

CS-22-123

**FIRST AMENDMENT TO THE NASSAU COUNTY SHERIFF'S OFFICE
SCHOOL RESOURCE OFFICERS CONTRACT**

This First Amendment to the Nassau County Sheriff's Office School Resource Officers Contract (hereafter "First Amendment"), which becomes effective upon full execution by all parties (hereafter "Effective Date"), is made and entered into, by and between the **SHERIFF OF NASSAU COUNTY, FLORIDA**, a constitutional officer of the State of Florida, located at 77151 Citizens Circle, Yulee, Florida 32097, (hereinafter "Sheriff"), the **NASSAU COUNTY DISTRICT SCHOOLS**, a school District established pursuant to Chapter 1001, Florida Statutes, located at 1201 Atlantic Avenue, Fernandina Beach, FL 32034 (hereafter "District"), and **NASSAU COUNTY, FLORIDA** a political subdivision of the State of Florida, located at 96135 Nassau Place, Suite 1, Yulee, Florida, (hereinafter "County").

WHEREAS, the parties have previously executed the Nassau County Sheriff's Office School Resource Officers Contract, which was effective upon full execution of the final party to sign on September 10, 2018;

WHEREAS, the parties desire to provide for two (2) additional School Resource Officers ("SROs") in an effort to promote relations between students, parents, educators and law enforcement personnel, to deter crime on or around school premises by the presence of law enforcement officers, to increase safety and security of students and personnel at school facilities through law enforcement presence on campus, and to enforce local and State laws on school property;

WHEREAS, the Sheriff is agreeable to provide two (2) additional, permanent SRO positions to perform the duties and responsibilities of School Resource;

WHEREAS, the District is agreeable to compensate the Sheriff and County for the services of these additional School Resource Officers during the instructional school year;

WHEREAS, the County is agreeable to receive compensation from the School Board for the services provided to the School Board by the Sheriff and to place these additional positions within the budget allotment and approval to the Sheriff; and

NOW, THEREFORE, in consideration of the mutual understandings and covenants set forth herein, the parties agree to the following:

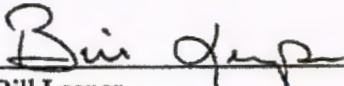
- 1. Paragraph 1. PROVISION OF DEPUTIES BY SHERIFF of the original Agreement is amended to add sub-paragraph k as follows:**

- k. The Sheriff agrees to provide to the District two (2) additional, permanent SRO positions, to be assigned as a second SRO to both Yulee Middle School and Yulee High School, or assigned as otherwise agreed upon from time to time by the District and Sheriff, beginning on 30th (day) of January, 2023, who meet the Sheriff's SRO position description attached hereto as Exhibit "A." The Sheriff's SRO position description is subject to revision by the Sheriff from time to time in the Sheriff's sole discretion. A copy of the Sheriff's SRO position description will be provided to the parties whenever updated.
2. **Amendment of the Number of Permanent Positions from Five (5) to Seven (7).** All Paragraphs in the Original Agreement that reference or contain a term of five (5) permanent SRO positions is amended to restate and include the term seven (7) permanent SRO positions, including but not limited to, Paragraph 2.h. and 2.i. pertaining to the funding and reimbursement for salary and costs for these seven (7) positions.
3. **Survival of Paragraphs and Terms of Original Agreement:** All remaining paragraphs and terms of the original Nassau County Sheriff's Office School Resource Officers Contract, as fully executed on September 10, 2018, remain in full force and effect and are expressly incorporated by reference into this First Amendment.

IN WITNESS WHEREOF, THE PARTIES HERETO HAVE MADE AND EXECUTED THIS INSTRUMENT FOR THE PURPOSE HEREIN EXPRESSED.

ATTEST:

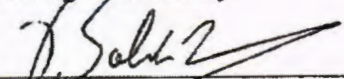
NASSAU COUNTY SHERIFF'S OFFICE



Bill Leeper
Sheriff, Nassau County, Florida

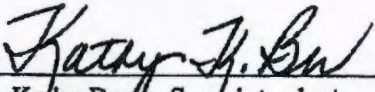
01-11-2023
Date

For the use and reliance of Bill Leeper, Sheriff, Nassau County, Florida, only approval as to form and legal sufficiency:

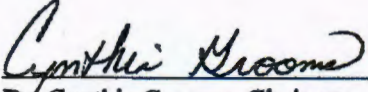


Bobby Lippelman
General Counsel, Nassau County Sheriff's Office

NASSAU COUNTY SCHOOL BOARD



Dr. Kathy Burns, Superintendent
Nassau County School Board

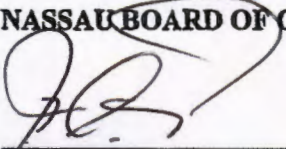


Dr. Cynthia Grooms, Chairman
Nassau County School Board

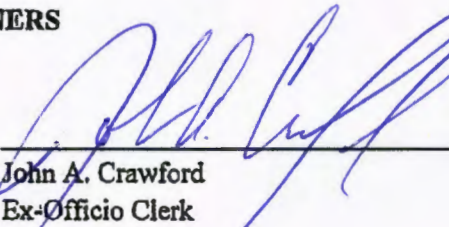
Date: _____

As authorized for execution by the Nassau County School Board at its meeting on this 12 day of January 2023.

NASSAU BOARD OF COUNTY COMMISSIONERS



Klynt Farmer, Chairman
Nassau Board of County Commissioners

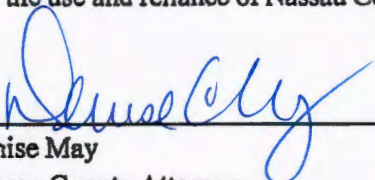


John A. Crawford
Ex-Officio Clerk

Date: February 15, 2023

As authorized for execution by the Nassau Board of County Commissioners at its meeting on this 15th day of February 2023.

For the use and reliance of Nassau County, only approval as to form and legal sufficiency:



Denise May
Nassau County Attorney



Nassau County Sheriff's Office

Sheriff Bill Leeper

Job Description: Deputy Sheriff – School Resource Officer

Effective Date: 01/08/2013

Last Revision:

Position Concept:

The School Resource Officer is a sworn, certified member who possesses all the requisite knowledge, skills and physical abilities incumbent upon the position of an entry level Deputy Sheriff. The School Resource Officer works in assigned schools, maintaining effective resources between school officials, students, parents and law enforcement officials. The member performs operations and public relation duties and tasks specific to the position. The most important and essential job function of the position is attitude which includes the following: interacting positively and cooperating with co-workers, responding politely to citizens and their immediate situations, working as a team member, functioning under intense time pressure and responding in a positive manner to supervision.

The School Resource Officer may perform other related duties and tasks, as required and shall have the physical, mental and emotional abilities to perform the essential job duties of the position.

Essential Functions:

- Develop educational programs
- Attend disciplinary hearing / parent conference
- Conduct active patrol in assigned area
- Attend PTA meetings
- Respond to student unrest or riots
- Respond to bomb threats
- Investigate property crimes
- Conduct follow-up investigations
- Transport student or arrestee
- Maintain Dept-issued vehicle maintenance log
- Maintain issued equipment
- Actively participate in Nassau County Community-relations functions
- Prepare statistical reports / correspondence
- Prepare original and supplemental reports
- Attend social or athletic events
- Provide security for special functions
- Participate in emergency drills
- Conduct frisk or pat down search
- Search for evidence or suspect
- Respond to rescue situations
- Investigate juvenile abuse complaints
- Inspect and maintain patrol vehicle
- Maintain firearms and proficiency

Note: The omission of a specific duty does not preclude management from assigning duties not listed herein if such duties are a logical assignment to the position.

Status: Civilian Sworn Certified Non-Exempt

Blood and Viral Pathogen Risk: Minimal Risk Foreseeable Risk

Job Description: Deputy Sheriff – School Resource Officer

(continued...)

Education, Professional Certification or License:

- High School or GED
- Two (2) year degree from an accredited college or university with major course work in sociology, psychology, education or related fields preferred
- State of Florida, Basic Recruit Certificate of Compliance after completion of training in accordance with CJSTC or comparable out of state training
- Successfully complete FTO training
- Successfully complete 8-hour SRO training
- Successful maintenance of proficiency in mandatory in-service training as delineated in NCSO's Operational Directives
- Instructor's Technique Certification preferred
- Valid Florida Driver's License

Professional Experience:

- Prior law enforcement experience is preferred but not mandatory
- One (1) year Non-Probationary experience as a Deputy Sheriff with NCSO preferred

Environmental Conditions:

- Works under varying degrees of stress
- Works primarily in an office or classroom environment
- Requires some exposure to inclement weather
- May work closely to vehicular traffic flow
- Physical acts requiring strength and endurance may be required
- May involve exposure to dangerous or possible life threatening situations, events or persons
- May involve exposure to morbid crime scenes involving the human body
- May have to inflict bodily harm or kill another human being
- Works with a great deal of autonomy requiring discretion and field decision-making
- Works with a firearm, stun-gun and other required weapons
- Subject to call 24 hours a day

Required Skills and Knowledge:

Knowledge of:

- NCSO's Operational Directives
- Criminal Justice System
- Officer safety techniques
- Geographical area characteristics
- Surfaces conducive to fingerprinting identifications
- Appearance of fingerprints
- Evidence handling & collection
- Illegal substance appearance
- Florida State Statutes
- Crowd control techniques
- Building / area search techniques
- Fingerprinting techniques
- Radio codes, signals; Unit
- Camera operation
- Types of evidence
- Narcotics field test procedures

Job Description: Deputy Sheriff – School Resource Officer

(continued...)

Required Skills and Knowledge: (continued...)

Knowledge of:

- Effects of intoxicants / drugs
- Field sobriety testing
- “Special Function” requirements
- Support units available
- Firearm safety procedures
- Defensive techniques
- First Aid / CPR
- Emergency procedures
- Abnormal / mentally ill behavior
- Child abuse procedures
- Social and public assistance agencies
- Case Reporting Manual
- Issue weapon nomenclature
- Public safety concerns
- Human anatomy
- School Board policy

Ability to:

- Handle / remain calm under stress
- Speak, read and write English
- Conduct pat down, search (for officer’s safety)
- Recognize basic signs / causes of death
- Evaluate credibility and reliability
- Monitor radio traffic
- Operate a motor vehicle
- Identify makes and models of vehicles
- Operate camera; tape recorder; calculator
- Use approved defensive weapons
- Read gauges and odometers
- Follow commands
- Perform multiple tasks at once
- Detect / Identify suspicious activity
- Recognize danger or potential hazard
- Recognize informative placard or signs
- Operate public address system
- Perform minor vehicle maintenance
- Locate vehicle identification number
- Listen and understand
- Disassemble and reassemble firearm
- Read a map
- Draw diagrams
- Evaluate

Skills:

- Interpersonal
- Radio
- Teach
- Basic investigation
- Listen
- Interview
- Observation
- Basic crime scene processing
- Organizational
- Computer
- Keyboard
- Weapons proficiency
- Basic comprehension
- Counsel
- Basic mathematical
- Tactical communication
- Basic English grammar

Physical Requirements:

- Speak, read and write English understandably
- Accurately read, write and articulate numbers
- Ambulate independently
- Manual dexterity / physical agility
- Run / Jump / Climb / Crawl / Bend / Squat / Kneel / Reach
- Step up / down a 4 - 5 inch street curb
- See at normal level (or with accommodation)
- Hear at normal level (or with accommodation)
- Mental alertness
- Lift / carry / drag <175 lbs.
- Walk at a moderate / fast pace
- Recognize colors
- Sense of smell
- Stand for long periods
- Sit for long periods
- Administer First Aid / CPR

Reasonable accommodation(s) will be made for otherwise qualified individuals with a disability.

EXHIBIT B

SRO PERMANENT POSITION SALARY INFORMATION

Employee	Annual Pay	Regular Hourly Rate	OT Rate	Loaded Hourly Rate	Loaded OT Rate
957	\$ 69,066.49	\$ 31.6238	\$ 47.4357	\$ 42.8439	\$ 64.2659
1198	\$ 60,127.21	\$ 27.5308	\$ 41.2962	\$ 37.2987	\$ 55.9481
1265	\$ 58,721.46	\$ 26.8871	\$ 40.3307	\$ 36.4266	\$ 54.6400
1408	\$ 54,639.12	\$ 25.0179	\$ 37.5269	\$ 33.8943	\$ 50.8414
1418	\$ 51,500.00	\$ 23.5806	\$ 35.3709	\$ 31.9470	\$ 47.9205
881	\$ 72,250.41	\$ 33.0817	\$ 49.6226	\$ 44.8191	\$ 67.2287
1349	\$ 52,121.99	\$ 23.8654	\$ 35.7981	\$ 32.3328	\$ 48.4993

Employee	Annual Pay	Social Security	Medicare	Retirement	Total
957	\$ 69,066.49	\$ 4,282.12	\$ 1,001.46	\$ 19,221.20	\$ 93,571.27
1198	\$ 60,127.21	\$ 3,727.89	\$ 871.84	\$ 16,733.40	\$ 81,460.34
1265	\$ 58,721.46	\$ 3,640.73	\$ 851.46	\$ 16,342.18	\$ 79,555.83
1408	\$ 54,639.12	\$ 3,387.63	\$ 792.27	\$ 15,206.07	\$ 74,025.09
1418	\$ 51,500.00	\$ 3,193.00	\$ 746.75	\$ 14,332.45	\$ 69,772.20
881	\$ 72,250.41	\$ 4,479.53	\$ 1,047.63	\$ 20,107.29	\$ 97,884.86
1349	\$ 52,121.99	\$ 3,231.56	\$ 755.77	\$ 14,505.55	\$ 70,614.87