

**AGREEMENT FOR SCHOOL RESOURCE OFFICERS
BETWEEN
ELK GROVE UNIFIED SCHOOL DISTRICT
AND
CITY OF ELK GROVE POLICE DEPARTMENT**

This Agreement is made by and between the Elk Grove Unified School District (“DISTRICT”) and the City of Elk Grove and the Elk Grove Police Department (herein after collectively referred to as “CITY”) for school resource officers (“SRO”), herein after collectively referred to as Parties. (“Agreement”).

Recitals

- A. DISTRICT and CITY desire to create an atmosphere of cooperation toward the common goals of providing a safe learning environment for students and staff.
- B. DISTRICT and CITY desire to promote positive relationships between the school, police, and the community.
- C. In furtherance of the goals set forth above, the DISTRICT and CITY desire to implement an SRO program as further described and outlined below.
- D. DISTRICT and CITY desire to set forth the duties and responsibilities of the parties with respect to the SRO program in this Agreement.

The DISTRICT and CITY agree as follows:

- 1. **Term of Agreement.** This Agreement shall be effective July 1, 2019, pending approval by the DISTRICT’S Governing Board and the CITY’S City Council, and shall remain in effect through the June 30, 2022. This Agreement shall expire automatically at the end of the term, unless renewed pursuant to section 31 by mutual agreement in writing by both parties or terminated earlier during the term of this Agreement by either party with thirty (30) days advance written notice.
- 2. **Scope of Service.** CITY shall provide two City employed Police Officers to serve as a SROs as further described in Exhibit A, which is attached hereto and incorporated herein.
- 3. **Duties of the SRO.** In addition to any duties described in Exhibit A, the SRO’s duties shall include but not be limited to:
 - 3.1. SRO will provide law enforcement expertise to assist the school staff and the DISTRICT in maintaining safety at the DISTRICT.
 - 3.2. The SRO will be familiar with the DISTRICT’S policies and regulations related to safety, student conduct, and discipline issues, including the DISTRICT’S Code of

Conduct, Board Policies (“BP”) and Administrative Regulations (“AR”) 5145.11 and 5145.13.

- 3.3. Subject to limitations under the law, including by not limited to, Welfare and Institutions Code 625.6, the SRO’s investigation and questioning of students at school shall be limited to criminal offenses, under federal, state, and/or local law, related to the operation of the school or occurring at the school, except in situations where a delay in investigation or questioning may result in danger to any person, flight from the jurisdiction by the person suspected of a crime, or destruction of evidence.
- 3.4. The SRO’s shall notify the on duty EGUSD supervisor as soon as practical of any significant law enforcement actions taken by an SRO or other officer.
- 3.5. The SRO’s shall not become involved in school administrative searches unless specifically requested to by the on duty EGUSD supervisor in order to provide security or to handle evidence and/or contraband. School administrative searches will be at the direction and control of the DISTRICT Superintendent or the Superintendent’s designee, including but not limited to Deputy and Associate Superintendents, and school principals.
- 3.6. The SRO’s shall be responsible for monitoring the social and cultural environment around school sites to identify existing or emerging youth gangs. Gang prevention and early intervention strategies shall be coordinated between the CITY and the DISTRICT.
- 3.7. The SRO’s may become involved, as directed by the DISTRICT Superintendent or designee, with each school’s curriculum and provide instructional presentations that enhance the students’ understanding of the police mission and the responsibilities of citizenship.
- 3.8. The SRO’s will work to prevent juvenile delinquency and campus violence through close contact and positive relationships with students. The SRO will serve as a positive role model to students.
- 3.9. The SRO’s will work to establish and maintain a collaborative partnership with the school administration in the SRO’s region in order to provide a safe school environment. The SRO’s will regularly communicate with all school administration in the SRO’s region in an effort to share information, discuss issues, and concerns of mutual interest.
- 3.10. The SRO’s will work to increase communication between law enforcement, students, school staff, the DISTRICT, and the community. The SRO will work to build positive working relationships with the school staff and parents.

- 3.11. Attend, whenever possible, schools and DISTRICT in-service training at the invitation of the DISTRICT Superintendent or designee.
 - 3.12. Attend, whenever possible and at the invitation of DISTRICT Superintendent or designee, faculty, student, administration, parent, and other meetings to provide information regarding the SRO program and provide opportunities for involvement and support.
 - 3.13. Provide assistance to school administrators, faculty, and staff upon request, in developing emergency procedures and emergency management plans to include prevention and/or minimization of dangerous situations, which may result from student conduct, unrest or unauthorized intruders.
 - 3.14. Perform other duties which will promote the purposes of the SRO program and which are mutually agreed upon by the DISTRICT and CITY.
 - 3.15. The SRO shall not be used for regular assigned lunchroom duties, hall monitoring or other monitoring duties. If there is a problem area, the SRO may assist the DISTRICT until the problem is solved.
4. **Training.** The SROs will also be required to advance the goals of education and promotion of positive relationships with law enforcement while on campuses and to adhere to Board Policies, including but not limited to BP and AR 5145.11 and 5145.13, unless otherwise prohibited by law. In order to accomplish this goal, SRO's will be required to attend DISTRICT trainings as part of their job assignments, including but not limited to District-sponsored Arbinger training. The Police Department shall be responsible for training the SRO according to applicable law enforcement standards.
 5. **Student Discipline.** The certificated administrators of each school shall be responsible for student discipline and shall make all decisions regarding the imposition of discipline for students enrolled at their campus. The parties understand and acknowledge that the SRO, as a law enforcement officer, can only detain or take into physical custody those individuals for whom there is reasonable suspicion or probable cause that a criminal offense has been committed.
 6. **Selection of Law Enforcement Personnel.** The DISTRICT will provide input regarding the selection of the SRO Program personnel as described herein.

It is understood and agreed that School Resource Officer personnel assigned to the DISTRICT will normally be so assigned for a minimum of one year and maximum period of three (3) years with a possible one year extension at the direction of the CITY. Notwithstanding this normal commitment, such personnel may be assigned to other duties within the Police Department for purposes of promotional opportunities, career advancement, or otherwise determined by the Chief of Police, unless otherwise prohibited by law or CITY policy. The CITY shall provide the DISTRICT Superintendent with prior notice regarding any person's reassignment from the DISTRICT.

6.1. The CITY shall work collaboratively with the DISTRICT Superintendent and Director of Safety and Security in developing criteria for the selection of personnel from the Police Department to be assigned to perform School Resource Officer services for the DISTRICT pursuant to this Agreement. The DISTRICT shall have the unqualified right to select from qualified personnel recommended by the CITY. The DISTRICT Superintendent or when so designated by the DISTRICT Superintendent, the Director of Safety and Security has the right to identify and establish an interview panel for any rank or class. The ultimate authority with respect to the assignment of such personnel shall rest with the CITY.

7. **Dismissal and Replacement.** In the event that the Superintendent of the DISTRICT believes that an SRO is not effectively or proficiently performing his/her duties or responsibilities, the DISTRICT Superintendent or designee may notify the CITY in writing of the reasons the SRO is not effectively or proficiently performing his/her duties or responsibilities, and may also recommend that the SRO be removed from the District's School Resource Officer program. Within ten (10) school days of such notice, the CITY or his/her designee, shall meet with the SRO and the DISTRICT Superintendent or his/her designee and attempt to mediate or resolve any problems which may exist. At such meeting, specified CITY, DISTRICT, or site staff may also be present upon mutual agreement of the CITY and Superintendent or their designees. If, after reasonable attempts are made to mediate and resolve any issues that may exist, and if the issues cannot be resolved, then the SRO shall be removed from the SRO program at the request of the DISTRICT Superintendent. Such reassignment may be to another position within the services provided under this Agreement ("District Contract Service") or may be to CITY service and shall take place within thirty (30) days.

7.1. The CITY Chief of Police, at his/her discretion, may dismiss or reassign the SRO based on departmental rules, regulations, administration reasons, and/or departmental directives, or when it is in the best interest of the CITY to do so.

7.2. In the event of resignation, dismissal, or reassignment of the SRO, or in the case of long-term absence by the SRO, five or more work days, the CITY shall attempt to provide a temporary replacement of the SRO, and a temporary replacement for the SRO shall be made as soon as practical.

8. **Program Criteria.** The DISTRICT and CITY will work collaboratively and will be responsive to evolving school and law enforcement laws and requirements.

9. **Program Oversight.** The SRO shall receive his/her work assignments from the CITY Supervisor or his/her designee, who shall also supervise the SROs in the performance of

their duties. The Superintendent of the DISTRICT or designee will provide the CITY with information regarding the SRO's performance. Any disciplinary problems or alleged improprieties involving the SRO shall be brought to the attention of the CITY Supervisor or his/her designee. The DISTRICT Superintendent, through his or her designee, the Director of Safety and Security, shall exercise supervision of the SRO's in regard to program priorities and will monitor program goals. In all cases the CITY Supervisor and SRO personnel shall conduct themselves as defined by EGPD policies and procedures.

10. **Employment.** While the SRO's are required to be a part of the DISTRICT'S law enforcement and security team, all SROs shall be an employee of CITY and shall be subject to the administration, supervision and control of the CITY. The SRO shall be subject to all personnel policies and practices of the CITY. No actions by any DISTRICT employees, including the DISTRICT Superintendent, shall modify, negate, or change the status of SROs as CITY employees.
11. **Employment Costs.** CITY agrees to provide and to pay CITY SROs' salary and employment benefits in accordance with the applicable salary schedules and employment laws and practices of the CITY and Agreements negotiated with recognized employee organizations, including but not necessarily limited to: sick leave, vacation leave, compensatory time off, holiday in lieu, retirement contribution, workers compensation, unemployment compensation, life insurance, dental insurance, and medical/hospitalization insurance.
12. **Employment Practices.** CITY, by execution of this agreement, certifies that it does not discriminate against any person upon the basis of race, color, ancestry, national origin, religion, creed, age, sex, disability, marital status, or military and veteran status in its employment practices. CITY shall hold DISTRICT free, harmless, defend and indemnified from and against any and all claims, suits or causes of action arising out of allegations of unfair or unlawful employment practices brought by any CITY Employee regarding the employment practices of the CITY.
13. **Student Records.**
 - 13.1. The parties agree that the SRO shall be deemed to be "school official" for the performance of SRO's duties on behalf of the DISTRICT. The SRO shall therefore be allowed access to student records, but the DISTRICT is in direct control of the use, maintenance, and disclosure of student records in accordance with Education Code section 49076 and other applicable provisions of law. School officials shall allow the SRO to inspect and copy any student records maintained by the school for which the SRO has a "legitimate educational interest" within the scope of the SRO's service under this Agreement. This includes access to student directory information to the extent permitted by DISTRICT policy, classroom assignments, attendance records, and discipline files. However, the SRO may not inspect or copy confidential student records outside the scope of the SRO's service, except as allowed by law.

- 13.2. If confidential student record information is needed in an emergency to protect the health or safety of a student or others, the DISTRICT may disclose to the SRO information that is needed to respond to the emergency situation based on the seriousness of the threat to someone's health or safety, the need of the information to meet the emergency situation, and the extent to which time is of the essence.
- 13.3. If confidential student record information is needed by the SRO, but no emergency situation exists, unless section 13.4 applies, the information may be released only upon the issuance of a subpoena, a court order, or written authorization of the parent/guardian.
- 13.4. Pursuant to Education Code section 48902, the principal or designee shall notify the SRO of any acts of a student that may violate specified provisions of the Penal Code and Education Code. This may require the disclosure of the student's name or other identifying information to the SRO, along with information related to the underlying offense.
14. **Law Enforcement Records and Juvenile Case File Information.** Pursuant to Welfare and Institutions Code sections 827, 828.1 and 828.3, certain law enforcement records, probation reports and juvenile case file information may be provided to the DISTRICT Superintendent or his/her designee.
15. **Costs.** In exchange for the CITY's provision of the SRO services described herein and in Exhibit A, Scope of Services, the DISTRICT shall pay the CITY the total sum of \$485,253 for services provided for the period of July 1, 2019 through June 30, 2022, which shall be billed and paid quarterly as in Exhibit B. In addition, CITY shall submit monthly invoices to DISTRICT for SRO's overtime services provided in the previous month. DISTRICT shall remit payment to CITY within (30) calendar days from the date of CITY's invoice
16. **Withdrawal or Termination.** Either party may terminate this Agreement upon thirty (30) days written notice to the other party.
17. **Feedback and Evaluation.** The DISTRICT and CITY agree on the importance of evaluating the SRO program. The DISTRICT and CITY will work together to develop and implement procedures to provide periodic feedback and evaluation data for the purpose of measuring the program's effectiveness, and shall meet at least bimonthly to provide such feedback and evaluation data for the purpose of measuring the program's effectiveness.
18. **Discrimination.** Neither the DISTRICT nor the CITY shall discriminate because of race, color, ancestry, national origin, religion, creed, disability, marital status, age, military and veteran status, gender or sex against any person by refusing any person a privilege offered to or engaged by the general public.

19. **Indemnification.**

- 19.1. The DISTRICT shall indemnify, defend, and hold harmless the CITY, its officers, agents and employees from and against any and all claims, losses, liabilities or damages, demands and actions, including payment of reasonable attorney's fees, arising out of or resulting from the performance of this Agreement, caused in whole by any negligent or willful act or omission of the DISTRICT, its officers, agents, employees, or anyone directly or indirectly acting on behalf of the DISTRICT.
- 19.2. The CITY shall indemnify, defend, and hold harmless the DISTRICT, its officers, agents and employees from and against any and all claims, losses, liabilities or damages, demands and actions, including payment of reasonable attorney's fees, arising out of or resulting from the performance of this Agreement, caused in whole by any negligent or willful act or omission of the CITY, its officers, agents, employees, or anyone directly or indirectly acting on behalf of the CITY.
- 19.3. If an indemnifying party defends or prosecutes any third party claim, the indemnified party will reasonably cooperate in the defense or prosecution thereof and will furnish such records, information and testimony, provide such witnesses and attend such conferences, discovery proceedings, hearings, trials and appeals as may be reasonably requested in connection with such third party claim. Such cooperation will include access during normal business hours afforded to the indemnifying party to, and reasonable retention by the indemnified party of, records and information that are reasonably relevant to such third party claim, and making the indemnified party and its employees and agents available on a mutually convenient basis to provide additional information and explanation of any material provided hereunder.
- 19.4. It is the intention of the DISTRICT and CITY that, where fault is determined to have been contributory, principles of comparative fault will be followed and each party shall bear the proportionate cost of any damage attributable to the fault of that party, its officers, directors, agents, employees, volunteers, subcontractors, and governing board.
- 19.5. Each party shall immediately notify the other party of any claims or legal actions arising out of the performance of this Agreement. With the exception of claims or actions against one another, each party will reasonably cooperate in the defense of claims or actions against either party arising under this Agreement or legal challenges brought as to the validity of the Agreement.
- 19.6. The provisions of this indemnity shall survive the expiration or termination of the Agreement.

20. **Insurance.** Both parties shall maintain in force, at all times during the performance of this Agreement, a policy of insurance covering all of its operations (including public liability, errors and omissions, and property damage), with not less than \$1,000,000.00 single limit

liability and motor vehicle insurance, covering all motor vehicles (whether or not owned) used in providing services under this Agreement with a combined single limit of not less than \$1,000,000.00.

- 20.1. Notice in writing shall be given at least 30 days in advance of cancellation, reduction in coverage limit, or intended non-renewal of any policy. Insurance shall be provided by a company authorized by the law to transact insurance business in the State of California.
- 20.2. DISTRICT shall name the City of Elk Grove, its officials, employees, agents, and authorized volunteers as additional insured. CITY shall name Elk Grove Unified School District, its officers, agents, and employees as additional insured.
- 20.3.

Policies shall also be enforced to provide such insurance as primary insurance and that no insurance of an additional insured shall be called on to contribute to a loss covered by insurance. Any insurance required of either party to this Agreement may be provided by a plan of self-insurance and/or a public entity risk-sharing agreement at the option of the party.

21. **Workers' Compensation.** The CITY certifies that they are aware of the provisions of the Labor Code of the State of California which requires every employer to be insured against liability for workers' compensation or to undertake self-insurance in accordance with the provisions of that Code, and further certify that the CITY will comply with such provisions before commencing performance under this Agreement.
22. **Applicable Laws.** The parties shall provide the services specified in this Agreement in accordance with any applicable federal and state statutes, regulations, and directives.
23. **Amendments.** No modification, amendment or addendum to this Agreement shall be valid unless it is set forth in writing, signed by the parties, and approved by the DISTRICT'S Governing Board and the CITY Council.
24. **Entire Agreement.** This Agreement constitutes the entire agreement between the DISTRICT and CITY regarding the subject matter of this contract and supersedes all previous understandings or agreements regarding provision of an SRO.
25. **Severability.** If any term or provision of this Agreement is determined to be unlawful or in conflict with any law of the State of California, the validity of the remaining portions or provisions shall not be affected. Each term or provision of the Agreement shall be valid and enforced as written to the fullest extent permitted by law.
26. **Assignment.** This Agreement may not be assigned or otherwise transferred by either party hereto without the prior written consent of the other party.
27. **Good Faith.** The parties, their agents and employees agree to cooperate in good faith in fulfilling the terms of this Agreement. The parties agree that they will attempt to resolve

any disputes concerning the interpretation of this Agreement and unforeseen questions and difficulties, which may arise, by good faith negotiations before resorting to any litigation.

28. **Counterparts.** This Agreement may be signed in counterparts, and each counterpart shall be deemed an original, and all counterparts taken as a whole shall constitute one and the same instrument.

29. **Notices.** All notices concerning this Agreement shall be deemed to have been served when deposited in the United States Mail, first-class postage prepaid, and addressed as follows:

Elk Grove School District
Attn: Superintendent
9510 Elk Grove Florin Rd,
Elk Grove, CA 95624

City of Elk Grove, Police Department
Attn: Chief of Police
8400 Laguna Palms Way
Elk Grove, CA 95758

30. **Renewal.** This agreement has the option to be renewed for three one-year periods, for a total of six years, by mutual agreement of the DIRECTOR and CHIEF OF POLICE, on behalf of CITY and DISTRICT.

The parties have executed this Agreement on the date written below.

ELK GROVE UNIFIED SCHOOL DISTRICT

CITY OF ELK GROVE

By: _____
Christopher Hoffman
Superintendent

By: _____
Jason Behrmann, City Manager

Dated: _____

Dated: _____

CITY ATTORNEY, CITY OF ELK GROVE

CITY CLERK, CITY OF ELK GROVE

By: _____
Jonathan P. Hobbs, City Attorney

By: _____
Jason Lindgren, City Clerk

Dated: _____

Dated: _____

**EXHIBIT A
TO
AGREEMENT FOR SCHOOL RESOURCE OFFICERS
BETWEEN ELK GROVE UNIFIED SCHOOL DISTRICT
AND CITY OF ELK GROVE**

SCOPE OF SERVICE

1. During the term of this agreement, CITY agrees to employ two (2) Police Officers and assign them as School Resource Officers (SRO) as described in this Agreement, including Exhibit A and Exhibit B.
2. School Resources Officers. The CITY agrees to assign two (2) sworn police officers in a cost sharing agreement, to serve as SROs as part of the DISTRICT'S law enforcement team. The CITY agrees to provide the police officers to DISTRICT for nine (9) hours per day (one hour of which is overtime), Monday through Friday, twelve (12) months per year. The DISTRICT agrees to compensate CITY for one (1) hour of overtime pay, per officer, per day, Monday through Friday, at the current CITY overtime rate. DISTRICT agrees and accepts that CITY overtime rate is subject to change at any time.
3. SRO Assignments. CITY, in collaboration with DISTRICT, will assign one (1) SRO to the following regions, which will include overall responsibility for all schools within the designated region:
 - a. Elk Grove High School
 - b. Laguna Creek High School
 - c. Franklin High School
 - d. Pleasant Grove High School
 - e. Cosumnes Oaks High School

It is recognized emergency situations may arise where the SROs may be needed outside of the regional assignments highlighted above.

4. Supervision and Control. The CITY, in its sole discretion, shall have the power and authority to hire, assign, discharge and discipline SRO's.
 - a. As employees of the CITY, the SROs shall follow the chain of command, reporting first to his/her assigned supervisor as prescribed by the CITY.
 - b. In the performance of their duties, SROs shall coordinate and communicate with the principals or the principals' designees of the regions to which they are assigned.

5. Hours of Work:

- a. SROs will ordinarily work five (5) days a week consisting of nine (9) hours a day, with one (1) hour being overtime, including a paid lunch period of not less than thirty (30) and not more than sixty (60) minutes.
- b. The start and end times of the workday for SROs will be established by agreement of the SRO supervisor and the representative of the DISTRICT.
- c. For school vacations, holidays, and other times when school is not in session and/or his/her presence is not required on District facilities and school campuses, the CITY shall determine whether the SROs may take available leave, or report to their supervisor for reassignment.

6. Absences.

- a. In the event an SRO will be absent from work when school is in session, the SRO shall notify both his/her supervisor in the CITY and the designated representative of the DISTRICT for the particular region assigned.
- b. CITY will make reasonable efforts not to reassign an SRO when school is in session. DISTRICT recognizes that there will be times when the SRO is necessarily absent from campus, including but not limited to staffing shortages, emergencies, court appearances, union release time, and scheduled training. For absences and re-assignments of less than three days duration, CITY will not ordinarily re-assign another officer to substitute for the assigned SRO.
- c. For planned absences and re-assignments of greater than five day's duration, CITY shall attempt to reassign another officer to substitute for the assigned SRO.
- d. If, due to an emergency, disaster, staff shortage, job action, or other event beyond the control of the CITY, CITY is unable to supply a substitute officer, CITY shall deduct a pro rata portion of DISTRICT'S compensation from the amount payable to the CITY at the next billing.

7. Additional Assignments.

- 4. Should the DISTRICT desire the SRO to attend functions/district events outside of normal school hours, such as counseling sessions, truancy board meetings, sweeps, "after hours patrol", dances, sporting events, etc., past and present SRO's will be given first right of refusal for "extra duty" assignments in some cases due to their intricate knowledge of school district operations. DISTRICT agrees to pay CITY the SRO's current CITY overtime rate for time worked at special assignments outside of SRO's regular work hours. For all other assignments, DISTRICT will contract with the CITY

“Extra Duty” program. In all cases of special assignments (out of city venues), the SRO’s Supervisor’s will be consulted for prior authorization.

2. DISTRICT retains sole authority to determine and fulfill district security needs.

3. Dress Code.

It is a goal of the program that SROs be readily identifiable as a Police Officer. During regular duty on campus, SROs shall wear a uniform and appropriate safety equipment, to include a sidearm, as prescribed by the CITY uniform manual. For activities and occasions for which a uniform would not be appropriate, SROs may wear a modified uniform or other apparel as approved by his/her supervisor in consultation with the designated representative of the DISTRICT.

4. Equipment, Supplies, and Work Space

a. Motor vehicles. The CITY shall provide a standard patrol vehicle for use by each of the SROs when on duty. In addition, CITY agrees to maintain, repair, insure, and supply fuel for the SRO vehicle.

b. Weapons, ammunition, and safety equipment. The CITY agrees to provide the standard issue pistol, ammunition, body armor, and safety equipment for each SRO.

c. Computers. The CITY shall provide each SRO with access to law enforcement and CITY computer networks and programs. The DISTRICT agrees to make available to each SRO any computer network, e-mail system, student directory, or other network, program, or database ordinarily accessible by DISTRICT instructors, staff or administrators.

d. Telecommunications. CITY agrees to supply the SRO with a cellular Telephone. DISTRICT agrees to furnish a telephone instrument and a private telephone line capable of analog data transmission on campus for each SRO. DISTRICT agrees to furnish a facsimile machine or make a facsimile machine available on each campus for SRO use.

e. Radio communications. CITY agrees to supply the SRO with an 800 MHZ portable transceiver. If DISTRICT operates a radio network for staff or security at the campus to which the SRO is assigned, DISTRICT agrees to furnish the SRO with a transceiver with that capability, or to authorize the SRO to operate the supplied 800 MHz transceiver on DISTRICT frequencies if it has that capability.

f. Supplies. DISTRICT agrees to provide the SRO with the usual and customary office supplies and forms required in the performance of their duties. CITY agrees to supply the SRO with specialized law enforcement or COUNTY forms.

**EXHIBIT B
TO
AGREEMENT FOR SCHOOL RESOURCE OFFICERS
BETWEEN ELK GROVE UNIFIED SCHOOL DISTRICT
AND CITY OF ELK GROVE POLICE DEPARTMENT**

BUDGET REQUIREMENTS (Cost Sharing Agreement)

Personnel Allocation Summary

Sworn Positions

(2) Police Officers – School Resource Officers 2.0

Total Personnel Costs¹/Fiscal Year (Paid by DISTRICT) \$ 161,751.00
Quarterly Cost (Paid by DISTRICT) – \$ 40,437.75

¹ Total personnel costs are exclusive of overtime worked by SROs. Overtime costs shall be paid separately by DISTRICT according to section 15 of this agreement.