hamby

VOICE VOTE: All Ayes

MOTION: Carried Unanimously

(The meeting was adjourned at the approximate hour of 5:30)

Mrs. Janet Graham
Director of Schools

Mrs. Rebecca Hamby
Chairman of the Safety Committee

Jane Franklin
Executive Assistant for the Director of Schools and BOE