STANWOOD-CAMANO
SCHOOL DISTRICT

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TO: Board of Directors

FROM: Brenda Hunt, Executive Director of Business Services

SUBJECT: 2026-2028 SRO Interlocal Agreement

DATE: October 6, 2026

TYPE: Informational

Our existing SRO Interlocal Agreement between Snohomish County and the Stanwood-Camano School District regarding School Resource Officer Services expired on August 31, 2026. On August 18, 2026 the Board approved the 2026-2028 Cost Sheet and delegated approval to sign the contract, once received, to Superintendent, Dr. Ovenell. The district has now received and agreed to a two-year agreement effective 9/1/26-8/31/28. The contract is attached for informational purposes.

Please let me know if I can help with any questions.

INTERLOCAL AGREEMENT BETWEEN SNOHOMISH COUNTY AND STANWOOD-CAMANO SCHOOL DISTRICT #401 RELATING TO SCHOOL RESOURCE OFFICER SERVICES

THIS INTERLOCAL AGREEMENT BETWEEN SNOHOMISH COUNTY AND STANWOOD-CAMANO SCHOOL DISTRICT #401 RELATING TO SCHOOL RESOURCE OFFICER SERVICES **(**the "Agreement") is made and entered into this 29th day of September, 2026, by and between the Snohomish County, a political subdivision of the State of Washington (hereinafter "the County"), and the Stanwood-Camano School District #401, a municipal corporation of the State of Washington (hereinafter "the District"). The County and District are collectively hereinafter referred to as "the Parties."

RECITALS

WHEREAS, the purpose of this Agreement is to improve public safety by having the County provide contract School Resource Officer ("SRO") services to the District; and

WHEREAS, pursuant to RCW 28A.320.1242, this Agreement formalizes the relationship and the terms by which the Parties will collaborate to reduce the potential for incidents of violence on the school campus, minimize the number of youths formally referred to the juvenile justice system, and foster positive relationships between law enforcement officers, students, and school staff, while promoting a positive and safe learning environment for students (hereinafter referred to as "SRO Program").

NOW, THEREFORE, in consideration of the respective agreements set forth below and for other good and valuable consideration, the receipt and sufficiency of which are hereby acknowledged, the Parties agree as follows:

AGREEMENT

1. SCOPE OF SERVICES

The County will assign one (1) full-time, fully commissioned, Snohomish County Deputy Sheriff to the District to act as an SRO at Stanwood High School ("District facility") during the term of this Agreement, unless modified pursuant to Section 3 or terminated early.

1.1 SRO Responsibilities:

1.1.1 The SRO will assist with enforcing, investigating, and preventing criminal activity occurring at the District facility during school hours, and will respond to calls for service at other District campuses, as needed and as the SRO is available. The SRO will patrol the District facilities during school hours and during District-

sponsored events, as needed, to assist maintaining the safety and wellbeing of students, staff, and other community members.

1.1.2 The SRO will serve as a positive resource to students, parents, and staff, and will be available to assist with selected curricula, as appropriate. The SRO will participate as a guest speaker on law enforcement or public safety topics, as needed and agreed upon by the Parties.

1.1.3 The Parties agree that the responsibility for the administration of student discipline shall be the duty of the District. The SRO shall not act as a disciplinarian. Student violations of District policies and/or school rules are the sole and exclusive responsibility of District school administrators. If the SRO is confronted with such a violation, the SRO will inform school administrators and assist only for purposes of (1) maintaining security for school staff member(s) charged with enforcing District policies and/or school rules, and (2) providing testimony in a due process hearing. In the absence of a school administrator, the SRO may refer the matter to District Administration.

1.1.4 If a school administrator or teacher believes that a student involved-incident is a violation of the law, poses an immediate and continuing danger to others, or poses an immediate and continuing threat of material and substantial disruption of the educational process, or in other emergency circumstances, the administrator or teacher may contact the SRO and the SRO shall then determine whether law enforcement action is appropriate.

1.1.5 A school administrator may contact the SRO regarding an individual entering or remaining unlawfully at the District facility or related school functions.

1.1.6 The SRO may assist in mediating disputes on campus, including working with students to help resolve disputes in a non-violent manner.

1.1.7 The SRO may participate in District multi-disciplinary threat assessment teams.

1.2 SCHEDULING. The County will assign an SRO to District facilities during regular school days and hours, depending on a staffing model agreed upon by the Parties. The scheduling of an SRO will be determined jointly by the Parties. The District understands that an SRO's assignment does not prohibit the County from calling the SRO away from assigned duties for mandatory training, emergency, scheduled vacation, legal summons/subpoena, or as deemed necessary for public safety by the on-duty Sheriff's Office supervisor.

1.3 SRO TRAINING AND EQUIPMENT

The County agrees to provide all state-mandated law enforcement-related training and equipment necessary to support an SRO, consistent with that provided to regular patrol deputies in the County Sheriff's Office. The District shall provide an assigned SRO with additional specialized training. Specialized training for the SRO may include: attending the National Association of School Resource Officer Basic SRO Academy and/or Advanced SRO Academy, as well as attending the annual NASRO Training Conference, or other SRO related training with prior approval of the District. The District is responsible for costs associated with any specialized training.

The County shall ensure that any SRO assigned to the District meets the training requirements identified in RCW 28A.400.345(1) or (2), as applicable. If the assigned SRO has not completed the training series described in RCW 28A.400.345(1-2), the County shall ensure that:

1. The SRO completes all classroom training required under RCW 28A.310.515(2) within six months of beginning work on school property when students are expected to be present; and
2. The SRO completes two days of on-the-job training with experienced safety and security staff, at the school of the experienced staff, within the first year of working on school property when students are expected to be present.

The County shall provide the District with documentation confirming completion of each required training milestone within thirty (30) days of completion. The County shall ensure that the SRO maintains compliance with any ongoing or continuing training requirements imposed under applicable law for the duration of the assignment. Specifically, the SRO's training will include the following subjects:
(a) Constitutional and civil rights of children in schools, including state law governing search and interrogation of youth in schools;
(b) Child and adolescent development;
(c) Trauma-informed approaches to working with youth;
(d) Recognizing and responding to youth mental health issues;
(e) Educational rights of students with disabilities, the relationship of disability to behavior, and best practices for interacting with students with disabilities;
(f) Bias free policing and cultural competency, including best practices for interacting with students from particular backgrounds, including English learner, LGBTQ, immigrant, female, and nonbinary students;
(g) Local and national disparities in the use of force and arrests of children;
(h) Collateral consequences of arrest, referral for prosecution, and court involvement;
(i) Resources available in the community that serve as alternatives to arrest and prosecution and pathways for youth to access services without court or criminal justice involvement;
(j) De-escalation techniques when working with youth or groups of youth;
(k) State law regarding restraint and isolation in schools, including

RCW 28A.600.485;
(l) The federal family educational rights and privacy act (20 U.S.C. Sec. 1232g) requirements including limits on access to and dissemination of student records for noneducational purposes; and
(m) Restorative justice principles and practices.

1.4 COMPLIANCE WITH RCW 28A.600.475. The Parties agree that exchange of student information shall comply with RCW 28A.600.475.

1.5 COMPLAINTS. If members of the public have a complaint related to an SRO, they should follow the process establishedby the Snohomish County Sheriff's Office of Professional Accountability.

1.6 DATA COLLECTING AND REPORTING. The Parties agree to a reporting system that will include oral or written reports two (2) times per year. The County reports will be due to the District by January 31 and June 30, detailing activities performed by each SRO at the District facility. The reports will include: 1) the total number of SROs assigned to the District by the County and number of days per week that each SRO works; 2) a description of each incident where an SRO was involved that resulted in student discipline, use of force against a student, or a student arrest; 3) the number of complaints received related to job duties and student interactions filed against an SRO and received by the County; and 4) other information required by State Office of Superintendent of Public Instruction related to the SROs program, but only to the extent the information is contained in SCSO records..

The District Superintendent, Sheriff, SRO Supervisor, and/or other appropriate staff will meet to confer on the effectiveness of the SRO Program and to review the County's reports in February and July. To the extent allowed by law, such reporting system may be modified by the mutual written agreement of the Parties.

1.7 SELECTION/REMOVAL

1.7.1 Selection. The Parties will cooperate in the selection of the SRO assigned to perform the services under this Agreement. SRO assignment vacancies will also be filled in accordance with this section. The Sheriff shall retain final decision-making authority over selection and appointment of the SRO. During the selection process, the Sheriff may use the following non-exclusive factors:

1.7.1.1 The SRO should be considered capable of conveying a positive police presence at the District facilities and in the community.
1.7.1.2 The SRO should have the ability to be a positive resource to the District facilities, staff, students, parents, and residents in the surrounding neighborhood.

1.7.2 As soon as possible and within one year of appointment, the SRO shall complete the NASRO School Resource Officer Basic Academy or equivalent training. Both the District and the County are committed to continual professional development training for the SRO.

1.7.3 Performance Evaluation. At the end of each school semester, the principal of the District facility served by SRO shall provide written feedback about the performance of their SRO to the Snohomish County Sheriff's Office ("SCSO") School Services Unit Supervisor for purposes of the SRO's performance evaluation.

1.7.4 Removal. If the District has cause to believe that the SRO is not effectively performing in accordance with this Agreement, the District Superintendent or designee may recommend in writing to the Sheriff that the SRO be removed from the assignment. Within ten (10) business days of receiving the recommendation, the Superintendent or designee will meet with the Sheriff, or designee, to discuss the District's recommendation. If, in the opinion of the Sheriff, or designee, the performance concern cannot be resolved, then the SRO shall be removed from the SRO Program.

1.7.5 The County retains the right to remove or re-assign an SRO, as needed. Replacement of the SRO is subject to the selection process described in Section 1.7.1.

2. **DISTRICT RESPONSIBILITIES.** The District shall provide the SRO access to a private area, workspace, office or conference room, which is properly lighted, with a telephone and internet access to be used for general business purposes. The private area must also be equipped with a long gun safe and breaching equipment.

3. **CONVERSION TO OVERTIME SRO MODEL.** SCSO will continuously monitor SCSO staffing levels during the term of this Agreement. If staffing levels in the SCSO necessitate reassignment of the SRO, SCSO will provide the District with 30 days' written notice of its intent to reassign the SRO to another duty within SCSO. After the notice period, SCSO may reassign the SRO to other duties. Thereafter, upon mutual agreement between the Parties, the County will assign one or more SROs to the District during regular school days and hours on an overtime basis during the term of this Agreement. The scheduling of the SROs on overtime will be determined jointly by the Parties. The District will compensate the County at the overtime rate included in Section 4.3 for services provided.

   This section does not prevent the Sheriff from temporarily reassigning the SRO during an emergency or other exigent circumstance.

4. **COMPENSATION.** All salary, wages, and/or other employee compensation for County employees rendering services under this Agreement shall be the responsibility of the

County, unless otherwise noted in this Agreement. The District agrees to reimburse the County for the performance of SRO services set forth in this Agreement:

4.1 For full-time SRO services rendered during the 2026-2027 school year, the District agrees to reimburse the County the sum of One Hundred Seventy-Nine Thousand, Eight Hundred Thirteen Dollars ($179,813).

4.2 For full time SRO services rendered during the 2027-2028 school year, the District agrees to reimburse the County the sum of One Hundred Ninety-One Thousand, Three Hundred Fifty Dollars ($191,350).

4.3 If the Parties agree to convert to the Overtime SRO Model, the District agrees to pay the hourly overtime rates specified in Addendum 1 for the 2026-2027 school year. For SRO services in 2027-2028, the County will notify the District no later than June 30 of the overtime rate for SRO services for the subsequent school year. The overtime rate will be based on projected direct and indirect costs, including the compensation specified in any collective bargaining agreements, including the Snohomish County Deputy Sheriff's Association. Upon request, the County shall provide the District with a breakdown of the costs used to calculate the overtime rate.

4.4 During the school year, the County will send an invoice for services provided under this Agreement to the District on a monthly basis. The District shall remit payment to the County within thirty (30) days of receiving the County's invoice. Payment due to the County shall be mailed to:

Snohomish County Sheriff's Office
Fiscal Division
3000 Rockefeller Avenue MS 606
Everett, Washington 98201

4.5 The parties agree that the scope of this Agreement assumes a traditional 180 day school year and that any significant change in the District's scheduling that results in a school year exceeding 180 days will require a renegotiation of the terms of this Agreement.

4.6 If, during the term of this Agreement, the rate to provide services described in sections 4.1, 4.2, and/or 4.3 increases from the projected cost by more than 1%, the Parties shall engage in good faith negotiations to adjust compensation based on actual direct and indirect costs. If good-faith negotiations are unsuccessful, either Party may terminate this Agreement pursuant to Section 7, below, or voluntarily enter into mediation pursuant to Section 8, below.

4.7 The District agrees to compensate the County for services rendered under this Agreement outside of the normal 40-hour workweek. The services may include security for athletic events, dances, field trips, or other similar activities. The District shall have the option of using the SRO and/or other fully commissioned Deputy Sheriffs. Compensation for services rendered outside of the 40-hour work week shall be at the County's established overtime cost.

5. **TERM/TIME OF PERFORMANCE.** This Agreement shall commence when executed by the Parties and either filed with the Snohomish County Auditor or posted on the County's Interlocal Agreements website, whichever date is later, and shall continue through June 30, 2028. Notwithstanding the stated term of this Agreement, the Parties acknowledge that RCW 28A.320.1242 requires the District to annually review and adopt an agreement governing the provision of SRO services. Accordingly, continuation of this Agreement beyond each school year is contingent upon the District's annual review and adoption of the Agreement in accordance with RCW 28A.320.1242, as described in Section 6. The District acknowledges that SRO services being offered by the County are contingent upon sufficient legislative appropriation during the current fiscal year.

   The County acknowledges that a significant portion of the District's operating funds come from District levies; that such levies require voter approval; are not stable funding; and that a failure or failures of such levies would require the District to review its ability to maintain or renew this Agreement and/or other programs.

6. **ANNUAL REVIEW.** The Parties shall annually review the Agreement using a process that involves parents, students, and community members. If the annual review results in changes to this Agreement, the changes shall be accomplished by amendment. If no change is requested, the District may adopt the Agreement and provide written notice to the County of its adoption no later than the May 31 directly prior to the relevant school year. If the District does not provide written notice of its adoption by May 31, this Agreement shall terminate at the end of the current school year.

7. **TERMINATION.** Either party may terminate this Agreement for any reason by providing written notice to the other party thirty (30) days prior to the effective date of termination, in which case the District shall compensate the County on a pro-rata basis for costs of services provided during the period the Agreement remains in effect.

8. **DISPUTES.** Any disputes between the County and the District that relate to this Agreement shall be referred for resolution to the Sheriff, or his/her designee, and the Superintendent of the District, or his/her designee. In the event the dispute cannot be resolved between the parties to each party's mutual satisfaction, the issue shall be submitted to mediation through the Snohomish County Dispute Resolution Center. Both Parties agree to utilize this process prior to the institution of any legal action to enforce

the terms and conditions of this Agreement. The cost of mediation shall be borne equally by the Parties.

9. **RECORDS.** The County shall maintain adequate records to support billings for services set forth in this Agreement. Said records shall be maintained for a period of six (6) years after completion of this Agreement. The District or its authorized representatives shall have access, during normal working hours, to any County books, documents, papers or records, which directly relate to this Agreement.

10. **LEGAL REQUIREMENTS.** Both Parties shall comply with all applicable federal, state, and local laws in performing this Agreement.

11. **INDEMNIFICATION**

11.1 COUNTY RESPONSIBILITY. The County shall protect, save harmless, indemnify, and defend the District, its elected and appointed officials, officers, employees and agents, from and against any loss or claim for damages of any nature whatsoever, including but not limited to claims by third parties or County employees against which it would otherwise be immune under Title 51 RCW or other law, arising out of any act or omission of the County, its elected or appointed officials, officers, employees or agents, in performance of this Agreement, except to the extent the loss or claim is attributable to the negligence or willful misconduct of the District, its elected or appointed officials, officers, employees or agents.

The County is not obligated to protect, save harmless, indemnify, and defend the District from and against a loss or claim for damages to the extent such loss or claim is based on the SRO's actions taken in good-faith compliance with a District policy, procedure, rule, or regulation. In executing this Agreement, the County does not assume liability or responsibility for or in any way release the District from any liability or responsibility which arises in whole or in part from the existence or effect of District policies, procedures, rules, or regulations. If any cause, claim suit, action or administrative proceeding is commenced in which the enforceability and/or validity of any such District policy, procedure, rule, or regulation is at issue, the District shall defend the same at its sole expense, and if judgment is entered or damages are awarded against the District, the County or both, the District shall satisfy the same, including all chargeable costs and attorney's fees.

11.2 DISTRICT RESPONSIBILITY. The District shall protect, save harmless, indemnify, and defend the County, its elected and appointed officials, officers, employees and agents from and against any loss or claim for damages of any nature whatsoever, including but not limited to claims by third parties or District employees against which it would otherwise be immune under Title 51 RCW or other law, arising out of any act or omission of the District, its elected or appointed officials, officers,

employees or agents, in performance of this Agreement, except to the extent the loss or claim is attributable to the negligence or willful misconduct of the County, its elected or appointed officials, officers, employees or agents.

12. INSURANCE

12.1 The County maintains a fully funded self-insurance program as defined in Snohomish County Code 2.90 for the protection and handling of the County's liabilities, including injuries to persons and damage to property, automobile liability, professional liability, and workers compensation. The self-funded program will respond if an incident occurs involving negligence of County employees acting in the scope of their employment. The District acknowledges, agrees, and understands that the County is self-funded for all its liability exposures.

12.2 The District is a member of a self-funded public entity interlocal cooperative through the Washington Schools Risk Management Pool (WSRMP) pursuant to RCW 48.62 for the protection and handling of the District's liabilities, including injuries to persons and damage to property, automotive liability, and general liability. WSRMP provides coverage, subject to its terms, conditions, and exclusions, for the District and District employees and volunteers acting within the scope of their employment. The County acknowledges, agrees, and understands that the District is self-funded for its liability exposures.

13. NO SPECIAL DUTY. The Parties do not intend to create any "special relationship" or "special duty" by entering into this Agreement. The County expressly disclaims any guarantee as to the safety or security of persons or property at the District's schools and makes no representations or warranties as to such safety or security by entering into this Agreement. Specifically, the Parties understand and agree that the County has no greater duty with regard to the safety and security of persons or property at the District's schools than it does with regard to the general public in providing law enforcement services throughout the County. The provisions of this Agreement are for the benefit of the County and District only, and do not create any rights of or duties to any third parties.

14. APPLICABLE LAW AND VENUE. This Agreement shall be construed under the laws of the State of Washington. Venue of any legal action brought to enforce any of the terms and conditions of this Agreement shall be Snohomish County, Washington.

15. PREVAILING PARTY ATTORNEY'S FEES. In any legal action brought to enforce any of the terms and conditions of this Agreement, the prevailing party in said legal action shall be entitled to reasonable attorney's fees and costs incurred.

16. **NOTICE.** Any notice to be given to the County under this Agreement shall be either mailed or personally delivered to:

    Snohomish County Sheriff
    3000 Rockefeller Avenue MS 606
    Everett, Washington 98201

Any notice to the District shall be mailed or hand delivered to:

    Superintendent
    Stanwood-Camano School District #401
    26920 Pioneer Highway
    Stanwood, Washington 98292

17. **ENTIRE AGREEMENT.** This document comprises the entire agreement between the Parties and supersedes any provision not contained herein.

In witness whereof, the Parties have executed this Agreement.

STANWOOD-CAMANO SCHOOL DISTRICT

_____ DATE_____
Superintendent

SNOHOMISH COUNTY

_____ DATE_____
County Executive

RECOMMENDED FOR APPROVAL

_____ DATE_____
Sheriff

APPROVED AS TO FORM ONLY

_____ DATE_____

Deputy Prosecuting Attorney

REVIEWED BY RISK MANAGEMENT

_____ DATE_____

Risk Manager

Addendum 1 – Cost Sheet

Deputy Costs	Sep 2026 - Jun 2027	Sep 2027 - Jun 2028	Total
Salary & Benefits			
Salary	$132,659	$139,292	$271,952
Benefits	$43,394	$49,426	$92,820
Total Salary & Benefits	**$176,054**	**$188,718**	**$364,772**
Operating			
Supplies	$500	$500	$1,000
Training	$500	$500	$1,000
IT/Body Camera/Taser	$14,075	$15,160	$29,235
Cell Phone	$725	$750	$1,475
Vehicle/Radio	$20,828	$22,286	$43,115
Total Operating	**$36,628**	**$39,196**	**$75,825**
Indirect/Direct			
Indirect/Direct	$27,068	$27,219	$54,287
Total Indirect/Direct	**$27,068**	**$27,219**	**$54,287**
Total Cost	**$239,750**	**$255,133**	**$494,884**
School District - 75%	**$179,813**	**$191,350**	**$371,163**
County pays - 25%	$59,938	$63,783	$123,721
Total annual costs	$239,750	$255,133	$494,884

Definitions:	
Salary	Top step Deputy Sheriff wage with average 6% education or longevity premium; including annual estimate for COLA set at 5%.
Benefits	Contractually negotiated benefits: uniforms, medical/dental/vision, payroll taxes. Based on county estimate for 2027-2028.
Operating	Operational supplies, continuous education/training, IT costs to include body camera and taser, cellular service, and vehicle operating costs. Based on county estimate for 2027-2028.
Indirect/Direct	County risk premium, workers compensation, unemployment compensation, interfund training and administration. Based on county estimate for 2027-2028.
75/25% split	Reasoning: School is in session approximately 75% of the year. Deputy may be reassigned to other duties 25% of the year.

Snohomish County Sheriff's Office overtime rate for Deputy and
Master Patrol Deputy as of April 1, 2024

Rank	Salary/Benefits	Direct/Indirect Costs	Total Cost per Hour
Deputy	$90.41	$30.83	$121.24
Master Patrol Deputy	$96.74	$30.83	$127.57