

Job Description

Updated April 2026

Job Title: **Campus Safety Officer**
 Job Family: **School-Based Support**
 Pay Program: **Classified**
 Typical Work Year: **9 months**

Job Code: **1203**
 FLSA Status: **Non-Exempt**
 Shift Differential: **No**
 Pay Range: **G 8**

SUMMARY: Responsible for providing for a safe and secure school environment, fostering an optimal learning environment and acting as a deterrent to unsafe or poor behavior by patrolling the campus, monitoring student behavior, enforcing school and District policies, intervening in physical encounters, monitoring security cameras, monitoring visitors, reporting unsafe or unhealthy conditions and assisting administrators and/or public officials with emergency or investigative situations. This position may require varying work hours and days including evenings and weekends.

ESSENTIAL DUTIES AND RESPONSIBILITIES: *To perform this job successfully, an individual must be able to perform each essential duty satisfactorily. The requirements listed below are representative of the knowledge, skill and/or ability required. Reasonable accommodations may be made to enable individuals with disabilities to perform the essential functions. Frequency and percentage of time may vary based on building assignment.*

Job Tasks Descriptions	Frequency	% of Time
1. Maintain the safety and security of the students and campus, foster an optimal learning environment and act as a deterrent to unsafe or poor behavior by providing high visibility throughout the school; walking and surveying hallways, common areas, grounds and parking lots; intervening in verbal and physical encounters among the students; diffusing hostile situations; and enforcing safe school policies regarding weapons, tobacco, illegal substances, traffic rules, dress code, etc. Assist visitors and check for visitor passes. Monitor students during breakfast, lunch, inside and outside of the building, and during off hours.	D	50%
2. May assist administrators and School Resource Officer (SRO) in the investigation of illegal activity within the school by use of security cameras and performing dangerous substance, weapons and drug searches. Assist staff and students during crisis situations, including fire drills, tornado drills and lockdowns. Securing and locking all exterior doors. Ensuring staff and students stay in a locked room during a hold. Making sure everyone is where they're supposed to be and are safe.	D	20%
3. Discuss/mediate infractions with students, provide written accounts of unacceptable behavior/incidents to administrators and assist with assignment of disciplinary measures as necessary. Report unsafe conditions and potential health and/or mental health and safety hazards to administrators.	D	10%
4. Supervision of students in study hall, in-school suspension and/or before/after school ASD (After School Detention). Assist staff by escorting students to and from class as needed.	D	10%
5. May provide security at sporting events and/or other extracurricular activities outside of school hours including, weekends, evenings, and occasional nights.	W	5%
6. Perform other job-related duties as assigned.	Ongoing	5%
	TOTAL =	100%

EDUCATION AND RELATED WORK EXPERIENCE:

- High school diploma or equivalent.
- Minimum of 3-5 years of experience working with groups of elementary, middle and/or high school students preferred.

LICENSES, REGISTRATIONS or CERTIFICATIONS:

- Criminal background check required for hire.
- Must successfully complete a pre-hire, post-offer physical examination.
- CPR, CPI and First Aid certifications required within 3 months of entering position. Attend follow-up trainings as needed.
- A copy of an individual Motor Vehicle Record must be submitted at time of application (applies only to position at Mountain Range High School).

TECHNICAL SKILLS, KNOWLEDGE & ABILITIES:

- Common sense, problem solving, mediation skills, and mature attitude.
- Ability to respond to hostile situations and intervene in physical altercations.
- Ability to work with large groups of students, including students with special needs.
- Ability to work a flexible work schedule to include evenings, nights and weekends.
- Ability to promote and follow Board of Education policies, District policies and building and department procedures.
- Ability to recognize the importance of safety in the workplace, follow safety rules, practice safe work habits, utilize appropriate safety equipment and report unsafe conditions to the appropriate administrator.
- Ability to stay current with district policy, standards and training in the areas of data quality, data privacy, and cybersecurity with respect to student and staff data, and related information systems.
- Ability to engage in effective communication, collaboration, and teamwork with individuals from diverse backgrounds, cultures, and perspectives, while demonstrating respect and appreciation for their differences.
- Develop positive relationships with students to foster trust and mutual respect, creating a secure environment for them.

MATERIALS AND EQUIPMENT OPERATING KNOWLEDGE:

- Operating knowledge of two-way radios required within 1 month after entering position.
- May need the ability to drive a golf cart.
- Basic operating knowledge of personal computers and peripherals preferred at hire; required within one month after entering position.

REPORTING RELATIONSHIPS & DIRECTION/GUIDANCE:

	POSITION TITLE	JOB CODE
Reports to:	Principal, Assistant Principal or Dean	3080, 3081, 3083, 3084, 4064

	POSITION TITLE	# of EMPLOYEES	JOB CODE
Direct reports:	This job has no direct supervisory responsibilities.		

- Responsible for monitoring and ensuring the behavior and safety of students on school grounds.

BUDGET AND/OR RESOURCE RESPONSIBILITY:

- This job has no budgetary responsibilities.

PHYSICAL REQUIREMENTS & WORKING CONDITIONS: *The physical demands, work environment factors and mental functions described below are representative of those that must be met by an employee to successfully perform the essential functions of this job. Reasonable accommodations may be made to enable individuals with disabilities to perform the essential functions.*

PHYSICAL ACTIVITIES:	Amount of Time			
	None	Under 1/3	1/3 to 2/3	Over 2/3
Stand				X
Walk				X
Sit		X		
Use hands and fingers to handle and/or feel		X		
Reach with hands and arms		X		
Climb or balance		X		
Stoop, kneel, crouch, or crawl		X		
Talk			X	
Hear			X	
Taste	X			
Smell		X		

WEIGHT and FORCE DEMANDS:	Amount of Time			
	None	Under 1/3	1/3 to 2/3	Over 2/3
Up to 10 pounds			X	
Up to 25 pounds		X		
Up to 50 pounds		X		
50 to 100 pounds		X		
More than 100 pounds	X			

MENTAL FUNCTIONS:	Amount of Time			
	None	Under 1/3	1/3 to 2/3	Over 2/3
Compare		X		
Analyze			X	
Communicate				X
Copy		X		
Coordinate			X	
Instruct		X		
Compute		X		
Synthesize		X		
Evaluate			X	
Interpersonal Skills				X
Compile		X		
Negotiate			X	

WORK ENVIRONMENT:	Amount of Time			
	None	Under 1/3	1/3 to 2/3	Over 2/3
Wet or humid conditions (non-weather)	X			
Work near moving mechanical parts	X			
Work in high, precarious places	X			
Fumes or airborne particles	X			
Toxic or caustic chemicals	X			
Outdoor weather conditions			X	
Extreme cold (non-weather)	X			
Extreme heat (non-weather)	X			
Risk of electrical shock	X			
Work with explosives	X			
Risk of radiation	X			
Vibration	X			

VISION DEMANDS:	Required
No special vision requirements.	
Close vision (clear vision at 20 inches or less)	X
Distance vision (clear vision at 20 feet or more)	X
Color vision (ability to identify and distinguish colors)	X
Peripheral vision	X
Depth perception	X
Ability to adjust focus	X

NOISE LEVEL:	Exposure Level
Very quiet	
Quiet	
Moderate	X
Loud	
Very Loud	