



IMMEDIATE JOB POSTING

Tier One- www.securecampuses.com

DEPARTMENT: Police

DISTRICT: Mansfield ISD

ANTICIPATED START DATE: July 27, 2018

RANK/TITLE: TBD/School Resource Officer (SRO)

JOB SUMMARY/BASIC FUNCTION:

1. Provide law enforcement and police services to the school, school grounds and areas adjacent to the school. Investigate allegations of criminal incidents per Tier One and police department policies and procedures. Enforce state and local laws and ordinances. Make appropriate referrals to juvenile authorities or other governmental agencies.
2. Work to prevent juvenile delinquency through close contact and positive relationships with students. In addition, the SRO shall develop crime prevention programs and conduct security inspections to deter criminal or delinquent activities. The SRO should monitor crime statistics and work with local patrol officers and students together to design crime prevention strategies.
3. Establish and maintain a close partnership with school administrators in order to provide for a safe school environment. Assist school officials with their efforts to enforce Board of Education policies and procedures. Ensure school administrator safety by being present during school searches, which may involve weapons, controlled dangerous substances or in such cases that, the student's emotional state may present a risk to the administrator. Assist school administrators in emergency crisis planning and building security matters. Provide a course of training for school personnel in handling crisis situations, which may arise at the school.
4. Be visible within the school community. Attend and participate in school functions. Build working relationships with the school's staff as well as with student and parent groups.
5. Develop and implement classes in law related education to support the educational efforts of the faculty. Work closely with teachers in designing and presenting law-related topics and the role of police in our society.



6. Work with guidance counselors and other student support staff to assist students and to provide services to students involved in situations where referrals to service agencies are necessary. Assist in conflict resolution efforts.

7. Initiate interaction with students in the classroom and general areas of the school building. Promote the profession of police officer and be a positive role model. Increase the visibility and accessibility of police to the school community.

MINIMUM QUALIFICATIONS

EDUCATION: At least 45 hours of college credit from an accredited university. Prior military and law enforcement experience may waive the education requirement.

CERTIFICATION/LICENSE: **TCOLE Certification.** A minimum of 3 years work experience in law enforcement in a traditional law enforcement agency or school police environment required. Must have maintained TCOLE license or honorably retired and met the minimum requirements of the 2015-2017 TCOLE training cycle. Ability to work with youth and adults in the school setting.

JOB REQUIREMENTS: Must be able to work flexible hours, some holidays, and/or in emergency situations. May be required to work beyond normal hours at athletic events and/or other extracurricular activities as assigned by the Chief to provide maximum-security coverage. Examples of emergencies include: medical emergencies, active shooter situations, and suicide intervention, to list a few. Examples of athletic events and/or other extracurricular include: football games, basketball games, concerts, and PTA meetings, to list a few.

Must be able to work both indoors and outdoors which may result in exposure to inclement weather and be able to walk, run, climb, crawl sit or stand for extended periods of time and must be able to perform all activities faced by emergency first responders. May be required to assist with directing traffic/pedestrian crossing when necessary; ability to investigate suspicious circumstances, persons, vehicles, etc. **(All related to school protective activities)** Tier One physician will conduct a medical and drug screening to determine if applicants are fit for duty.

Must be able to demonstrate the ability to apply critical thinking skills in rendering solutions to various issues that arise in the schools; must be able to effectively communicate with both public and school personnel; extensive communications (verbal and written) with students, staff and internal/external stakeholders is required; will be responsible for managing behavior of victims, witnesses and others when handling or responding to incidents; requires the use of sound judgment; ability to work with youth and adults; ability to teach mini-courses to youth and adults. Tier One psychiatrist will conduct a mental health and fitness screening to determine if applicants are fit for duty.

Required basic computer proficiency including the ability to operate Microsoft Office, Outlook, and other office software platforms such as incident reporting software.

Must pass criminal history and background investigation, drug screening, psychological and medical, and firearms proficiency.



PREFERRED QUALIFICATIONS

- **Recently Honorably Retired Texas Peace Officer**
- **Foreign Language Skills**
- **Advanced TCOLE Certifications**
- **Prior SRO Experience**
- **Patrol Rifle**
- **EMT Qualified**
- **Interest in teaching at Tier One for local, state, and federal officers**
- **Experience in public speaking**
- **Experience working with youth**

AREA OF SPECIALTY

Tier One provides a comprehensive service to school districts. Each SRO will receive 80-hours of specialized training each year above and beyond certification requirements that will include Active Shooter Incident Response, Suicide Intervention Skills Training, Mental Health, and more. Tier One SROs are the most specialized SRO in the State of Texas. Tier One's program:

T-CLASS™

Texas-Comprehensive Law Enforcement Active Shooter Shield™

POSITION TYPE

Full Time Law Enforcement Officer/SRO Position

PAY & PAY FREQUENCY

\$48,000 to \$53,000 salary

Annualized pay benefits: Police officers will receive bi-monthly salary in 24 scheduled direct deposits on the 5th and 20th of each month.

BENEFITS

Police officers receive 6-weeks of block (pre-determined/scheduled) leave off annually, which includes; spring break, summer break (last two weeks of June and first week of July), and partial weeks off at Thanksgiving and New Years, and Christmas break (one week) and weekends free.

Police Officers receive 5-days of sick/personal leave during school year. If police officers don't use the available 5-days of sick/personal leave during school year, they will receive a \$1,000 bonus on their first



paycheck in June. Each day of sick/personal leave used during school year will result in a \$250 reduction in June bonus.

Individual health, vision, dental, long / short term disability and life insurance may be available for security officers (Family coverage available at additional expense).

REQUIRED DOCUMENTS

- CV/Professional Resume
- Driver's License and Copy of Personal Auto Insurance Coverage
- Social Security Card
- TCOLE Record
- Previous Department(s) IAD resume/historical resume
- DD214 (if applicable)
- PHS (Personal History Statement packet provided by Tier One)

SPECIAL INSTRUCTIONS TO APPLICANTS

Scan and email listed required documents to **Louis@SecureCampuses.com**. Upon receipt of required documents, **Executive Assistant Chief Felini** (214-563-9921) will forward the PHS for completion prior to first interview. Once applicant is determined to meet the minimum requirements, the applicant will be contacted by Tier One to schedule next phase of hiring process.

PHYSICAL DEMANDS/ADA REQUIREMENTS Ability to walk, run, climb crawl or sit for extended periods of time. Work in inclement weather. Overtime work including evenings, weekends and athletic events as assigned by the Chief to provide maximum-security coverage is required. Incumbent may spend extended periods of time patrolling and investigating crimes on District property, both in automobiles and on foot. Incumbent may be required to physically restrain parties involved in a conflict. In extreme cases, incumbent may be exposed to violent and/or armed confrontations. Physical fitness tests are required yearly. This position may involve routine exposure to blood or body fluids. Regular attendance is required for this position.