



MAEF Public Charter Schools (MPCS): ACCEL Academy Mobile, Alabama

Position - School Resource Officer (SRO) / Security Lead

Reports to - Director of Safety and Security

Terms - Ten (10) month, 202-day contract with a salary established by the Board in terms of the Administrative Provisions and based on experience and qualifications.

Hours

- Monday - Thursday: 7:00 - 5:00 PM
- Friday: 7:00 - 12:00 PM

Salary & Overtime Policy

- Beginning salary \$49,000 a year
 - Salary is negotiable based on years of experience, degree level, and specialized law enforcement certifications.
 - Performance incentives based upon network safety and academic performance metrics.
- Overtime Status: Non-Exempt (Hourly).
 - This position is structured to operate without overtime within the designated evening hours. Any emergency hours must receive prior written authorization from the Director of Safety and Security and will be managed via flex scheduling.

Supervises & Monitors - Campus Security Team & Security Guards

Position Overview

ACCEL Academy, recognized throughout for its forward-thinking and progressive culture, is seeking a School Resource Officer (SRO) / Security Lead. Effective safety leaders who continually learn, enforce high standards, and foster positive community relationships are the key to a secure and successful academic environment. At MAEF Public Charter Schools, we believe students thrive when they feel safe, supported, and valued by a cohesive security team.



The ideal candidate for this role will possess a genuine concern for students, a growth mindset, professional resilience, adaptability, and leadership experience. We hope to develop a genuine community of safety practice in which the SRO plays a vital role in leading the campus security team and securing our learning environment.

Essential Functions

- Maintain a highly visible, proactive security presence; regularly patrol all campus buildings, perimeter grounds, corridors, and parking areas to deter criminal activity and identify safety hazards.
- Oversee, schedule, and direct the daily operations and post assignments of the campus security team/guards to ensure comprehensive coverage across the campus.
- Monitor the performance, alertness, and professionalism of campus security personnel; provide real-time coaching, correction, and feedback to ensure strict adherence to MAEF security protocols.
- Serve as the immediate first responder to critical incidents, active threats, medical emergencies, or disasters on school property, and assist in executing the network's Emergency Operations Plan (EOP).
- Conduct or coordinate ongoing training for campus security guards regarding access control, perimeter security, visitor management, and emergency response procedures.
- Oversee the security team's use of district safety systems, ensuring that guards are effectively monitoring campus security cameras, gate access controls, and communication radios.
- Use trauma-informed care and advanced de-escalation techniques to resolve student conflicts peacefully, strictly respecting the boundary that administrative, non-criminal school discipline remains the sole responsibility of School Administrators.
- Report directly to the Director of Safety while maintaining close daily communication and collaboration with the School Administrators.
- Accept and incorporate feedback and coaching from administrative and network staff.
- Perform other duties, as deemed appropriate, by the Director of Safety or Superintendent.



Ability to

- Demonstrate excellent communication skills—model correct use of language, oral and written, when interacting with students, staff, and local police agencies.
- Engage the interest of school-age children and build strong, positive trust barriers with youth.
- Oversee, manage, and monitor an hourly security team while keeping operational hours strictly within budgeted parameters.
- Be flexible, maintain a calm demeanor, and work in a pleasant and cooperative manner.
- Work effectively as a team member and collaborator with network administrators, teachers, and parents.
- Possess a high degree of professionalism, strict confidentiality, and discretion regarding juvenile records and school safety systems.
- Demonstrate willingness to be held accountable for campus safety results and security team performance.

Required Qualifications

- Active, valid certification from the Alabama Peace Officers' Standards and Training (APOST) Commission with the power of arrest in good standing OR a retired Alabama law enforcement officer in good standing with APOST.
- Successful completion of active shooter training approved by the Alabama State Law Enforcement Agency (ALEA).
- Annual compliance with firearms requalification required of law enforcement officers by the APOST Commission.
- Demonstrated expertise or prior leadership/supervisory experience (e.g., Sergeant, Corporal, Field Training Officer) managing security personnel or police shifts preferred.
- Must successfully pass a comprehensive criminal background check and a pre-employment drug screening.



Benefits

Full-time employees receive health benefits through the Alabama Public Education Employees' Health Insurance Program (PEEHIP) and retirement benefits through the Alabama Teacher Retirement System (or Employees' Retirement System for eligible law enforcement positions).

The board members seek a transformational safety leader who will safeguard our personalized learning environment.

Special Provision for Retired Law Enforcement Officers

Pursuant to Alabama Code § 36-27-8.2, this position is eligible to be filled by a retired law enforcement officer drawing benefits from the Employees' Retirement System (ERS) or Teachers' Retirement System (TRS), provided they maintain active APOST certification and their annual district compensation does not exceed the state-mandated statutory cap. All interested candidates should apply and adhere to the following steps:

1. Email your resume and cover letter to: jobs@accelacademymobile.com.

Note: Your cover letter must include a response to the following essay question: In 100-400 words, please explain why you are an excellent candidate to lead the students of ACCEL Academy, including any experience and specific data/accomplishments that will demonstrate your ability to meet and/or surpass the goals and mission of ACCEL Academy.

2. All correspondence regarding your application will be sent via email to the email address you place on your resume. Please make sure you enter your address correctly and check your email regularly. If your email account utilizes a SPAM filter, it is your responsibility to identify "@accelacademymobile.com" addresses as "safe" so that you are able to receive email messages from these addresses or save this email address as a contact.
3. All inquiries regarding this position should be emailed to jobs@accelacademymobile.com.
4. All applicants must apply through Hire True. If you do not have a Hire True account, please click the link to register in Hire True. [Candidate Registration for Hire True-PC](#) or [Candidate Registration for Hire True-Phone](#)
5. If you have a Hire True account, [Apply Here](#). Be sure the school system is listed as ACCEL Day and Evening Academy. Candidates will be evaluated in accordance with their qualifications as well as professional accomplishments with an emphasis on adherence to the application process.



The community and students we serve are diverse, and we are committed to reflecting that diversity in our staff. We strive to have the most diverse applicant pool possible. Thus, we encourage individuals of all backgrounds to apply for any position at ACCEL Day and Evening Academy. By fostering a diverse and inclusive environment, we provide the best educational experience to prepare our students for a future reflective of the world in which we live.

ACCEL does not discriminate on the basis of age, race, color, sex, sexual orientation, religious preference, marital status, disability, national origin, or any other reason prohibited by state or federal law. Employees of the network are required to comply with the provisions of Title VII of the Civil Rights Act and Title IX of the 1972 Educational Amendments.

Alabama school boards are required by state law to verify the employment eligibility of newly hired employees by using the federal E-Verify program. New employees are required to provide a Social Security number, an unexpired identity document that contains a photograph, and other acceptable documents that establish employment eligibility. In addition to determining whether a new hire is authorized to work in the United States, E-Verify will confirm that the employee's name and Social Security number match.

All applicants must pass a background check through the Alabama State Department of Education to be eligible for employment.

I have read and understand this job description. My signature acknowledges that I am capable of performing the essential functions of this position with or without reasonable accommodations

*Employee Signature: _____ Date: _____

Employee Printed Name: _____