# Memorandum of Agreement

## by and between

## the Madison Board of Education and the Madison Board of Police Commissioners

*School Resource Officer Program*

This Agreement is made and entered into this 12th day of August, 2026 by and between the Madison Police Department and the Madison Public Schools.

## I. Introduction

The Madison Board of Education (BOE) and the Madison Board of Police Commissioners (BPC) support the National Association of School Resource Officers (NASRO) "triad" concept of school-based policing which is the true and tested strength of the School Resource Officer (SRO) Program. The triad concept divides SROs' responsibilities equally into three areas: law enforcement officer, law-related counselor and law-related educator. SROs help create a safe and non-threatening learning environment, lead by example and promote a positive image of law enforcement. Further, the BOE and the BPC view the SRO Program as a proactive approach to help students cope with the pressures they find themselves confronting.

The BOE and the BPC agree to the following principals on which this Agreement is founded:

- The vast majority of student misconduct can and should be addressed through classroom and in-school strategies and by maintaining a positive school climate.
- 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 he incident.
- Students should be held accountable for their actions through a graduated response to misconduct that provides a continuum of services and increasingly more serious consequences for continued misconduct.
- Disruptive students should receive appropriate redirection and support from in-school and community resources prior to the consideration of police involvement or court referral.
- Establishment of clear and consistent guidelines of school and police personnel with regard to non-emergency disruptive behavior at school and school-related events promotes the best interest of the student, the school system, law enforcement and the community at large.

## II. The SROs will:

- Assist school administrators in emergency crisis planning and building security matters.
- Assist with training for school personnel in handling crisis situation which may arise at the School.
- Work to proactively develop close contact and positive relationships with students and staff and be available to discuss concerns.
- Complete any and all training provided by the school district focused on social-emotional learning and restorative practices.
- Serve as a security resource for students, teachers, administrators and parents at athletic and extra-curricular events.
- Act as a liaison with law enforcement agencies.
- Not take any official police action without the consent of the school administration unless an SRO has personally observed a violation of the law or witnessed a crime.
- Only interview students accused of criminal/unlawful activity in school or on school grounds if said activity occurred on school property, at a school activity or when the activity in question has disrupted or has the potential to disrupt the school. If an interrogation is to take place during school time, SROs will consult with the administration. SROs will inform the building administrator of the results of any student interrogation.

## III. Terms and Conditions:

GRADUATED RESPONSE MODEL

- The SRO Program will use the "Graduated Response Model" for student misconduct. See Exhibit B, Graduated Response Model, which is attached hereto and incorporated herein by reference.

ROLE AND SCOPE

- The BOE has the authority and the responsibility to define the roles and scope of those working on its campuses and with its students. Pursuant to Section 72 of Public Act 23-167, as amended by Section 9 of Public Act 23-208, an SROs duty concerning the following actions and interventions must be clearly defined in any memorandum of understanding or agreement between a board of education that assigns an SRO to its schools and the SRO's local law enforcement agency:

  **Restraint of Students:** In compliance with BOE Policy #5144 Physical Restraint/Seclusion/Exclusionary Time Out, SROs shall restrict the use of physical restraint, as defined in the Connecticut general statutes and policy #5144's administrative regulation, of students to emergency situations to prevent immediate or imminent injury to the student or others.

**Use of Firearms:** the SRO shall carry an MPD-issued service weapon and comply with all MPD requirements regarding weapons training and use/discharge of a service weapon.

**School-based Arrests:** the SRO shall make reasonable efforts to avoid making arrests or taking students into custody on the school premises. Whenever possible, students should be taken into custody out of sight and sound of other students.

**Reporting:** SROs shall report any investigations or interventions of challenging behavior or conflict, defined as a circumstance in which a school resource officer is conducting (i) a fact-finding inquiry concerning student behavior or school safety, including, but not limited to, emergency circumstances, or (ii) an intervention to resolve violent or nonviolent student behavior or conflicts that take place on school property or at school-sponsored events that escalate to violence, constitute a crime, or disrupt the educational process to the building administrator. Additionally, pursuant to Section 73 of Public Act 23-167, as amended by Section 10 of Public Act 23-208, the SRO shall submit a report to the Chief of Police or his designee, Administrative Captain Jeremy Yorke, for each investigation or behavioral intervention of challenging behavior or conflict that escalates to violence or constitutes a crime, no later than five school days after conducting such investigation or behavioral intervention. The SRO's report must include:

(1) the date, time and location of the investigation or behavioral intervention;

(2) the name and badge number of the SRO;

(3) the race, ethnicity, gender, age and disability status of each student involved;

(4) the reason for and nature and disposition of the investigation or behavioral intervention;

and (5) whether any involved student was (a) searched, (b) informed of their constitutional rights, (c) issued a citation or a summons, (d) arrested, or (e) detained and the length of the detainment.

The Chief of Police or his designee shall regularly submit copies of the SROs' reports to the Superintendent of Schools. The Superintendent shall then make those reports available to the BOE.

STAFFING AND SCHEDULING

- The Chief of Police or his designee will recommend SRO Candidates to the Superintendent of Schools for approval.
- The BPC and MPD shall have the power and authority to hire, discharge and discipline SROs.
- SROs shall be employees of the MPD and shall be subject to the administration, supervision and control of the MPD.

- SROs shall be subject to all personnel policies and practices of the MPD.
- SROs will wear an approved MPD uniform and carry a MPD firearm.
- SROs duty hours shall, whenever possible, conform to the school day.
- In the performance of their duties, SROs shall coordinate and communicate with school administration.
- It is understood and agreed that in the event of an emergency, an SRO may be ordered by the MPD to leave school during normal duty hours and to perform other services for the MPD.
- In the event an SRO must be absent from work, the SRO shall notify their supervisor in the MPD. The MPD will notify the Building Administrator. The MPD will assign another SRO-qualified officer, if available, to substitute for the absent SRO.
- The MPD agrees to fund and provide all required, as well as advanced, ongoing training to ensure SROs are current in best practices. Whenever possible, training will take place when school is not in session. However, it is understood and agreed that sometimes training will take place when school is in session and the SROs will be unable to be at the schools during those times.
- BOE and BPC will provide necessary and regular staff training on implementation of this Agreement.

REVIEW PROCESS

- In the event the school administration feels that an SRO is not effectively performing their duties, the administrator shall contact the Superintendent of Schools. Within a reasonable amount of time, the Superintendent shall notify the Chief of Police. A meeting shall be conducted with the SRO to resolve any problems. If the issue cannot be resolved, the Superintendent shall request that the Chief of Police assign a different officer to the SRO position. In such an event, the Chief of Police will recommend a SRO candidate to the Superintendent of Schools for approval.
- If a conflict develops between a SRO's legal responsibilities and the BOE polices/regulations, a SRO's legal responsibilities as a sworn police officer shall take precedence. In such an instance, the SRO shall inform the school administration and work with the administration o suggest a plan or policy revision to avoid future conflict.

TERM

- This Agreement shall be effective August 18, 2026 through August 18, 2027. Following the initial term, this Agreement shall be renewed for one-year periods unless either party requests termination in writing prior to March 31.
- Absent written notice, the number of SROs in the SRO Program will remain the same for the renewal term.
- A request for revision or modification to this Agreement may be made by either party in writing.

FUNDING

- Upon approval by the Madison Board of Finance and Madison Board of Selectmen, the BPC agrees to provide fully uniformed and armed SROs to the Madison Public Schools.
- The cost of the SRO program shall be paid by the parties as set forth in Exhibit A, *Cost Sharing*, which is attached hereto and incorporated herein by reference.
- The total cost of the SRO Program, including benefits, uniforms, etc. will be reviewed and adjust ed before each renewal term. The proportional expense to the MPD and BOE will remain unchanged even though the dollar amount may change.

Nothing in this Agreement shall supersede state or federal law.

IN WITNESS THEREOF, the parties hereto have executed this agreement on August 12, 2026.

Craig A. Cooke, Ph.D.
Superintendent of Schools
Madison Public Schools

7/27/26
Date

Emily Rosenthal
Board of Education Chair
Madison Public Schools

7/30/26
Date

Peggy Lyons
First Selectwoman
Town of Madison

8/12/2026
Date

John C. Drumm
Chief of Police
Madison Police Department

08.06.2026
Date

Ann Rumberger
Board of Police Commission Chair
Town of Madison

8/11/26
Date

# Exhibit A

## *Cost Sharing for SRO Program*

Cost Sharing

| | |
|---|---|
| TOTAL 2026-2027: | $297,164.83 |
| BOE cost sharing: | $215,829.83 |
| MPD cost sharing: | $81,335 |

The BOE will transfer funds to MPD at the beginning of each fiscal year.

SRO overtime requested by the BOE shall be paid in full by the BOE.

THESE FIGURES WILL BE REVIEWED AND ADJUSTED UPON RENEWAL OF THE AGREEMENT; HOWEVER, COST SHARING WILL REMAIN 70% BOE AND 30% MPD

# Exhibit B

## *Graduated Response Model*

**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 Code of Conduct. As such, this model begins with a range of classroom management techniques that must be implemented prior to any other sanctions or interventions.

**School Administration Intervention**: classroom interventions must be supported by school administrators who should address more serious or repetitive behaviors in the classroom and or school campus at large.

**Assessment and Service Provisions**: when the behavior and needs of the student warrant, an assessment process and intervention with the use of school and community resources is appropriate.

**Law Enforcement Intervention**: only when classroom, school and community options have been found ineffective, or in an emergency, should the school involve the SRO. Involvement of the Police does not necessarily mean arrest and referral to court. Behaviors at this level must be violations of criminal law. Law enforcement involvement will only occur, excluding an emergency, after classroom, school administration and assessment and service interventions have been tried.

# Exhibit C

## *Armed School Security Specialists*

In addition to the SRO program, the Madison Public Schools employs Armed School Security Specialists. The security specialists are employees of the District and not uniformed officers however the Madison Police Department shall support the District's employment of Armed School Specialists in the following ways:

Training: The Madison Police Department shall provide any and all annual training required by law for school security officials including but not limited to firearm training.

Equipment: The Madison Police Department is willing to provide equipment including but not limited to firearms for armed school security personnel. Cost associated with the equipment provided shall be paid for in full by the Board of Education.

Hiring: When the District hires new armed school security personnel, the Madison Police Department shall provide background checks on prospective employees.