

RESOLUTION NO. 82-2025
Introduced by William Biddlecombe

A RESOLUTION AUTHORIZING THE CITY MANAGER TO ENTER INTO A MEMORANDUM OF AGREEMENT WITH THE BOARD OF EDUCATION OF THE HURON CITY SCHOOL DISTRICT FOR THE ALLOCATION OF PARTIAL FUNDING OF A SCHOOL RESOURCE OFFICER POSITION WITHIN HURON CITY SCHOOLS FOR A PERIOD OF ONE YEAR FROM JULY 1, 2026 THROUGH JUNE 30, 2027.

WHEREAS, a School Resource Officer ("SRO") plays an important role in creating a positive school climate by promoting drug-use prevention education and by ensuring a safe learning environment for all children and adults who enter into a school building; and

WHEREAS, for the past 16 years, the City of Huron ("City") and the Huron School District ("School District") have entered into agreements where the City has agreed to provide a City police officer to the School District to staff the SRO position; and

WHEREAS, the City and School District desire to continue this relationship and use law enforcement personnel to staff the SRO position; and

WHEREAS, residents of both the City and Huron Township ("Township") are served by the School District and both desire to provide a safe learning environment for all students and adults; and

WHEREAS, the Board of Education of the Huron City Schools desires to provide partial funding to the City for staffing the SRO position for the benefit of its residents who attend, work, or visit School District schools.

NOW, THEREFORE, BE IT RESOLVED BY THE COUNCIL OF THE CITY OF HURON, OHIO:

SECTION 1: That the City Manager be, and he hereby is, authorized and directed to enter into a Memorandum of Agreement with the Board of Education of the Huron City School District to outline duties, rights and expectations between the parties, and to allocate partial funding of a School Resource Officer position within the School District for a period of one (1) year from July 1, 2026 through June 30, 2027, which memorandum of agreement shall be substantially in the form of Exhibit A, attached hereto and made a part hereof.

SECTION 2: That this Council hereby finds and determines that all formal actions relative to the adoption of this Resolution were taken in an open meeting of the Council and that all deliberations of this Council and of its committees, if any, which resulted in formal action, were taken in meetings open to the public in full compliance with applicable legal requirements, including O.R.C. §121.22 of the Revised Code.

SECTION 3: This Resolution shall be in full force and effect from and immediately following its adoption.



Monty Tapp, Mayor

ATTEST:

Clerk of Council

ADOPTED:

09 DEC 2025

**SCHOOL RESOURCE OFFICER
MEMORANDUM OF UNDERSTANDING**

This Memorandum of Understanding ("MOU") is made and entered into by and between the City of Huron, an Ohio Charter Municipality, located at 417 Main Street, Huron, Ohio 44839 ("City") and the Board of Education of the Huron City School District, located 710 Cleveland Road West, Huron, Ohio 44839 ("Board" or "District") executed this day of November 10, 2025.

Pursuant to Ohio Revised Code Sections 3313.95 and 3313.951, this document will serve as the written agreement between the City and the Board. This MOU clarifies the purpose of the School Resource Officer Program ("SRO Program") and roles and expectations between participating entities along with establishing the needed commitment and support from both political subdivisions. This document also provides a series of guidelines for the SRO Program. Nothing in this MOU should be construed as limiting or impeding the basic spirit of cooperation, which exists, to the extent permitted by law, between the participating entities listed above and all community stakeholders.

I. Purpose.

This MOU establishes and delineates the mission of the SRO Program as a joint cooperative effort. Additionally, the MOU clarifies roles, responsibilities and expectations and formalizes relationships between the participating entities to foster an efficient and cohesive program that will build a positive relationship between the City the Huron City Police Department ("Police Department" or "Law Enforcement Personnel"), officers, school staff, and the students, promote a safe and positive learning environment and decrease the number of youths formally referred to the juvenile justice system.

II. Mission.

The mission of the SRO Program is to promote school safety by building a positive school climate in which everyone feels safe and students are supported to succeed. The SRO Program also seeks to reduce violent crime committed by and against youth in our community. The SRO Program accomplishes this mission by supporting safe, secure, and orderly learning environments for students, teachers and the staff. SROs will establish a trusting channel of communication with students, parents, teachers, and establish regular feedback opportunities. The role of the SRO is not to enforce school discipline or punish students unless otherwise required by law. SROs will use their best efforts to serve as positive role models to instill in students good judgment and discretion, respect for other students, and a sincere concern for the school community. SROs will provide information on community resources available to students and parents. Goals and objectives are designated to develop and enhance rapport between youth, families, the Police Department, officers, school administrators, and the community in order to promote overall student achievement and success.

III. Goals of the SRO.

SRO Program goals include:

- A. To ensure a safe learning environment for all children and adults who enter District Property and/or attend District events/activities.
- B. To prevent and reduce potential harm related to incidents of school violence.
- C. To foster a positive school climate based on respect for all children and adults in the school.
- D. To create partnerships with behavioral health and other care providers in the community for student and family referral.

IV. Roles of the SRO Program.

This SRO Program is unique to the community. The program is designed to fulfill three overall roles:

1. Law Enforcement
2. Fostering positive school climate/crime prevention
3. Education

Law Enforcement Role - SROs are responsible for law enforcement activities occurring at the school during school hours but not student discipline (which is under the control of the District administrators). While law enforcement is the role of the SRO, alternatives to arrest will be used whenever possible, and the arrest of a student will be a measure of last resort. The SRO's discretion to act remains the same as that of any other police officer. Parents, students, teachers and other school personnel should bring complaints about students' misbehavior to the school principal and/or designee, rather than the SROs.

Fostering Positive School Climate and Crime Prevention - One of the primary roles SROs fulfill is fostering a positive school climate through relationship-building and crime prevention. Law Enforcement Personnel will engage in various activities, in consultation with school administration, teachers, and students, and should strive to build a school culture of open communication and trust between and among students and adults by focusing on officers getting to know students at the school, serving as role models and working with teachers and administrators to identify students who may be facing challenges and need additional resources or attention to be successful in school. Crime prevention activities include foot patrols, monitoring previous crime locations, speaking to teachers about reducing the opportunity for crimes to occur, analyzing possible crime patterns, investigating crimes, and patrolling parking lots. Law Enforcement Personnel also may complete security surveys analyzing physical safety of school property and facilities and report same to the school or District.

Education - SROs should participate in the school community by becoming a member of the educational team, where appropriate, and by representing the law enforcement community to build positive relationships with youth, their families, and school staff.

Whether talking to students in the hallway or delivering a presentation in the classroom, SROs are embedded in the education fabric within the school. SROs are expected to be proactive in creating and taking advantage of educational situations, and school administrators are, accordingly, encouraged to include SROs in such endeavors.

V. Organizational Structure.

A. Composition.

The SRO Program will consist of a full-time law enforcement officer or equivalent that is a certified peace officer for the State of Ohio and meets all requirements as set forth by the District and Police Department Rules and Regulations, and by applicable law including but not limited to Ohio Revised Code Section ("RC") 3313.951. The Police Department will assign SROs for the District.

SROs shall be employees of the Police Department and are subject to all policies and procedures of the Police Department and the City. If the Superintendent is dissatisfied with an assigned SRO, the Superintendent may request that the Chief of Police assign a different officer to serve as SRO. If the Superintendent is dissatisfied with an assigned SRO's performance, the Superintendent shall forward all documents and/or information supporting the below average performance, issues, and/or concerns to the Chief of Police for review. SROs also shall be subject to all applicable laws and shall comply with all District policies and procedures to the extent possible, and in the event of conflict with same, law enforcement policies shall control.

The City also shall provide the District with the necessary personnel to satisfy core D.A.R.E. curriculum topics. Law Enforcement Personnel will perform drug use prevention education programming.

B. Officer Recruitment and Selection.

School officials and the Police Department shall agree on guidelines for the selection of officers to serve as SROs. The ultimate selection process and appointment of the SROs is completed by the Police Department.

C. SRO Training.

SROs shall complete training as required by law, including not limited to ORC 3313.951, as well as training in relevant District policies and procedures. Prior to entering service as an SRO, officers shall complete a basic training program approved by the Ohio Peace Officer Training Commission. All SROs who are appointed on or after November 2, 2018, must complete an additional forty (40) hours of school resource officer training within one (1) year of appointment through an entity approved by the Ohio Peace Officer Training Commission. In addition, it is recommended that SROs receive additional training each year on topics such as trending school-based law enforcement topics, child development, adolescent psychology, trauma, conflict resolution, mental health and addiction, children with disabilities, juvenile and

education law and policy, positive behavioral interventions and support (PBIS), the Family Educational Rights and Privacy Act (FERPA) (20 USC Section 1232; CFR Part 99), and cultural competence.

VI. Operational Procedures.

Chain of command for SROs: SROs shall not be, or considered to be, employees of the District. The Police Department shall retain the statutory authority to hire, discharge and discipline SROs in its sole discretion. The SROs will report to the Police Department daily to clock in and out, as well as to receive and pass on information. The Police Department agrees to pay and provide the SROs' salary and benefits in accordance with the current salary schedule and the employee practices of the Police Department. The SROs will be subject to the current procedures in effect for the Police Department, including attendance at all mandated training and testing sessions to maintain state law enforcement officer certification. The SROs will be ultimately accountable to the Police Department's chain of command. However, while at school, the SROs will be additionally accountable to the Superintendent and principal or their designees. The SROs are expected to cooperate with school officials, including administrators and faculty. The SROs will abide by school policy and applicable laws and respond to the requests of and cooperate with school officials. The SROs are subject to the Superintendent's approval and may be removed from the position at the Superintendent's request.

A. Duties.

The primary functions of the SROs are to help provide a safe and secure learning environment, foster a positive school climate, reduce/prevent crime, serve as an educational resource, and serve as a liaison between the District and the Police Department. Specific daily assignments to accomplish this function will vary by school. The SROs and school principal or designee will meet on a regular basis to discuss plans and strategies to address specific issues or needs that may arise. As required by law, SROs should never be assigned to duties with schools in place of or in lieu of a certified teacher. Specifically, the SROs are not to be used or regularly assigned lunchroom duty, as a regular hall monitor, bus duty or other monitoring duties. If there is an unusual/temporary problem in one of these areas, the SROs may assist District employees until the problem is solved. Nothing required herein is intended to nor will it constitute a relationship or duty for the SROs or the Police Department beyond the general duties that exist for law enforcement officers in the State of Ohio or the duties set forth under this MOU. The SROs will not provide routine transportation of students to and from school.

Basic responsibilities of the SROs will include but will not be limited to:

- A. Enforce criminal law and protect the students, staff, and public at large against criminal activity.
- B. Foster mutually respectful relationships with students and staff to support a positive school climate.
- C. Provide information concerning questions about law enforcement topics to students and staff.

- D. Serve as a source of information to the school community, including parents, on such topics as tobacco, alcohol and other drug issues, and addressing violence diffusion, violence prevention and other safety issues in the school community.
- E. Provide classroom instruction on a variety of topics including, but not limited to, safety, public relations, occupational training, leadership, and life skills.
- F. Provide informational in-services and serve as a general resource for the staff on issues related to alcohol and other drugs, violence prevention, gangs, bullying, cyberbullying, conduct involving wireless devices, safety and security.
- G. Provide educational programs to students and staff on topics agreed to by both Parties. In addition, the Police Department may substitute other officers to provide the same or similar programs described in this item and in Section VI ("Operational Procedures"), subsection A ("Duties"), items E and F of this MOU.
- H. Refer students and/or their families to appropriate agencies for assistance when need is determined.
- I. Coordinate investigative procedures between police and school administrators to the extent permitted by law.
- J. Handle initial police reports of crimes committed on campus.
- K. Take enforcement action on criminal matters.
- L. Attend school special events as needed.
- M. Prepare lesson plans as necessary for the instruction provided.
- N. Collect data on SRO activities (arrests, citations, etc.)

B. Uniform, Vehicle, and Equipment.

The SROs shall wear the department uniform as per Police Department Policy and Procedures. The City shall equip SROs with a vehicle and all related and necessary law enforcement equipment to allow the SRO to fulfill their responsibilities.

C. Daily schedule.

Specific SRO duty hours at a particular school will be determined by mutual agreement between the officer in charge of the SRO Program and the principal of the school to which the SRO is assigned. The Parties acknowledge that the time spent by the SROs attending juvenile court and/or criminal cases arising from and/or out of their employment as SROs shall be considered hours worked under this MOU.

In the event of an emergency, any or all of the SROs under this MOU may be ordered by the Police Department to leave their school duty station and assist with an emergency.

D. Absence/Substitution.

The Police Department will endeavor to have each SRO available for duty at their assigned school each day that school is in session during the regular school year. In the event that the SRO will be absent, the SRO shall notify both their immediate supervisor and the school principal. A substitute SRO will be provided to the extent that a qualified substitute is available. The Police Department will give extra patrol when available to District schools in the absence of the SRO.

E. Special Events.

To be determined by the commanding officer and the school administrators consistent with the is MOU.

F. Summer Activity.

SROs should accomplish as much of the recommend training as possible during the summer months when school is not in session. SROs may still be involved in some summer projects with the District; however, they will spend the majority of this time on Police Department assignments.

G. Role in Responding to Criminal Activity.

One of the roles of the SROs, as law enforcement officers, is to engage in traditional criminal investigation and report taking. As an officer, SROs have the authority to issue warnings, make arrests and use alternatives to arrest at their discretion when acting as law enforcement officers in response to criminal activity. SROs, however, perform their duties mindful of the Parties' common goal of supporting student success. The following procedures will help SROs be as effective as possible in this role:

1. School staff will contact SROs to inform them of all violent or other criminal activity that creates a safety risk that occurs on the school campus. SROs and school officials shall discuss and agree in writing on what levels of fights, etc., would prompt school officials to notify the SROs. This information will be conveyed to school staff. In turn, SROs will inform school administration of all criminal activity they observe on the school campus.
2. For the offense on school property, the SROs, working cooperatively with the school administration, will exercise reasonable discretion in making arrests. Ordinary law enforcement policies and procedures shall be followed for offenses (felonies and/or serious misdemeanor offenses), such as sex offenses, weapons offenses, illegal substance possession or trafficking and any offenses of violence, however, in the instance of minor misdemeanor offenses, Law Enforcement Personnel and SROs shall consult with school officials and endeavor to avoid arrest when possible. . The SROs' powers to arrest shall be governed by Ohio law.
3. The SROs and school officials shall put into place plans, such as de-escalation techniques, conflict resolution and restorative justice practices, to serve as an alternative to arrest, which should be distributed to school staff.

4. The SRO shall abide by all Board policies and procedures.

H. Role in School Policy Violations.

SROs are not school disciplinarians and violations of the student code of conduct or school rules that are not criminal matters should always be handled by school faculty and staff, not SROs. SROs should not directly intervene unless the situation directly affects an imminent threat to the health, safety, and security of the student or another person in the school and will employ de-escalation techniques as appropriate. School discipline is the responsibility of the appropriate school administrator and clear guidelines on SRO involvement should be developed by the District and distributed to school staff. The SRO will report school policy violations through the proper channels to be handled by school administration. It is the responsibility of the SROs to become familiar with the Student Handbook and the Student Code of Conduct, but it is not the responsibility of the SROs to enforce the rules in these documents. The District and/or its administrators shall have final decision-making authority regarding all matters of school discipline.

I. Data Collection.

The SRO should submit a yearly activity report to the Superintendent of Schools, building principals, and the Chief of Police. The report should include descriptions of all activities engaged in by the SRO, including incidents or calls for service, names of students (when there was an arrest or criminal citation issued) and/or staff involved, student searches, arrests, citations and/or summons issued, and other referrals to the juvenile justice system.

J. Sharing of Information.

Notwithstanding the following, sharing of information will be governed by the Ohio Revised Code, the Ohio Administrative Code, Ohio's Public Records Law, Police Department Policy, Board policy, and other local, state or federal laws. Communication and information sharing to the extent permitted by law are essential to the success of the SRO Program.

1. As noted above, the sharing of information shall be governed by the Ohio Revised Code, the Ohio Administrative Code, Ohio's Public Records Law, the Family Educational Rights and Privacy Act (FERPA), and relevant Police Department and Board policies.
2. The sharing of arrest related information by the SROs with school administration upon request or at the direction of the SROs will involve the dissemination of arrest reports and calls for service filed with the Police Department or from other Police agencies coming into contact with students from District, to the extent that the sharing of such information is permitted by Ohio Law and/or Police Department Policy.
3. Subject to the provisions of Section J.1., above, juvenile fingerprints and photos as part of the arrest record will not be shared by the SROs.

4. If SROs are aware of information on a student that is officially obtained by the Police Department, which reflects that the student is in violation of school policies (including, but not limited to the Student Handbook or Athletic Code of Conduct), the SRO will forward that information to school administration.
5. If a juvenile is an uncharged suspect in a crime, their information will not be released unless authorized by Huron City Chief of Police or their designee.
6. Records, files, documents, and other materials that are created by the SRO for a law enforcement purpose, or by personal observation, may be maintained by the Police Department as criminal justice files and are not subject to FERPA protection. Specifically, the Parties agree a SRO's investigation reports, notes and other documents maintained by the SROs relate to the SRO's role as a Police Department employee. These records will not be maintained by the District and are not education records.
7. Hearsay information or rumors alone will not be the basis for any formal action by the Police Department. It can be used in an intelligence capacity or to validate the need for further investigation.
8. Any information that is obtained by SROs that pertains to criminal activity occurring outside the jurisdiction limits shall be relayed to the appropriate law enforcement agency of the jurisdiction involved.
9. When any felony occurs or any crime that prompts a Public Information Officer response from the District or the Police Department or if a school building is evacuated, the SRO shall contact their immediate supervisor at the Police Department as soon as possible.
10. The SRO shall respect the sensitive nature of student privacy and shall abide by all applicable confidentiality, privacy policies, and applicable laws, including but not limited to FERPA and the Individuals with Disabilities Education Improvement Act ("IDEIA"). Student information and educational records shall remain confidential to the maximum extent allowed by law. Unauthorized disclosure of confidential information in violation of FERPA, IDEIA or Ohio law shall be a material breach of this MOU and may provide cause to immediately terminate the MOU, upon such occurrence, regardless of any other provision in this MOU. The provisions of this section shall survive the expiration of this MOU. Records created by the SRO, including incident reports, are not considered educational records of students.
11. The SROs shall be provided access to public records maintained by the school to the extent permitted by state and federal law, including but not limited to Ohio's Public Records Act, FERPA and RC 3319.321. Requests for access to public records shall be directed to the District Treasurer and will be processed in accordance with standard District public records request practices.

- All student records are considered confidential. Information designated in the District's annual FERPA notice as directory information may be released to the SRO without parental consent pursuant to FERPA and RC 3319.321, for students who have not opted out of directory information. The District's Board policy regarding FERPA (Board policy JO and Board regulation JO-R), which includes items designated as directory information, is available publicly on the District's website.
- The SRO will be granted access to the District camera system and student information databases only when acting as a school official with a legitimate educational interest in the information when: 1) the information is necessary to perform services pursuant to this MOU that would otherwise be performed by District employees; 2) the SRO is under the District's direct control in the uses and maintenance of the records; and 3) the SRO will only use personally identifiable information (PII) concerning a student for the use for which it was provided and will not disclose the PII without written informed consent. The Police Department acknowledges that, under the terms of this paragraph, the SROs may be receiving PII. The Police Department agrees that it shall not, and that it shall ensure that the SROs do not, access, use or disseminate or otherwise redisclose any student PII in violation of Board policy, state or federal law, or any other law or rule applicable to the District with respect to such information. The Parties shall ensure that the SROs will be trained in FERPA requirements and their duties to handle such information in compliance with those requirements. Information obtained from these databases and other education record information are protected, not subject to public record requests or release and therefore shall not become a public record or be released as a public record by means of police reporting.
- The disclosure of student PII for law enforcement purposes will require written, informed parental consent or a lawfully issued subpoena prior to release, unless such disclosure is otherwise permissible under and made pursuant to federal and state law. However, the District is under no obligation to secure written, informed parental consent to disclosure on behalf of the Police Department for disclosure for law enforcement purposes.
- The District may disclose PII to SROs without consent during a health and safety emergency if knowledge of the information is necessary to protect the health or safety of students or other individuals. Such disclosure will be based on the seriousness of the threat to someone's health or safety; the need for the information to meet the emergency situation; and the extent to which time is of the essence. This exception is limited to the period of the emergency, and the determination regarding existence of such emergency triggering this exception remains within the sole discretion of the District.

The foregoing procedures should be followed to facilitate a free flow of information between school officials and the SROs, to the extent permitted by law.

K. Role in Locker, Vehicle, Personal and Other Searches.

The SROs will not be involved in searches conducted by school personnel unless a criminal act is involved or unless school personnel require the assistance of the SROs because of exigent circumstances, such as the need for safety or to prevent flight. SROs may participate in a search of a student's person, possessions, locker, or vehicle only where there is probable cause to believe that search will turn up evidence that the student has committed or is committing a criminal offense. SROs will not ask a school employee to conduct a search for law enforcement purposes.

The SROs may perform searches independent of the school administration only during emergency situations and/or where criminal activity is suspected.

- i. Strip searches of students by SROs are prohibited.
- ii. Unless there is a serious and immediate threat to a student, a teacher, or public safety,

SROs shall not initiate or participate in other physically invasive searches of a student.

L. Limits on Interrogations and Arrests.

1. Interviews and Interrogations – SROs may initiate or participate in the questioning of a student about conduct that could result in criminal charges in accordance with Ohio law and only after informing the student of their Miranda Rights in age-appropriate language and attempting to contact the parents or guardian of the student after complying with the Board's policy regarding interrogations.

2. Arrests – Incidents involving public order offenses, including disorderly conduct offense, profanity, and fighting that do not involve serious physical injury or a weapon, should be considered school discipline issues to be handled by school officials rather than criminal law issues warranting formal law enforcement intervention.

- i. Law Enforcement Personnel shall use reasonable diligence to consult with building principals and the Superintendent or their designee(s) prior to an arrest of a student when reasonable and practical. In circumstances where advance notice is not reasonable and practical, building principals and the Superintendent or their designee(s) shall be notified as soon as possible after an arrest of a student occurs.
- ii. The student's parent(s) or guardian(s) shall be notified of their arrest immediately or as soon as practical and in a timely manner.
- iii. SROs shall only use physical force or restraints on students in compliance with the law, Board policy and Police Department Policy and Procedures.

M. Role in Critical Incidents.

The SROs will be familiar with the emergency operations manual of the District. During critical incidents occurring when the SRO is present, the SRO shall act as liaison between the school administration, police personnel, and other emergency resources.

N. Role in Truancy Issues.

Truancy will be handled by school personnel. The SROs will not generally take an active role in the tracking of truants, however, SROs may engage in residency checks at the request of the Superintendent. The SROs will act as a liaison between the school administration and police personnel, should police involvement become necessary due to safety concerns.

O. Body Worn Camera.

The Police Department issues body worn cameras (BWC) to all officers for documentation of their official duties, pursuant to Police Department Policy.

1. BWC video footage is the property of the Police Department.
2. The video footage is created and maintained pursuant to Police Department policy.
3. SROs will not activate BWC for non-law enforcement matters and/or when acting in their role as SRO.
4. The Police Department will provide a copy of any video recorded by the SROs upon public records request.
5. The release of BWC is governed by R.C. 149.43.
6. If a video is released to the public, pursuant to a public records request, a copy will be provided to the District as well.

VII. School District Responsibilities.

A. Materials and Facilities.

The District shall provide the SROs the following materials, opportunities, and facilities, which are deemed necessary to performance of the SRO's duties:

- A. Unless otherwise agreed between the parties for a particular building, access to a properly lit private office, which shall contain a telephone, a secure computer and printer, which may be used for general business purpose.
- B. A location for files and records, which can be properly locked and secured.
- C. A desk with drawers, chair, worktable, filing cabinet, and office supplies.

- D. The opportunity for SROs to address teachers, school administrators and student families about the SRO program, goals, and objectives.
- E. The opportunity to provide input regarding criminal justice problems relating to students.
- F. The District Emergency Management Plan, Student Handbook/Code of Conduct and other related materials as deemed appropriate.
- G. School staff designee, for referrals for counseling and other school-based and/or community-based supportive service for students and families.
- H. Provide guidance to teachers, administrators, staff and SROs about when to directly involve SROs with student misconduct and about available alternatives to arrest.

B. Costs and Compensation.

The District herein agrees to reimburse the City for one-third (1/3) of the annual cost of the SRO SRO salary¹, which shall not exceed the salary applicable to the assigned SRO. The total amount of the SRO's salary shall include all fringe benefits (e.g. health insurance, pension) and shall be governed by the prevailing collective bargaining agreement currently in existence between the City and the Fraternal Order of Police, Ohio Labor Council. However, the total cost payable by the District shall not exceed the actual costs of the SRO salary for the SRO actually assigned to the District. The remaining two-thirds (2/3) annual cost of the SRO salary shall be responsibility of the City and Township of Huron. The actual annual cost of the SRO, as it pertains to this Agreement, does not include uniform allowance, training expenses, and equipment/vehicle expenses. For avoidance of doubt, the Parties intend that the City, Huron Township, and District share equally in the actual cost of the SRO's salary during the pendency of this Agreement (as may be amended, modified, or extended as referenced herein). The Parties understand, acknowledge, and agree that, should an officer be assigned to the position of SRO for whom the annual cost of the SRO's salary is less than the annual cost set forth in the Funding Agreement, the Parties only shall be responsible for their portion of the annual cost of the SRO salary for the SRO actually assigned to the District, and an amended Funding Agreement reflecting the SRO salary costs for the SRO actually assigned to the District shall be issued and considered incorporated herein as the Funding Agreement. At no time shall the District be expected to provide compensation that exceeds the cost of the SRO salary for the SRO actually assigned to the District.

The City is solely responsible for paying the SRO's overtime compensation and shall not invoice the District for any overtime compensation accrued by the SRO.

All parties are encouraged to pursue applications for grant awards to offset the costs of the SRO's salary. All grant award proceeds shall be divided in direct proportion to the actual amount that both the City and District contribute to the SRO's salary and the annual portion of the SRO's salary shall be offset in equal portions by the receipt of any grant funding received, to the extent that such grant funding can be used for this purpose and to the extent permitted by law.

¹ Through a separate agreement, the City has entered into an agreement with Huron Township to share in the cost of the SRO position (the "Funding Agreement"). Under the terms of the Funding Agreement, Huron Township is responsible for one-third (1/3) of the annual cost of the SRO salary. A copy of the Funding Agreement between the City and Huron Township is attached as Exhibit A hereto and expressly incorporated herein.

The District shall submit its portion of the SRO's salary to the City in biannual installments. The City shall invoice the District for actual SRO wages and fringe benefits in January and July for the prior six months of services. However, failure of the City to timely invoice the District does not relieve the District of its payment obligations. In the event of termination of this Agreement, any remaining costs set forth under this agreement shall be prorated to cover only services provided prior to the date of termination. District payments shall be due on or before March 1 and September 1 of the applicable contract year.

VIII. Crisis Planning.

The District, the Police Department, and appropriate Fire Departments will coordinate Crisis Planning and Training. Each entity will be involved in updates and creation of new Crisis Plans. Consistency throughout the District should be adhered to. The SROs shall consult with local law enforcement officials and first responders when assisting the District's administrators in the development of the comprehensive Emergency Management Plan. Lock down drills shall be included as part of the District's preparedness plan. The SRO shall participate in the evaluation of lock down drills whenever practical. The SRO also shall consult on crisis plans, including providing proposed updates to school crisis plans based on the SRO's experience and training. Lock down procedures should be trauma-informed and consistent throughout the District.

IX. Reviewing the MOU and SRO Program.

The Parties shall review the MOU/SRO Program annually and make adjustments as needed. Any amendments shall be written and executed by both Parties.

Complaints against any SRO shall follow the normal complaint process of the Police Department and include notice to the appropriate school administrators. The fact that complaints against the SRO will follow this process will be communicated to parents and students.

X. Problem Solving.

Unforeseen difficulties or questions will be resolved by negotiation between the District Superintendent and the City Manager (through the Chief of Police) and/or their designees.

XI. Term.

- A. Initial and Successor Terms. The initial term of MOU will commence on July 1, 2026 and terminate automatically on June 30, 2027.

Thereafter, the parties will review the MOU and discuss mutually agreeable terms for any subsequent, one (1) year agreements, generally for terms of July 1 through June 30, unless otherwise agreed in writing by the Parties.

- B. Termination. Either party may terminate this MOU at any time with or without cause upon thirty (30) days prior written notice to the other party.

XII. Miscellaneous.

- A. Responsible for their own actions. The Parties, as governmental entities/political subdivisions, are prohibited from entering into open-ended indemnification clauses. Accordingly, the District and the City and the Police Department shall be responsible for their own actions and/or actions of their respective board/council members, officials, officers, employees, agents, representatives, volunteers and/or servants resulting from performing and/or providing services or programs under this MOU.
- B. Insurance. The Parties agree that in order to protect themselves, they shall maintain and keep in full force and effect, general liability insurance and in addition, the City shall maintain automobile liability and police professional liability insurance that will fully protect the Parties against claims of any and all persons arising out of or resulting from the SRO Program. The Parties shall each name the other as an additional insured and certificates of insurance shall be exchanged between the parties.
- C. Criminal Background Check. All SROs employed under this MOU will be subject to the criminal record and background check requirements applicable to Ohio school district employees.
- D. Mandatory Reporting. All SROs employed under this MOU understand and acknowledge they are subject to the mandatory requirement to report all known or suspected child abuse as set forth in RC 2151.421.
- E. Entire Agreement. This MOU and the Funding Agreement constitutes the entire Agreement between the Parties and supersedes all prior oral or written agreements, representations, statements, negotiations, understandings, proposals and undertakings with respect to the subject matter hereof. This MOU may only be modified as amended by mutual written agreement of the Parties.
- F. Notice. Any notices required pursuant to this Agreement, shall be made by U.S. mail or electronic mail to the following:

City of Huron
Stuart Hamilton
City Manager
417 Main St,
Huron, Ohio 44839
419-433-5000


Email: stuart.hamilton@huronohio.us

Huron City School District
Dr. James Tatman
Superintendent
710 Cleveland Road West
Huron, Ohio 44839
(419) 433-1234

Email: jtatman@huron-city.k12.oh.us

IN WITNESS WHEREOF, the Parties hereto have caused this MOU to be executed the date and year first above written.

HURON CITY SCHOOL DISTRICT



Superintendent

Dated: 11/12/2025

CITY OF HURON

City Manager

Dated: _____