



**Delaware City Schools Board of Education**  
**Minutes of February 24, 2025**  
**Work Session**  
**Willis Education Center**  
**5:00pm**

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**2024-MR 1.0 Opening**

**2024-MR 1.1 Call to Order and Roll Call**

The Delaware City Board of Education met in a Special session on February 24, 2025 at 5:00pm at the Willis Education Center.

Members present on roll call were:

Ms. Harris (President)  
Mr. Backus (Vice President)  
Ms. McDaniel-Browning  
Mr. Wiener  
Mrs. Gasaway

**2024-MR-1.2 Salute the Flag**

**2024-MR-1.3 Adoption of Agenda**

Moved by Mrs. Gasaway, seconded by Mr. Backus to adopt this agenda as presented.

Roll call resulted as follows: Mrs. Gasaway, yea; Mr. Backus, yea; Ms. Harris, yea; Ms. McDaniel-Browning, yea; Mr. Wiener, yea.

President Harris declared the motion carried.

**2024-MR-2.0 Work Session Topics**

1. Chief Moore - Delaware Police Department -  
Chief Moore highlighted the Delaware Police Department's ongoing commitment to school safety, with a particular focus on the School Resource Officer (SRO) program. He emphasized that the SROs are assigned full-time to school buildings, where they serve in three key roles:
  - Law Enforcement Officers – Upholding the law and ensuring a safe school environment.
  - Educators – Teaching students about safety-related topics.

- Trusted Adults – Building relationships outside of traditional school personnel to create a safe space for students to share concerns.

Chief Moore stressed the importance of relationship building between officers, students, and school staff. These relationships foster an environment where students feel comfortable speaking up, enabling officers to proactively address potential issues before they escalate. He noted that balancing security with a supportive learning environment is essential to the success of the program. Additionally, Ms. Harris and Mr. Backus have been provided with a list of potential action items to support the continued success and development of the program.

Questions:

Ms. Harris: Anything additional to add to the list?

Chief Moore: No—nothing additional to share. If you choose something to support, you have to change your habits to align with that option.

Mrs. Gasaway: Can you speak to the potential for adding additional School Resource Officers (SROs)?

Chief Moore: Recruiting and hiring police officers has been a significant challenge. However, over the last year, we've intensified our recruitment efforts. While we've made progress, we are still not at full staffing levels. Our primary responsibility is to fill essential patrol positions. Specialty roles, including SROs, are considered secondary and can only be addressed once core positions are adequately staffed. That said, SROs remain important—they build relationships that provide valuable information, which supports our broader departmental operations beyond the school environment. Once we reach full staffing, we could explore the possibility of adding more SROs. That would include the City and District evaluating how to fund those positions in a sustainable way.

Mr. Backus: Is having a community auxiliary officer serve in the schools a feasible option?

Chief Moore: There are challenges with that approach. In the past, some districts operated an auxiliary police force, but the State of Ohio identified issues—specifically that auxiliary officers, when injured, were not covered under workers' compensation or injury benefits. In response, the General Assembly passed a law requiring any jurisdiction with an auxiliary force to form a commission to oversee it and to establish a dedicated fund to support injured auxiliary personnel. From my perspective, we want to send our very best officers into schools—individuals who are fully trained and prepared. While I understand the idea behind using community auxiliary officers, there are challenges to making that a viable solution.

Mrs. Gasaway: Is there a possibility of the school district establishing an internal security team, separate from the local police department, to enhance safety efforts?

Chief Moore: He emphasized the importance of a unified approach—security efforts, school discipline, mental health support, and law enforcement must all function cohesively. He acknowledged that both external and internal threats exist, and unfortunately, some students may pose risks to their peers. However, the role of SROs often goes beyond enforcement. He shared that criminal arrests are rare, while mental health and relationship-building are central to the role. He recounted a powerful SRO example: after connecting with a truant student and learning about her home situation, the SRO personally helped her get to school. That relationship led her to disclose challenges at home to the principal, which in turn encouraged other students to come forward with their own stories. These positive outcomes—students feeling safe, supported, and heard—underscore the value of strong relationships within the school. Everyone in this room is working toward the same goal: ensuring student safety and wellbeing.

## SRO Discussion Summary – Ms. Harris and Mr. Backus

### Overview:

- The SROs do not believe the school is unsafe, but they identified several areas for improvement.
- 319 incidents occurred; 26 resulted in criminal charges.
- SROs made three key recommendations and proposed several initiatives to enhance school safety.

### Key Recommendations from SROs:

1. Mandatory Staff Training:
  - Active aggressor training should be required, not optional, for all staff.
2. Law Enforcement Input on Facility Upgrades:
  - Law enforcement should be consulted during new builds and upgrades for safety considerations.
3. Improved Door Access and Monitoring:
  - Systems to alert when doors are propped open.
  - Ability to remotely lock doors.
  - Cameras to flag "doors of concern."

### Additional Safety Enhancements Suggested:

- Add SROs for Elementary Schools:
  - Respond to rising needs, including assistance with family disputes and emotional de-escalation.
- Safety Audit:
  - Recommend bringing in an external team for a safety audit—"a fresh set of eyes."
- Key Fob Access System:
  - Allows tracking of entry/exit.

- Manage access for specific groups (e.g., coaches, staff leaving the district).
  - Visitor Management System:
    - Enables visitor check-in and badge printing.
    - Includes alert system capabilities for emergencies.
  - Visual Alert Systems:
    - Heat detection to identify potential fires.
    - Real-time AI tracking of individual locations.
  - Camera System Upgrade:
    - Potential switch to a cat-eye view for broader coverage.
  - Hiring a Safety Director
    - Oversees all safety upgrades and systems.
    - Acts as liaison between schools, SROs, and the police department.
    - Ensure district-wide consistency in equipment and protocols.
    - Work closely with SROs and local PD.
  - Conduct a Safety Audit
    - Advocated for hiring an external party.
    - Several reputable names were provided.
2. Discussion of Building Visits - School Board members met with building principals to discuss and ensure the district is meeting building needs and how to achieve these needs. The building summaries are noted below:

*Hayes High School*

- Safety and security
- Key fob or keycard access
- Camera upgrades
- Additional signage to navigate around building
- Emergency lights at the stadium
- Turf for band
- Fieldhouse for athletics
- Additional staffing
- Standards grading across district
- Online academy or an alternative school for flexibility

*Dempsey Middle School*

- Safety and security
- Full time SRO
- Improved front door access, ability to see from office to door
- Key fob or keycard access
- Camera upgrades
- Smaller class sizes
- Lunch serving area
- Implementation of Pacer Period is beneficial

- Crowded hallways between classes
- Limited opportunities for students to be involved in extracurricular activities
- Traffic congestion
- Cohesive focus across district needed
- Special Education, need additional staff
- Alternative school day options for students
- Career exploration at Middle School
- Turfing the athletic field and adding a fieldhouse
- Curriculum consistency throughout the district
- Maintenance of buildings

#### *Carlisle Elementary*

- Safety and security
- Key fob or keycard access
- Camera upgrades
- HVAC - inconsistent temperatures throughout building
- Lockers for fourth graders
- Update furniture, carpet, flooring
- Mathematics and ELA specialist support
- Additional staff
- Pros and cons to fencing in playground
- Additional tier 2 support
- Hands on materials and experimental equipment for science
- Space to de-escalate students
- Soccer goals desired
- Facilities team is quick to respond
- Appreciates the green space at the school

#### *Woodward Elementary*

- Safety and security
- Visitor management enhancements
- SRO for elementary buildings
- Auxiliary officers
- Key fob or keycard access
- Class sizes
- Alternative school program
- Limited expansion space
- Additional staffing
- Space to de-escalate students

#### *Conger Elementary*

- Safety and security
- SRO for elementary buildings
- Camera upgrades

- Key fob or keycard access
- Visitor management enhancements
- Playground emergency entrances/exits, fence repairs
- Class sizes
- Math curriculum
- Career pathways in elementary schools
- Administration and Directors spread too thin
- Hiring process improvements
- Lack of communication and cohesion
- Repairs to bathroom sinks
- Additional training for staff
- Additional time to collaborate with staff
- Special Education concerns

#### *Smith Elementary*

- Safety and security
- SRO for elementary buildings
- Traffic control
- Single point entry is an issue
- PA system upgrade
- Doors not closing properly
- Defibrillator near office desired
- Additional tier 1 support
- Space to de-escalate students
- Administration and support staff unable to take time off easily
- Incentivize teachers to give additional support
- Staff or volunteers on buses
- Ensure bus routes are balanced
- Sub pay increase has been beneficial

#### *Schultz Elementary*

- Safety and security
- SRO for elementary buildings
- Math class sizes for 5th grade are large
- Foundation settling, doors do not close properly
- Key fob or keycard access
- PA system upgrade
- Camera upgrades
- Building updates to flooring, countertops, blinds in cafeteria
- Unifying Space
- Parking lot needs relined
- Shade on playground desired
- Sidewalk from 5th grade wing

**2024-MR-3.0 Adjournment**

Moved by Mr. Backus, seconded by Ms. McDaniel-Browning to adjourn this meeting.

Roll call resulted as follows: Mr. Backus, yea; Ms. McDaniel-Browning, yea, Ms. Harris, yea; Mr. Wiener, yea; Mrs. Gasaway, yea.

President Harris declared the meeting adjourned at 6:45pm.

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*President*

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*Treasurer*