

# **Memorandum of Agreement between the Fairfield Public Schools and the Fairfield Police Department**

## **I. Introduction**

This agreement is made and entered into this 31th day of January 2023, by and between the Fairfield Public Schools and the Fairfield Police Department.

Schools and law enforcement share responsibility for school safety and must work together with complimentary policies and procedures to ensure a safe learning environment for students. This document expresses the agreement of the parties for responding to non-emergency school disruptions. It strives to ensure a consistent response to incidents of student misbehavior and clarify the role of law enforcement in school disciplinary matters. It is the intention of the Fairfield Police Department and the Fairfield Public Schools to maintain collaborative efforts to provide a safe and healthy school environment for students, faculty/staff, and visitors.

The Fairfield Police Department School Safety Division (SSD) facilitates integration into the Fairfield Public Schools. The SSD's role is intended to promote a proactive/preventative approach rather than a reactive/punitive response to ensure safer schools. Successfully lowering the risk of crisis events relies on early detection, early intervention, and continued care and monitoring for long-term success. The overall goal is to address problems before they reach crisis level. A multidisciplinary approach, enabling the pooling of Police Department and School District resources and expertise, is necessary for success. The parties also agree to facilitate a consistent response to school incidents and to maintain a reasonably low number of referrals of students to court through adherence to the agreed upon guidelines for the handling of non-emergency disruptive behavior at school and school-related events by school and police personnel.

### **A. Police Activity at Schools**

The parties agree that police need to follow certain protocols when on school grounds in non-emergency circumstances as follows:

1. Police will act through school administrators whenever they plan any activity on school grounds unless circumstances prohibit such notice.
2. Officers entering school grounds will be aware of the potential disruption of the educational process that a police presence may cause.
3. Prior to entering a school to conduct an investigation, arrest or search, officers will consider the necessity of such action based on:
  - a. The potential danger to persons;
  - b. The likelihood of destruction of evidence or other property;
  - c. The ability to conduct the investigation, arrest or search elsewhere.
4. When taking a student into custody:

- a. Officers should make reasonable efforts to avoid making arrests or taking students into custody on the school premises.
  - b. Whenever possible, students should be taken into custody out of sight and sound of other students.
5. For school communities with School Resource Officers (SRO's), the SRO will not be responsible for student discipline or enforcement of school rules, although the SRO may provide assistance to school personnel. The SRO will work collaboratively with the school administrator to determine the goals and priorities for the SRO program and the parameters for SRO involvement in school disciplinary matters.

#### B. Student Interview and Interrogation

When an officer finds it necessary to conduct a Non-Custodial interview on school premises of a pupil who is, or may be a suspect in a criminal investigation, these guidelines shall be followed:

1. The interviewing officer shall contact the Principal of the school and make notification of his intention to interview the pupil and the nature of the interview. The officer and the principal will arrange for the interview at a mutually agreeable time.
2. The principal or the investigating officer will call the parent(s) or guardian of the child, explain the nature of the interview, and request permission for the interview. A parent or guardian of the child must be present during the interview.
3. In the event the parent should object to the interview or refuse to be present, the officer will not conduct the interview at that time. If the parent or guardian indicates a willingness to be present, the officer will await their arrival before commencing.
4. The interview shall be conducted in the Principal's Office or in another area to insure the privacy of the student. Both parent and child shall be advised of their rights as outlined in this directive and shall be requested to sign the acknowledgment form.
5. In the event that the juvenile student suspect to be interviewed is 16 years old, the guidelines outlined in section 7.1.14 of Fairfield Police policy, shall be followed.
6. If at any point during the interview the student or his parent(s) request that the interview be terminated, that request shall be honored.
7. If unusual circumstances require a deviation from the above policy procedures, an officer shall notify his supervisor and obtain further instructions.
8. If the student to be interviewed is a victim or a witness in an investigation, the officer investigating the incident shall make an attempt to contact a parent or guardian to convey information regarding the situation and to obtain permission to conduct the interview. A parent or guardian should be present during the interview if possible. The parent or guardian shall not be contacted if that individual is the suspect of the investigation such as in a case of alleged sexual or physical abuse. DCF shall be notified via DCF hotline.
9. Special care must be taken when dealing with students of elementary school age. If the parent or guardian of an elementary school student refuses to grant permission for an interview, the

officer shall note said refusal in the department report and the interview shall not be conducted. If follow-up investigation is required by the circumstances of the incident, the officer shall notify a supervisor and forward the investigation to the proper division.

10. If the parent or guardian grants permission for the interview, the officer should attempt to have that parent or guardian present before proceeding. If the parent or guardian cannot be present, the officer shall have a school staff member present during the interview.

### C. Mission and Purpose

The mission of the Fairfield Police School Safety Division is to increase the actual level of safety, as well as the perceived level of safety, of each school community. A three-prong approach is applied as follows:

1. Physical Security - Provide a physical presence at school campuses and inside school buildings. Any safety/security vulnerabilities observed at schools and associated properties relating to infrastructure, environment, procedures, technology, etc., will be reported to the office of the Superintendent of Fairfield Public Schools with recommendations for improvement.
2. Training - Provide safety awareness training to staff, students, and parent community through instruction and presentations.
3. Integration and Communication - Each member of the SSD assess a key role in his/her assigned school community to foster collaboration, coordination of effort, and sharing of information and resources.

### D. Staffing

It is important to note that members of the SSD are employees of the Fairfield Police Department and are not considered "school officials" as defined by the Family Educational Rights and Privacy Act (FERPA).

1. The SSD will consist of one (1) sergeant, two (2) high school SRO's and four (4) SSO's (School Safety Officers).
2. The SSD Sergeant will have an office at the Fairfield Public Schools Central Office.
3. The two SRO's will be assigned to the two high schools, Fairfield Ludlowe and Fairfield Warde, on a permanent basis. They may also absorb certain duties at the Walter Fitzgerald Campus depending on availability.
4. The SSO's will share responsibility for the three middle schools and eleven elementary schools. The primary responsibility of officers assigned to the School Safety Unit is to serve as a sworn law enforcement officer within his/her assigned school community. Secondary responsibilities include serving as a mentor, instructor and positive role model to students. Additional responsibilities of the SSO's will be to implement the Fairfield Police "SHAPE Our Youth" educational program. Responsibilities are described in more detail in the "Roles and Responsibilities" section.

As stated above, all members of the SSD including the SSD Sergeant, the SROs, and the SSOs are employees of the Fairfield Police Department and are not school officials.

## **II. Roles and Responsibilities:**

SSD Officers remain employees of the Fairfield Police Department. They may not perform tasks that are outside of the normal scope of police duties. The SROs, SSO's and SSD Sergeant are not responsible for student discipline or enforcement of school rules.

### **A. SRO/SSO**

1. Provide a uniformed, visible police presence at the assigned school(s) and school-related events.
2. Address calls for service and/or safety hazards at assigned schools.
3. Serve as an informational resource to staff, students and parents on safety information and interpretation of law.
4. Promote A positive image of law enforcement to students, parents, and the overall community.
5. Serve as a counselor, mentor, and educator for students in his/her assigned schools.
6. Serve as an active member on safety committees and threat assessment teams at assigned schools within guidelines set by the Family Educational Rights and Privacy Act.
7. Aid in enhancing physical security and security procedures at assigned schools.
8. Periodically assess for, identify, and report vulnerabilities at assigned schools.
9. Become familiar with building floor plans and emergency contact information for assigned schools. Ensure this information remains updated.
10. Regularly monitor social media outlets for any threatening or disturbing posts.
11. Conduct periodic training for administrators and school staff at assigned schools.
12. Participate in periodic safety meetings with staff, students, and PTA's of assigned schools.
13. Conduct proactive criminal investigations at assigned schools.
14. Implement new safety and law curriculum and serve as an educator to the student population at assigned schools:
  - a. Safety Health And Positive Environment (SHAPE) Program – 5<sup>th</sup> and 6<sup>th</sup> grade
  - b. Risky Business – 8<sup>th</sup> Grade
  - c. Other presentations upon request (i.e. safety talks, substance abuse awareness after school programs, crisis response readiness etc.)
15. Take possession of evidence, illegal contraband, and other illegal/dangerous substances, including but not limited to: narcotics, weapons, alcoholic beverages, incendiary devices and/or associated substances, physical and/or electronic evidence of child pornography.
16. Remain mindful of incidents occurring within close proximity to assigned schools, evaluate the potential secondary hazards and respond accordingly.

### **B. SSD Sergeant**

1. Aid in enhancing physical security and security procedures at all schools.
2. Serve as a liaison between the Fairfield Police Department and the Fairfield Public Schools.

3. Analyze calls for service on a daily basis to identify school-wide safety issues and/or individual juvenile safety needs.
4. Assign initial and/or follow up criminal investigations to SSD members.
5. Review and approve all investigations generated within the School Safety Unit in accordance with federal, state and local laws and FPD Policy.
6. As needed, coordinate/collaborate with other divisions and agencies, including Patrol Division, Investigative Division, Traffic Safety Unit, Crisis Intervention Team, Emergency Mobile Psychiatric Services (EMPS), Department of Mental Health and Addiction Services (DMHAS), Department of Children and Families (DCF), etc.
7. Participate as an active member of the District School Climate Committee.
8. Maintain regular correspondence and face time with Central Office staff, School Administrative Teams, and School Counseling Teams.
9. Regularly review and advise on revisions of school emergency plans.
10. Attend lockdown drills and participate in debriefings. Address concerns both on site as well as at the Central Office level.
11. Participate in periodic training for school administrators and staff.
12. Participate in periodic safety meetings with school staff, students and PTA's.
13. Collaborate with Central Office staff for dissemination of information within the community relating to school safety, threats to school safety and any high-profile investigations occurring on or near school property.

## **II. Information Sharing**

Student information will be shared between the school administration and the SSD as required by law and as permitted by the Family Educational Records and Privacy Act as well as other applicable state and federal laws.

### **A. Goals**

1. Predict and prevent violence on campus
2. Identify students who are at risk of harming themselves or others
3. Promote a safe, supportive, and effective learning environment
4. Reduce youth criminal activity through early identification of at-risk behaviors

### **B. Legal Considerations**

1. Family Educational Rights and Privacy Act
2. U.S. Department of Justice (DOJ) and Connecticut General Statutes (CGS) restrictions on Juvenile Information Sharing
3. Health Insurance Portability and Accountability Act (HIPAA) and Personal Health Information (PHI)
4. Connecticut mandated reporter requirements

School officials are bound by certain FERPA restrictions when sharing student information with police. Police are bound by certain DOJ/CGS restrictions when sharing juvenile information with school officials. Both school officials and police are bound by certain HIPAA restrictions when sharing Personal Health Information (PHI).

#### C. Directory Information

Directory Information (FERPA, Sec.99.37), as defined by Fairfield Public Schools (FPS), may be disclosed to law enforcement without consent, provided that the parent community has been informed of FPS's definition of directory information, and parents have been provided the opportunity to opt out at the beginning of the school year (Board of Education Policy #5220).

#### D. Health and Safety Emergencies (FERPA, Sec. 99.36)

1. Schools may disclose information from educational records to parties such as law enforcement if the information is necessary to protect the health or safety of the student or other individuals. Previous language was updated from "must be strictly construed" to "articulable and significant threat under the totality of circumstances." It provides for using "sufficient, cumulative warning signs" to determine an imminent threat to self or others.
2. When school personnel seek police counsel during a threat assessment (i.e. requesting information such as history of violence, past suicidal behaviors, weapons registered to the family, etc...), ***such counsel should be sought early in the school's investigation and/or prior to the school's final decision to release the child to the care of his/her caretaker(s).***
3. When Personal Health Information is a factor, personal observations about behavior(s) should be shared rather than diagnosis or other PHI.
4. When a member of school staff notifies police of suspected child abuse or neglect, it does not fulfill the school staff member's obligations as a mandated reporter to notify the Department of Children and Families (DCF) of the suspected abuse or neglect.

#### E. Off Campus Conduct/Police Responsibilities to Share Juvenile Information

Whenever any person age seven to 21 and enrolled in school is arrested for committing a felony, a class A misdemeanor or a violation of C.G.S. 53-206c that prohibits the sale, carrying and brandishing of a facsimile firearm, police must orally notify the superintendent of schools for the school district in which the person resides of the identity of the person and the alleged offense.

1. Such notification must be made by the end of the next weekday following the arrest.
2. Written notification to the superintendent must be made within 72 hours of the arrest and include a brief description of the incident.
3. The municipal police department or Division of State Police within the Department of Emergency Services and Public Protection that made the arrest shall:

4. The Superintendent of Schools shall maintain the written report in a secure location and the information in the report shall be maintained as confidential in accordance with Section 46b-124 of the state statutes.

The Superintendent of Schools may disclose the information only to the principal of the school in which the person is a student, or to the principal or supervisory agent of any other school in which the Superintendent of Schools knows the person is a student.

The principal or supervisory agent may disclose the information only to special services staff or a consultant, such as a psychiatrist, psychologist, or social worker, for the purposes of assessing the risk of danger posed by such person to himself, other students, school employees, or school property and effectuating an appropriate modification of the person's educational plan or placement, and for disciplinary purposes.

If the arrest occurred during the school year, the assessment will be completed no later than the end of the next school day.

If an expulsion hearing is held pursuant to Section 10-233d of the state statutes, a representative of the municipal police department or the Division of State Police, as appropriate, may testify and provide reports and information on the arrest at the expulsion hearing, provided police participation is required by any of the following: the local or regional board of education, the impartial hearing officer, the principal of the school, the student, or the student's parent or guardian. The information with respect to a child under eighteen years of age shall be confidential in accordance with sections 46b-124 and 54-761, and will only be disclosed as provided in the Section 10-233h of the state statutes.

### **III. Graduated Response Model for Student Discipline and Police Involvement/Law Enforcement in Schools**

Schools and law enforcement share responsibility for school safety and must work together with complimentary policies and procedures to ensure a safe learning environment for students. This graduated response model strives to ensure a consistent response to incidents of student misbehavior and clarify the role of law enforcement in school disciplinary matters. The parties agree to the following:

1. The vast majority of student misconduct can be best addressed through classroom and in-school strategies and maintaining a positive climate within schools rather than by involvement of the justice community.
2. The response to school disruptions should be reasonable, consistent and fair with appropriate consideration of relevant factors such as the age of the student and the nature and severity of the incident.
3. Students should be held accountable for their actions through a graduated response to misconduct that provides a continuum of services and increasingly more severe sanctions for continued misbehavior.

4. Disruptive students should receive appropriate redirection and support from in-school and community resources prior to the consideration of suspension, expulsion, involvement of the police, or referral to court.
5. Clarifying the responsibilities of school and police personnel with regard to non-emergency disruptive behavior at school and school-related events promotes the best interests of the student, the school system, law enforcement and the community at large.

#### A. Key Factors in Making Disciplinary Decisions

The parties agree that when determining consequences for students' disruptive behavior, the following factors shall be considered, if information on the factors is available:

1. Age, health, and disability or special education status of the student.
2. Prior conduct and record of behavior of the student.
3. Previous interventions with the student.
4. Student's willingness to repair the harm.
5. Parents' or guardians' willingness to address any identified issues.
6. Seriousness of the incident and degree of harm caused.

The parties agree that when determining consequences for student's disruptive behavior the following factors shall not be considered:

1. Race/ethnicity, gender, gender identity, sexual orientation, religion and national origin of the student and family.
2. Economic status of the student and family.

#### B. Classroom Intervention

The classroom teacher plays a prominent role in guiding, developing and reinforcing appropriate student conduct and is acknowledged as the first line in implementing the school discipline code. As such, this model begins with a range of classroom management techniques that must be implemented prior to any other sanctions or interventions. Classroom intervention is managed by the teacher for behaviors that are passive and non-threatening such as dress code violations, and violations of classroom rules. School Resource Officers should not be involved at this level. More than three incidents of the same behavior, if not in the same day, could lead to school administrator intervention (see below). Classroom intervention options might include redirection, re-teaching, school climate initiatives, and moving seats; the teacher should initiate parental contact.



### C. School Administration Intervention

Classroom interventions must be supported by school administrators who address more serious or repetitive behaviors and behaviors in school but outside of the classroom. Examples of behaviors at this level include repetitive patterns, defacing school property, truancy, threatening and behaviors in hallways, bathrooms, courtyards and school buses. Administration intervention options might include time in the office, after school detention, loss of privilege, reparation, and/or parent conference.

### D. Assessment and Service Provision

When the behavior and needs of the student warrant, an assessment process and intervention with the use of school and community services is appropriate. This intervention is managed by the school administrator or a Student Assistance Team (SAT). Repetitive truancy or defiance of school rules, and behaviors that interfere with others, such as vandalism or harassment, belong at this level as well as misbehaving students who would benefit from service provision. Assessment and service intervention options should include any Classroom or School Administration Interventions and might include referral to a Juvenile Review Board (JRB) or community service or program, suspension, expulsion or referral to court. Truant behavior should not lead to an out-of-school option. Police can be involved in their role on SAT's and JRB's.

### E. Law Enforcement Intervention

See the chart on the next page.

*Note: This list is not all-inclusive. Intervention options may be subject to the investigating officer's discretion.*

Violation Type	Types of Behavior	Intervention Options
<p><b>I. Minor/Non-Criminal Violations</b></p>	<ul style="list-style-type: none"> <li>❖ Inappropriate use of social media, text, e-mail communication etc.</li> <li>❖ Suspected or confirmed <i>use</i> of alcohol, narcotics or other regulated or controlled substance.</li> <li>❖ Bullying behavior or other misconduct bordering on, but not yet a criminal violation of: <ul style="list-style-type: none"> <li>➤ Breach of Peace</li> <li>➤ Disorderly Conduct</li> <li>➤ Assault</li> <li>➤ Harassment</li> <li>➤ Threatening</li> </ul> </li> </ul> <p><i>(These violations include but are not limited to fighting, violent, threatening or tumultuous behavior)</i></p>	<p style="text-align: center;"><u>Informative Session</u></p> <ul style="list-style-type: none"> <li>❖ An SRO, School Safety Officer, Youth Bureau Detective or any other officer acting as their designee will discuss decision making, potential future legal ramifications and/or health ramifications, etc.</li> <li>❖ The informative session is designed to be non-adversarial, with the officer acting in a role model and mentor capacity. A CIT Officer may be utilized if necessary and when possible.</li> </ul>
<p><b>I. Danger to Self or Others</b></p>	<ul style="list-style-type: none"> <li>❖ As determined by verbal or written communication, or by physical action.</li> </ul>	<p style="text-align: center;"><u>Emergency Examination</u></p> <ul style="list-style-type: none"> <li>❖ A Crisis Intervention Officer will respond when possible. Police response is designed to deescalate crisis situations and ensure the safety of all involved parties.</li> <li>❖ Police Emergency Examination Request and transport to medical facility for evaluation may be completed pending results of investigation.</li> <li>❖ Further enforcement action may follow if it is determined that certain behaviors within the juveniles control constituted a criminal violation.</li> <li>❖ A follow-up may occur with the student and/or family after the emergency examination, in the form of a CIT Follow-up. The goal of this follow-up is to assist the family with accessing potentially beneficial services.</li> </ul>

<p><b>II. Criminal Violations</b></p>	<ul style="list-style-type: none"> <li>❖ May include: <ul style="list-style-type: none"> <li>➤ Breach of Peace</li> <li>➤ Disorderly Conduct</li> <li>➤ Assault</li> <li>➤ Harassment</li> <li>➤ Threatening</li> <li>➤ Larceny</li> <li>➤ Possession of Weapons</li> <li>➤ Possession of Narcotic and Narcotic Paraphernalia</li> <li>➤ Possession of any Illegal or Regulated Substance.</li> </ul> </li> </ul> <p><i>(School staff members are not expected to determine conclusively whether or not a criminal violation has occurred, but should contact police if one is suspected.)</i></p> <ul style="list-style-type: none"> <li>❖ <a href="#">List of Criminal Statutes</a> and <a href="#">Narcotics Statutes</a> (CTRL + Click to open link)</li> </ul>	<p style="text-align: center;"><u>*Verbal Warning</u></p> <ul style="list-style-type: none"> <li>❖ Verbal Warnings will be documented in a police report and may serve as justification for more severe consequences for future offenses.</li> </ul> <p style="text-align: center;"><u>*Juvenile Summons</u></p> <ul style="list-style-type: none"> <li>❖ The juvenile and parent will receive a summons to appear in court. Juvenile Review Board options will be determined by the Police Department after review of the arrest report.</li> </ul>
<p><b>III. Serious Juvenile Offense</b></p>	<ul style="list-style-type: none"> <li>❖ <a href="#">See "Serious Juvenile Offense" for an inclusive list</a> (CTRL + Click to open link)</li> </ul>	<p style="text-align: center;"><u>*Juvenile Summons</u></p> <ul style="list-style-type: none"> <li>❖ The juvenile and parent will receive a summons to appear in court. Juvenile Review Board options will be determined by the Police Department after review of the arrest report.</li> </ul> <p style="text-align: center;"><u>*Custodial Arrest</u></p> <ul style="list-style-type: none"> <li>❖ Arrangements will be made to take juvenile into physical custody by the least intrusive means possible for transport to the Fairfield Police Department.</li> </ul> <p>* Enforcement action may depend upon factors such as the severity and/or frequency of the offense, as well as the likelihood that the offense will occur again.</p>

#### **IV. K-9 Use in Fairfield Public Schools**

Fairfield Public Schools reserves the right to request services of the Fairfield Police Department K-9 Unit. The Fairfield police department advises that FPS utilize this service at the High School level at least once per year.

The primary purpose of requesting the services of the FPD K-9 Unit will be for identifying and removing illegal contraband/dangerous substances or materials, including but not limited to narcotics, firearms, and incendiary devices.

##### **A. Upon K-9 detection of illegal/dangerous substances or materials**

School administrative staff will be responsible for opening and searching any lockers/bags/containers identified by the K-9 Unit as containing any illegal contraband not suspected of being dangerous; in the event that there is a legitimate concern of a health or safety risk, for example, a bag suspected to contain dangerous substances or materials; appropriate first responders may take over and change the course of action.

School administration will address violations of the student code of conduct in accordance with school disciplinary procedures. If the school administration believes that a criminal violation that is not a felony has occurred, the school administration may refer the matter for police action. If the school administration believes that a criminal violation that is a felony has occurred, the school administration must refer the matter for police action. The Fairfield Police Department will be responsible for the disposal of any discovered contraband.

Upon the request of the building administrator or his/her designee, Fairfield Police K-9 may periodically walk school parking lots during times when students are inside the building(s). As with any other division of the Fairfield Police Department, K-9 units may provide presence as a passive deterrent at arrival and dismissal times on request of building administrators.

#### **V. Parking Lot Enforcement**

Per Fairfield Police Department Policy Section 5.6.1:

Traffic control signs and laws, including parking, are enforceable on public property, including public schools.

## VI. FPS Employee Misconduct

When it is determined by a building administrator, central office administrator, or the human resources director that misconduct by an employee has risen to the level of a criminal violation, and such misconduct jeopardized, or had the potential to jeopardize the actual or perceived safety and/or security of students and/or other staff, such misconduct must be reported to the Fairfield Police Department. Such violations may include but are not limited to:

1. breach of peace,
2. threatening,
3. assault,
4. sex assault,
5. risk of injury to/impairing the morals of a minor,
6. destruction of school/student/staff property,
7. illegal possession of narcotics/controlled substances,
8. illegal possession of weapons.

## VII. Summary

The Office of Juvenile Justice and Delinquency Prevention (OJJDP), which is sanctioned under the U.S. Department of Justice, offers suggestions in a program report entitled "Sharing Information: A Guide to the Family Educational Rights and Privacy Act and Participation in Juvenile Justice programs." This program report is a guide for educators and law enforcement. The following are excerpts from this report:

1. *Maintaining safe schools requires the forging of partnerships to share information between schools and youth serving agencies, including the police department, court system, youth parole and probation officers, and child protective services.*
2. *Educators who see the first warning signs of delinquency or who have critical information about juveniles involved in the juvenile justice system can, by sharing information with other justice and youth serving agencies, help develop effective intervention strategies.*
3. *When the juvenile justice system is about to send an alleged or adjudicated juvenile offender back into the regular school system, justice officials should notify the school of the timing and circumstances of the student's return so the school can take steps to provide needed support services to help the student succeed.*
4. *Educators can supply valuable information to other agencies in a delinquency prevention network. In an ideal information sharing system, a lively, two-way exchange of information occurs with educators actively involved in the process. In this type of system, each agency in the jurisdiction talks and listens. The juveniles about whom they share a common interest benefit from the synergy that unfolds.*

Therefore, in the interest of fulfilling federal recommendations and state mandates (*Public Act No. 15-168*) to facilitate better communication and coordination between police departments and school systems, for the purpose of improving campus safety and security, preventing acts of violence on campus, and implementing delinquency prevention strategies, the Fairfield Police Department and the Fairfield Public Schools acknowledge the aforementioned terms and agree to collaborate as appropriate.

This agreement shall become effective on January 31, 2023, and shall remain in full effect until such time as the agreement is modified by the consent of the parties. The agreement may be modified at any time by amendment to the agreement.

In witness hereof, the parties hereto, intending to cooperate with one another, have set their signatures to this document on this day.



**Brenda Kupchuck, First Selectwoman**



**Michael Testani, Superintendent of Schools**



**Robert Kalamaras, Chief, Fairfield Police Department**



**James Wiltsie, School Safety Division Supervisor, Fairfield Police Department**