

NOTICE OF STANDING COMMITTEES

Scheduled for
Tuesday, July 9, 2019,
beginning at 6:30 p.m. in

Council Chambers
Village Hall of Tinley Park
16250 S. Oak Park Avenue
Tinley Park, Illinois

Administration & Legal Committee
Public Safety Committee
Public Works Committee

A copy of the agendas for these meetings is attached hereto.

Kristin A. Thirion
Clerk
Village of Tinley Park

NOTICE OF A MEETING
OF THE PUBLIC SAFETY COMMITTEE

Notice is hereby given that a meeting of the Public Safety Committee of the Village of Tinley Park, Cook and Will Counties, Illinois, will begin at 6:30 p.m. on Tuesday, August 13, 2019, in the Council Chambers at the Village Hall of Tinley Park, 16250 S. Oak Park Avenue, Tinley Park, Illinois.

The agenda is as follows:

1. OPEN THE MEETING.
2. CONSIDER APPROVAL OF THE MINUTES OF THE PUBLIC SAFETY COMMITTEE MEETING HELD ON JULY 9, 2019.
3. DISCUSS INTERGOVERNMENTAL AGREEMENT (IGA) WITH HIGH SCHOOL DISTRICT 230 FOR SCHOOL RESOURCE OFFICER.
4. RECEIVE COMMENTS FROM THE PUBLIC.

ADJOURNMENT

KRISTIN A. THIRION
VILLAGE CLERK

MINUTES
Public Safety Committee
July 9, 2019 - 6:30 p.m.
Village Hall of Tinley Park – Council Chambers
16250 S. Oak Park Avenue
Tinley Park, IL 60477

Members Present: W. Brennan, Chairman
W. Brady, Village Trustee
M. Glotz, Village Trustee

Members Absent: None

Other Board Members Present: None

Staff Present: D. Niemeyer, Village Manager
P. Carr, Assistant Village Manager
B. Bettenhausen, Village Treasurer
P. Connelly, Village Attorney
F. Reeder, Fire Chief
D. Riordan, Deputy Fire Chief/Fire Prevention
S. Tencza, Patrol Commander
L. Valley, Executive Assistant to the Manager and Trustees
H. Lipman, Management Analyst
C. Mikrut, Intern
L. Carollo, Commission/Committee Secretary

Item #1 - The meeting of the Public Safety Committee was called to order at 7:14 p.m.

Item #2 – CONSIDER APPROVAL OF THE MINUTES OF THE PUBLIC SAFETY COMMITTEE MEETING HELD ON JUNE 11, 2019

– Motion was made by Trustee Brady, seconded by Trustee Glotz, to approve the minutes of the Public Safety Committee meeting held on June 11, 2019. Vote by voice call. Chairman Brennan declared the motion carried.

Item #3 – DISCUSS FIRE PAY PLAN - The Village's initial pay study conducted by NIU in 2006, focused on a pay plan that did not include Fire Suppression; therefore, the issue was revisited following implementation of the updated Village Pay Plan effective October 2018. The Fire Department and Human Resources evaluated the data provided by PayPoint HR in 2018, and also verified current market data collection and analysis. The recommended Fire Pay Plan in accordance with the Village's Strategic Plan was presented to the Village Board in April 2019; however, the plan was tabled due to concerns with the long-term cost and lack of recommendations on how to pay for the plan.

The proposed new Fire Plan is a 5-step paygrade, rather than a 10-step paygrade. The new plan currently includes new paygrade levels for EMT duties to reward staff with the required certification, which is expected to begin in 2021. Certified probationary firefighters would now receive an increase after 60 days with satisfactory performance. Additionally, command staff working at the Hollywood Amphitheater will receive a \$3 hourly acting-up pay.

The total 10-year cost of the new plan, not including market wage adjustments, is estimated to be \$3,150,000. Higher costs will be in later years of the plan as employees reach the top of the pay scale. The total 10-year cost of the previous plan was estimated to be \$4,400,000.

F. Reeder, Fire Chief provided a memo on expenditure reductions and new revenues to offset costs to the revised Fire Plan. When annual costs are under \$300,000 within the first few years, savings from no longer utilizing the Kurtz Emergency Medical Dispatcher will aid in the plan costs. The Village may need to consider raising ambulance fees or implement budget adjustments in later years when costs for the plan will be higher.

A Merit Performance Plan has been developed, which includes categories such as training, fitness, initiatives and communication. Employees will receive a number of points in the evaluation to qualify for a step increase.

The proposed Fire Pay Plan presented to the Village Board in April 2019 incorporated the following:

- Rate increases in the first year for some positions based on market data.
- Merit Pay - Pay increases for Fire Chief, Deputy Chief and Assistant Chief.
- Performance evaluation/merit system has replaced the education stipend program.
- Acting rank pay program changed to provide an incentive for promotional opportunities.
- Non-management Fire Suppression staff with 20 years or more of service will begin on the plan one step higher.

Market data comparison results:

- Firefighter and Engineer pay trends well above market when compared with other similar part-time departments.
- Lieutenant, Captain and Assistant Chief starting pay below market overall and rates were adjusted.
- Challenges included EMT licensure not fully required/utilized in duties, Firefighter and Engineer as separate positions and the limited number of part-time departments overall.

Trustee Glotz requested clarification on various costs and savings within the revised proposed Fire Plan. P. Carr, Assistant Village Manager and F. Reeder, Fire Chief addressed his concerns in further detail. Chairman Brennan asked if the Public Safety Committee had any other questions. No one came forward. Chairman Brennan thanked Mr. Reeder for including the incentive initiative offering promotional opportunities within the Fire Department.

Motion was made by Chairman Brennan, seconded by Trustee Brady, to recommend the Fire Pay Plan be placed on the agenda for the Village Board meeting. Vote by voice. Chairman Brennan declared the motion carried.

Item #4 – DISCUSS FEE STUDY - POLICE DEPARTMENT - A market data comparison of fine schedules of the Village and surrounding communities was completed. Currently, fines for parking and compliance violations are set at \$25 and payment options are by mail or in person. Fines for local ordinance violations are set by a hearing officer with a maximum fine of \$750 and the violator must appear for a court hearing. Fines in other comparable communities were reviewed. Fine payment is a challenge in all communities reviewed, however, communities offering online payment methods reported greater than normal fine payment. After analysis and review, proposed fine schedule recommendations are noted below.

- Increase fines for Parking/Compliance citations to \$50.
- Establish an online payment option.
- Set a fine schedule for Local Ordinance violations and allow payment without a court hearing appearance.
- Review all fines in collections and consider an amnesty program.

- Adopt a Towing of Unlawful Vehicles ordinance to tow vehicles used by persons committing certain defined crimes within the Village and the assessment of a \$500 administrative fee.

Chairman Brennan asked if the Committee had any questions. No one came forward. Trustee Brady stated offering the option of online payments is a great idea. A tracking system to improve violation enforcement within the Village was also discussed.

Item #5 – DISCUSS FEE STUDY - FIRE DEPARTMENT - A recent review and analysis of Fire Department fees was completed. Recommendations to adjust fees relating to fire protection systems, fire alarm systems and personnel costs for special events/fire watch activity were provided.

The proposed fees below were based upon the cost to perform the permit process and a surrounding community assessment for similar permits and services.

- Fire Protection Permit Fee would increase to \$50 plus 50 cents per sprinkler head/nozzle.
- Plan Review Fee for a small fire sprinkler system (20 sprinkler heads) would increase to \$50.
- Plan Review Fee for a large fire sprinkler system (+20 sprinkler heads), fixed extinguishing system, large fire alarm system (more than 10 devices) and new construction plan review would increase to \$100 each.
- Personnel fee would increase to \$50/person/hr. for non-Village sponsored events/fire watch.

The Committee reviewed the Village's current and proposed fees and there was discussion in fee disparity when compared with surrounding communities. D. Niemeyer stated in future fees will be reviewed and updated more frequently. Staff will also follow up on inspection fees to ensure they relate to comparable communities and costs.

Item #6 – DISCUSS MABAS 24 DISPATCH AGREEMENT - Staff requested an amendment to Resolution 2017-R-002 (MABAS 24 Dispatch Agreement) to modify payment terms for dispatch services. In May 2017, the Village entered into a five (5) year agreement with MABAS 24 for dispatch services at a yearly rate of \$5,000 with an 8% escalator yearly beginning in year two (2).

Upon further review of services, the Village negotiated with MABAS 24 to increase the yearly fee to \$25,000, based on call volume, with an 8% escalator in years four (4) and five (5), which will be billed quarterly.

It was noted the requested amendment would be in place for the current agreement. Chairman Brennan asked if the Committee had any questions. No one came forward.

Motion was made by Chairman Brennan, seconded by Trustee Brady, to recommend an Amendment to Resolution 2017-R-002 (MABAS 23 Dispatch Agreement) be brought forward for the Village Board meeting. Vote by voice. Chairman Brennan declared the motion carried.

Item #7 – RECEIVE COMMENTS FROM THE PUBLIC - A resident referred to the Waste & Recycling Contract with Homewood Disposal and stated concerns with the 3.5% escalator in an eight (8) year contract. Mr. Carr stated the Village and Homewood Disposal negotiated the 3.5% escalator, as it was originally proposed at 4%. Homewood Disposal has agreed to the added services they will provide as well as a reduction in monthly cost to residents. As other companies were competitive, overall Homewood Disposal offered more cost savings to the residents.

ADJOURNMENT

Motion was made by Chairman Brennan, seconded by Trustee Brady, to adjourn this meeting of the Public Safety Committee. Vote by voice call. Chairman Brennan declared the motion carried and adjourned the meeting at 8:07 p.m.

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DRAFT



Interoffice Memo

Date: August 9, 2019

To: Public Safety Committee

From: Matthew Walsh, Police Chief

Subject: Intergovernmental Agreement with High School District 230-School Resource Officer

Attached is the Intergovernmental Agreement (IGA) between the Village of Tinley Park and High School District 230 (Andrew High School).

The purpose of the new IGA is to have a standard School Resource Officer (SRO) agreement between all three high schools in District 230 (Andrew, Sandburg and Stagg). Chief Paul Madigan (Palos Hills), Chief Timothy McCarthy (Orland Park) and I met as each high school had a different SRO agreement. The current agreement is the same for all with the exception of costs to the village in sec. 2.3.

**INTERGOVERNMENTAL AGREEMENT
BY AND BETWEEN
BOARD OF EDUCATION OF CONSOLIDATED HIGH SCHOOL DISTRICT NO. 230
AND
VILLAGE OF TINLEY PARK**

This Intergovernmental Agreement is made this ____ day of _____, 2019 by and between the Board of Education of Consolidated High School District No. 230 (“Board” or “District”) and the Village of Tinley Park (“Village”).

WITNESSETH

WHEREAS, the Board operates Victor J. Andrew High School (“Andrew High School”) in the boundaries of the Village; and

WHEREAS, the Village operates the Tinley Park Police Department (“Police Department”); and

WHEREAS, Article VII, Section 10 of the 1970 Constitution of the State of Illinois and the *Intergovernmental Cooperation Act*, 5 ILCS 220/1 *et seq.*, provides that units of local government and school districts may contract with one another to perform any activity authorized by law; and

WHEREAS, the Village and the Board are public agencies pursuant to Section 2 of the *Intergovernmental Cooperation Act*, 5 ILCS 220/2; and

WHEREAS, the Village and the Board have previously entered into an Intergovernmental Agreement regarding the assignment of a police officer employed by the Village to perform the duties of a School Resource Officer at Andrew High School; and

WHEREAS, the Board desires to have the services of a police officer at Andrew High School as a School Resource Officer (“SRO”); and

WHEREAS, the Village and the Board have determined it to be in the best interests of all parties to enter into this Agreement.

Now, therefore, the parties hereto agree as follows:

1.0 Goals and Objectives - It is understood and agreed that the Board and the Village share the following goals and objectives with regard to the SRO program:

- 1.1 To increase the reporting of all crimes committed against youth and their property; and to increase the reporting of physical and sexual child abuse and neglect.
 - 1.1.1 To develop and project a positive attitude and image, and establish lines of communication as well as a sound relationship with the students, teachers and staff of Andrew High School.
 - 1.1.2 To provide a convenient and confidential setting wherein a student may feel at ease with a trusted individual in reporting crimes.

- 1.1.3 Upon request of Andrew High School's counseling staff and/or community service agencies, assist students in dealing with individual problems and concerns as is appropriate.
- 1.1.4 To provide an opportunity for the SRO to help educators become aware of reportable crimes against youth.
- 1.2 To further reduce the number of crimes committed in schools or near school property.
 - 1.2.1 To provide a preventative presence in the school area in order to reduce loitering on the school premises, drug and alcohol traffic, assaults, and other actions of anti-social behavior. The SRO's legal responsibilities lie in the area of the law and he/she will not be used as an arm of school discipline.
 - 1.2.2 To provide a preventative presence for special school functions such as athletic events, school dances, band concerts, and summer educational programs, as detailed in this Agreement.

2.0 Employment and Assignment of School Resource Officers

- 2.1 The Village shall assign one police officer from the Police Department to act as an SRO at Andrew High School.
- 2.2 The SRO shall remain an employee of the Village and shall be subject to the administration, supervision and control of the Police Department, except as such administration, supervision and control is subject to the terms and conditions of this Agreement. The Village shall at all times be considered the SRO's employer and shall retain direction and control of the work and conduct of the SRO and shall be solely responsible for payment and provision to the SRO of salary and any other benefits, including overtime, to which the SRO is entitled as an employee of the Police Department. The Village is responsible for making necessary tax and other withholdings from the SRO's pay, and for making all necessary tax and other employment-related payments and filings. The Village shall also maintain payroll, attendance, and performance evaluation records of the SRO. The SRO shall be covered by the Village's worker's compensation insurance.
- 2.3 The Board agrees to pay the Village an annual sum for the SRO's services ("Payment"). For the Initial Term (August 1, 2019 – July 31, 2020), the Payment shall be \$104,334.60. For subsequent terms (each August 1 – July 31), the Payment shall be increased annually, commencing August 1, 2020, by two and one-half percent (2.5%). For the Initial Term and any subsequent term, the District shall pay the Village in equal monthly installments, upon receipt of a monthly invoice from the Village.
- 2.4 Because the SRO is an employee of the Police Department, the Police Department, in its discretion, shall have the power and authority to hire, discharge and discipline the police officer who serves as the SRO. The SRO shall be subject to all other personnel policies and practices of the Police Department except as such policies or practices may have to be modified to comply with the terms and conditions of this Agreement.
- 2.5 In the event that the SRO is absent from work, the SRO shall notify the Principal (or his/her designee) of Andrew High School. In such event, the Village shall assign another police

officer who meets the qualifications listed in Section 4.2 below to temporarily perform the SRO duties, at no additional cost to the District.

- 2.6 The SRO reports directly to the Commander of Investigations, his designee or the patrol shift commander of the Police Department in that order.

3.0 Duty Hours

- 3.1 The SRO shall be a regular employee of the Police Department, but shall provide services to Andrew High School during the following hours: 7:30 a.m. to 3:30 p.m. on all days that teachers are scheduled to be in attendance. The District will provide the Village with a copy of the school calendar prior to the start of each school year (and within seven days of the effective date of this Agreement).
- 3.2 When the SRO is performing SRO duties but is away from Andrew High School premises, he/she will maintain communication with the school either by telephone or radio.
- 3.3 It is understood and agreed that the time spent by the SRO attending court, pursuing juvenile or criminal cases arising from and/or out of their duties as an SRO shall be considered as hours worked under this agreement.

4.0 Selection and Qualifications of the SRO. To be an SRO, an officer must first meet all of the following basic qualifications as well as the qualifications set forth in the SRO Job Description, attached hereto as Exhibit A and incorporated herein:

- 4.1.1 Shall be a commissioned officer and have a minimum of two years of law enforcement experience;
- 4.1.2 Shall be a certified juvenile officer;
- 4.1.3 Shall possess a sufficient knowledge of the applicable Federal and State laws, Village ordinances, and Board policies and regulations;
- 4.1.4 Shall be capable of conducting in depth criminal investigations;
- 4.1.5 Shall possess an even temperament and set a good example for students; and
- 4.1.6 Shall possess communication skills that would enable the officer to function effectively within the school environment, including the ability to teach.
- 4.1.7 Shall have completed training concerning the duties of a school resource officer and working with high school age students, including any trainings required by law, including under Section 10.22 of the Illinois Police Training Act (50 ILCS 705/10.22).

4.2 Replacement of SRO

Upon a request by the District, in writing, setting forth the specific reason for replacement and after a meeting with the Chief of Police or his designee, the Village, may replace the SRO with another police officer who meets the criteria set forth in this Agreement.

5.0 Duties of the School Resource Officers

The duties of the SRO are set forth on the SRO Job Description in Exhibit A, and also include the following obligations:

- 5.1 To protect school property, students, school personnel and visitors from criminal activity by patrolling the school building and grounds and attending school functions.
- 5.2 To enforce State and Local criminal laws and ordinances.
- 5.3 To establish a close-working relationship with school officials at Andrew High School.
- 5.4 To take appropriate action on violations of the law involving juveniles.
- 5.5 To work with the Andrew High School Administration and teaching staff concerning safety, drug education, conduct, counseling and preventative discipline.
- 5.6 To work with the Andrew High School Administration in the implementation of police-community school programs.
- 5.7 To be available to organizations within the community to assist in explaining the SRO Program and its philosophy.
- 5.8 To prepare necessary records and reports as requested by the Andrew High School Administration
- 5.9 To answer questions in the law-related education field.
- 5.10 To perform daily or periodic risk assessment duties as defined by the District.

6.0 Chain of Command

- 6.1 The SRO, as an employee of the Police Department, will be directly responsible to the Commander of Investigations, his designee or the patrol shift commander in that order.
- 6.2 In the performance of his/her duties, the SRO shall coordinate and communicate with the Principal (or the Principal's designee) of Andrew High School.

7.0 Training/Briefing

- 7.1 The SRO shall be required by the Police Department to attend monthly training and briefing sessions. These sessions will be held at the direction of the Police Department. Briefing sessions will be conducted to provide for the exchange of information between the Police Department and the SROs. Notwithstanding the foregoing, the Police Department and the SRO must comply with the obligations set forth in Section 11.0

and the terms of any Reciprocal Reporting System Agreement in place between the Parties.

- 7.2 The Village and the District acknowledge that the SRO must receive appropriate and current training in order to fulfill his/her duties as a school resource officer. The
- 7.3 Beginning January 1, 2021, the Village shall provide to the District a certificate of completion, or approved waiver, issued by the Illinois Law Enforcement Training Standards Board under Section 10.22 of the Illinois Police Training Act (50 ILCS 705/10.22) indicating that the subject officer has completed the requisite course of instruction in the applicable subject areas within one year of assignment, or has prior experience and training which satisfies this requirement.

8.0 Dress Code

- 8.1 The SRO may be required by the District to wear a Police Department issued uniform for the first 2 weeks of the school year.
- 8.2 After the first 2 weeks of the school year, the SRO may, at the discretion of the Police Department and the Principal of Andrew High School, wear "soft" clothes. Notwithstanding the above, the SRO must be identifiable as a Police Officer when on duty as an SRO.

9.0 Supplies and Equipment

- 9.1 Motor vehicles. The Police Department will provide a squad car for use by the SRO in performance of his/her duties.
- 9.2 Safety Equipment. The Police Department shall provide any safety equipment to the SRO that it determines to be necessary.
- 9.3 Office Supplies. Andrew High School agrees to provide the SRO with the usual and customary office supplies and forms required in the performance of his/her duties. In addition, the SRO shall be provided a private office within Andrew High School that is accessible by the students. The SRO shall also be provided a computer, access to a printer, and access to a private fax machine for confidential intelligence sharing. This office shall not be used as a booking station in violation of Section 10-20.60 of the School Code (105 ILCS 5/10-20.60).

10.0 Operating Procedures

The SRO shall comply with applicable Board policies and procedures in the course of his/her duties.

11.0 Access to Education Records

The District and the Village acknowledge and agree that all student, personnel, medical, and District-related business records generated by District employees or students shall be the property of the District. The Parties agree to comply with all state and federal laws, including, but not limited to, the *Illinois Student Records Act*, the *Illinois Mental Health and Developmental Disabilities Confidentiality Act*, the federal *Family Educational Rights and Privacy Act*, the *Health Insurance Portability and Accountability Act of*

1996, the *Illinois Personnel Records Review Act*, and all rules and regulations governing the release of student, personnel, and medical records, as well as the terms and conditions contained in the Reciprocal Reporting System Agreement entered into by the Parties on December 20, 2012 as it may be amended, or any successor agreement ("Reciprocal Reporting Agreement"), to the extent a student has not reached his or her 18th birthday. The SRO may have access to personally identifiable information ("PII") in student records as follows:

- 1) The SRO may have access to directory information of students as needed to perform duties.
- 2) The SRO may have access to other (non-directory) student record information pursuant to the following legal guidelines, as interpreted and approved by the Superintendent or Principal:
 - i) The SRO may receive PII from the District as a "school official" performing SRO duties under this Agreement when the SRO has a direct and legitimate educational interest in the student. A "legitimate educational interest" shall include promoting school safety and physical security of the students. The PII must remain under the direct control of the District, and SRO may use information obtained as a school official only for the purposes for which it is obtained, and will not disclose such information to third parties, including other employees of the Police Department who are not acting as school officials, unless consent of the parent (or student age 18 or older) is obtained or an exception to the consent rule applies.
 - ii) The SRO may receive from the District PII related to student criminal activity pursuant to the Reciprocal Reporting Agreement, when necessary for the discharge of his or her official duties, to effectively serve, prior to adjudication, the student whose records are released. Such a release of records is subject to the terms of the Reciprocal Reporting Agreement, and the SRO will not disclose such information to third parties outside the Police Department.
 - iii) In an emergency, as determined by the Superintendent or School Principal.

To the extent the SRO has access to student records to perform his/her duties, he/she shall not divulge such records to any third party outside of the conditions outlined above without the District's consent, parental consent, or as permitted or required by law. The District and the Village acknowledge and agree that all records that are both generated and maintained solely by the SRO in connection with the performance of services under this Agreement shall constitute law enforcement records and shall be the property of the Village and shall not be student records. Notwithstanding the termination of this Agreement for any reason, the confidentiality provisions of this paragraph will continue in full force and effect following such termination.

- 12.0 Term of Agreement** - The Initial Term of this agreement is August 1, 2019 through July 31, 2020. This Agreement will be automatically renewed for additional one (1) year Terms until terminated as provided herein. The Agreement may be terminated by either party for convenience upon sixty (60) days' prior written notice.

13.0 Insurance and Indemnification

13.1 Indemnity: The District shall indemnify and hold the Village and its officers and employees harmless from any and all losses, costs, demands, damages, actions or causes of action, including reasonable attorney's fees arising out of, proximately caused by or incurred by reason of any of negligent or willful and wanton acts or omissions of the District and its employees related to this Agreement; subject, however, to any defenses or limitations of liability permitted under the *Local Governmental and Governmental Employees Tort Immunity Act, 745 ILCS 10/1 et seq.*, or otherwise provided by law.

The Village shall indemnify, defend and hold the District, its individual Board members and employees harmless of and from any and all losses, costs, demands, damages, actions or causes of action, including reasonable attorneys' fees arising out of, proximately caused by or incurred by reasons of any negligent or willful and wanton act or omission by the SRO, or breach of this Agreement; subject, however, to any defenses or limitations of liability permitted under the *Local Governmental and Governmental Employees Tort Immunity Act, 745 ILCS 10/1 et seq.*, or otherwise provided by law.

13.2 Insurance: Each Party shall keep in force at all times during the term of this Agreement, Commercial General Liability Insurance, on an occurrence basis, with limits of not less than \$3,000,000 per occurrence and in the aggregate and at all times naming the other party to this Agreement, its individual Board members, employees, and agents as additional insureds thereon. Such coverage shall include each Party's indemnification obligation under Paragraph 13.1 of this Agreement. Within five (5) days of the last Party's execution of this Agreement, each Party shall furnish to the other a certificate of the insurance evidencing the insurance required under this Agreement

- 14.0 Evaluation:** The Principal (or designee) shall evaluate the SRO on an annual basis in the manner jointly developed by the parties. The Principal's evaluation shall be advisory only and the Police Department retains the final authority to evaluate the SRO's performance.
- 15.0 Body Cameras:** Should the SRO be required by the Village to wear a body camera while on duty at Andrew High School, the SRO shall comply with all laws and regulations applicable to the wearing of such cameras.
- 16.0 Storage of SRO Papers and Equipment:** The District shall provide the SRO a space for storage of paperwork, personal effects, and small items of equipment. The SRO shall not store ammunition or weapons on school property except with the express permission of the Superintendent. If the Superintendent approves storage of ammunition and equipment on school property, the parties shall agree to specific written protocols for such storage, including a locked area, safety precautions, and access and inventory protocols.
- 17.0 Access to Security Videos and Secure Radio Channels:** To the extent the District operates security video systems or secure radio channels, the District may give the SRO regular access to view live security video and secure radio channels as deemed appropriate by the District. Recorded security videos in and outside Stagg High School may constitute student records protected by state and federal laws, and recorded security videos on school buses constitute confidential records under the Criminal Code, thus access to recorded videos shall be given only in keeping with those laws.

18.0 Notices: Any notices may be sent to the respective parties at the following respective addresses:

To the Village: Chief of Police
Tinley Park Police Department
7850 183rd St,
Tinley Park, IL 60477

To the District: Superintendent
Consolidated High School District No. 230
15100 S. 94th Avenue
Orland Park, Illinois 60462

or at such other addresses as the parties may indicate in writing to the other either by personal delivery, courier, or by registered mail, return receipt requested, with proof of delivery thereof. Mailed notices shall be deemed effective on the third day after mailing; all other notices shall be effective when delivered.

19.0 Complete Understanding and Amendments: With the exception of the Reciprocal Reporting Agreement, this Agreement sets forth all the terms and conditions, and agreements and understandings between the Parties relative to the subject matter hereof. No modifications, amendments, or waiver of any provision hereto shall be valid and binding unless in writing and signed by all Parties.

20.0 Termination of Prior Agreements: All existing agreements between the Parties concerning the provision of a School Resource Officer, including, the Intergovernmental Agreement Between Consolidated High School District 230 and the Village of Tinley Park Providing for a School Resource Officer, dated May 15, 2014, are hereby terminated.

SIGNATURE'S REQUIRED

IN WITNESS WHEREOF, the parties hereto have set their hands and seals all as of the day and year written below.

**BOARD OF EDUCATION OF
CONSOLIDATED HIGH SCHOOL
DISTRICT NO. 230**

VILLAGE OF TINLEY PARK

By: _____
Its: Board President
Date: _____

By: _____
Its:
Date: _____

Attest:

By: _____
Its: Board Secretary

Date: _____

EXHIBIT A

Consolidated High School District 230

Job Description
School Resource Officer

Position: School Resource Officer (SRO)

QUALIFICATIONS:

- A) A commissioned officer with a minimum of two years law enforcement experience
- B) A certified juvenile officer
- C) Evidence of a sufficient knowledge of applicable Federal and State laws, Village Ordinances, and Board of Education policies and regulations
- D) Capable of conducting in depth criminal investigations
- E) Even temperament and a role model for students
- F) Have sufficient communication skills that would enable the officer to function effectively within the school environment

REPORTS TO:

The SRO, as an employee of the Tinley Park Police Department will be directly responsible to the Commander of Investigations, his designee or the patrol shift commander in that order, who shall designate and/or authorize any variation in the officers' normal work schedule or assignments in consultation with the building principal.

POSITION GOALS:

- A) Works in a collaborative manner to assist with the promotion of positive student behavior and self-discipline
- B) Fosters to maintain a positive working relationship between the Students, employees, and school community
- C) Plays a pivotal role in the prevention of criminal activities during the School day, at school events as assigned, and in or near school property
- D) Acts as a member of the school crisis team and link between school officials and the police department in any crisis situation, including the investigation of any threats of school personnel or members of the school community
- E) Acts in accordance to the Intergovernmental Agreement between the Village of Tinley Park and the Board of Education of Consolidated High School District No. 230

PERFORMANCE RESPONSIBILITIES:

- A) Protect school property, students, school personnel and visitors from criminal Activity by patrolling the school building and grounds and attending school functions such as athletic events, dances, concerts, and educational programs as required
- B) To enforce state, and local criminal laws and ordinances
- C) To establish a close working relationship with school officials in the Andrew attendance area
- D) The SRO will be responsible for taking appropriate action on violations of the law involving juveniles

- E) Work with the school administration and teaching staff, assisting those members concerned with safety, drug education, conduct, counseling and preventative discipline
- F) Work with the Andrew High School Administration in the implementation of Police-community school programs
- G) To prepare necessary records and reports as requested by the Andrew High School Principal
- H) To assist other law enforcement officers with outside investigations concerning students attending Andrew High School

COMMUNICATIONS:

- A) Serves as liaison between school administration and police department
- B) Maintains an ongoing dialogue with secondary school administrators, deans, counselors, social workers, and health service personnel regarding student Behavior
- C) Maintains complete confidentiality as defined and required by state law in regards to student conduct and criminal investigations that arise from his/her employment

**PUBLIC
COMMENT**

ADJOURNMENT