



ISD 318

Superintendent Matt Grose

Dear Matt,

Enclosed is the 2024/2025 School Resource Officer agreement that reflects a reduction of one SRO.

While none of the partners believe a reduction in school safety is wise, I do recognize the financial predicament that school districts currently find themselves in and the tough decisions that must follow.

The City of Grand Rapids and the Police Department are certainly committed to enhancing school safety but also must remain fiscally responsible. The cost of maintaining two SROs without the School District's continued financial contribution would disproportionately fall exclusively on citizens of Grand Rapids rather than the wider tax base that rely on Grand Rapids Schools. There are additional costs to the city associated with an SRO that ISD 318 should cover but currently is not. Details follow.

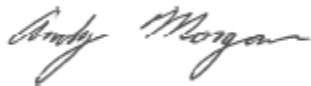
1. Hours of Work- ISD 318 has committed to eighty (80) hour SRO pay periods while employee contract guarantees eighty-four (84). All additional SRO hours have always been dedicated exclusively to school police coverage. This equates to an additional cost of \$2,900.16 per SRO.
2. Benefits associated to 9.5 contractually recognized holidays during a school year in which the employer incurs all cost. Holidays falling within the school year are Indigenous Peoples Day, Veterans Day, Thanksgiving Day (x2), Christmas Eve / Day (1.5), New Years Day, MLK, Presidents Day and Memorial Day. This equates to an additional cost of \$2,900.16 per SRO.
3. An SRO earns a total of 228 hours of FTO while providing a SRO service throughout the school year. This equates to an additional cost of \$8,700 per SRO.

In our previous conversations, you had recognized the importance of always having a licensed police officer covering a SRO's absence due to vacation or training requirements. With these demanding times within this profession, GRPD cannot afford to not respect an employee's need for vacation time nor the absolute need to promote professional advancement through formal training. If this remains an expectation, an additional \$8,700 is necessary to keep this coverage. This amount is below the previously observed two year average that SRO Scott has dedicated to vacation / training time. This new contract language can be found within section 4. Payment of the agreement.

When the district is successful with an operating referendum, the City will require items 1 and 2 above be covered by all tax payers of the school district. This will ensure that this service is being paid for equitably by all taxpayers of the district.

Please see the attached set of documents.

Respectfully,

A handwritten signature in cursive script that reads "Andy Morgan".

Andy Morgan  
Grand Rapids Police Chief

