

George Wood

From: Sheri Powers (Sheriff's Office)
Sent: Tuesday, August 21, 2018 3:02 PM
To: George Wood
Cc: Van Duncan
Subject: FW: School Resource Officer Grant
Attachments: SRO Matching Buncombe County Schools (2).pdf; Salary Benefits Calculator.xlsx; 2017-18 Purchase Service Agreement -SRO.pdf

Importance: High

Mr. Wood,

The Sheriff's Office was contacted by Buncombe County Schools(BCS) today regarding a grant they received from the State to hire additional SRO's. They currently pay the County \$340,542 as partial reimbursement for the cost of SRO's in the schools. They have contributed the same amount for a number of years toward SRO costs. The total cost for Salary and benefits budgeted for the 21 BCS SRO's in FY 19 is approximately \$1,733,380. BCS is proposing that we hire six additional SRO's to be assigned to the County elementary schools and accept \$526,499 in lieu of the \$340,542 currently budgeted which is supported by their new grant. The total cost for salary and benefits for six new officers at our current starting salary would be \$415,800 plus cars and equipment costs of around \$254,000. I have attached an excel sheet showing that calculation. The net county cost to accomplish this would be around \$483,843.14 the first year then about \$229,843 per year thereafter over our current budgeted amount.

Please see their email below. The Sheriff has indicated that he is supportive of additional School Resource Officers if the funds to cover the cost can be worked out. Please let me know if I can provide additional information or context. We just wanted you to be aware before your meeting tomorrow.

Sheri

Sheri Powers
Buncombe County Sheriff's Office
60 Court Plaza, 4th Floor
Asheville, NC 28801

(828) 250-4478 Office
(828) 285-8303 Fax
(828) 242-2014 Cell

From: Deborah Frisby <deborah.frisby@bcsemail.org>
Sent: Tuesday, August 21, 2018 11:56 AM
To: Sheri Powers (Sheriff's Office) <sheri.powers@buncombecounty.org>
Cc: Tony Baldwin <tony.baldwin@bcsemail.org>; Joseph Hough <joseph.hough@bcsemail.org>; Samuel Riddle <Samuel.Riddle@bcsemail.org>; Carol Edge <carol.edge@bcsemail.org>
Subject: School Resource Officer Grant

Good morning Sheri! I hope you are doing well.

Based on the new allocation for the SRO state grant \$333,333 and the required local match of \$193,166, Buncombe County Schools can commit a total of \$526,499 for the

Purchase Service Agreement between the Buncombe County Sheriff's Office and Buncombe County Schools for SRO services.

The increased amount of this grant will provide an additional 6 SROs to be assigned to each of the six districts to cover all elementary schools.

In summary, we will have 27 SROs to serve in the following capacity for 2018-19:

- one trained, full time equivalent Deputy position to each of the seven high schools (7)
- one trained, full time equivalent Deputy position to each of the middle schools (8)
- two trained, full time equivalent Deputy positions to each of the six school districts to serve all elementary schools (12)

Please revise the purchase service agreement to reflect these changes and submit for signatures. I have enclosed the 2017-18 agreement for reference.

Let me know if you have questions or require additional information. Thank you for your continued support.

Have a great afternoon!



Deborah Frisby, CSBD
Chief Financial Officer
175 Bingham Road ▪ Asheville, NC 28806
office: [828.255.5886](tel:828.255.5886) ▪ cell: [828.775.7699](tel:828.775.7699)

www.buncombeschools.org

All e-mail correspondence to and from this address is subject to the North Carolina Public Records Law, which may result in monitoring and disclosure to third parties, including law enforcement.

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----- Forwarded message -----

From: **Joseph Hough** <joseph.hough@bcsemail.org>
Date: Fri, Aug 3, 2018 at 6:01 PM
Subject: Fwd: 2018-2019 School Resource Officers Grant
To: Tony Baldwin <tony.baldwin@bcsemail.org>
Cc: Deborah Frisby <deborah.frisby@bcsemail.org>, Susanne swanger <susanne.swanger@bcsemail.org>, David Thompson <david.thompson@bcsemail.org>

Passing along some good news. -JH

----- Forwarded message -----

From: **Erika Berry** <Erika.Berry@dpi.nc.gov>
Date: Fri, Aug 3, 2018 at 5:58 PM
Subject: 2018-2019 School Resource Officers Grant
To: "joseph.hough@bcsemail.org" <joseph.hough@bcsemail.org>

Please see message below from NC Superintendent Mark Johnson. If you have any questions, please email kym.martin@dpi.nc.gov or Erika.berry@dpi.nc.gov

Dear School Safety Grant Applicant:

Congratulations! You are a recipient of the School Resource Officer Grant. Buncombe County Schools has been awarded \$333,333 for FY 2018-19.

Thank you for your interest in applying for the School Resource Officer Grants. The school safety efforts shared in your application was impressive. You are working closely with local law enforcement and emergency management agencies to make schools safer.

There has been a great response from public school units requesting grant funds. This demonstrates the critical need for the SRO program in NC schools.

As a grant recipient, you are required to submit a Grant Program Report in April of 2019. Grantees who submit the required reporting will have their grants automatically extended into the 2019-2020 school year. Those who do not will have to reapply.

It will be assumed that the person who submitted the application is the primary contact for this grant unless you notify us otherwise. We will be in touch to further explain when the funds will be distributed and what the

George Wood

From: Sheri Powers (Sheriff's Office)
Sent: Wednesday, August 29, 2018 12:05 PM
To: George Wood
Cc: Van Duncan
Subject: FW: 2018-2019 School Resource Officers Grant
Attachments: sro-application.pdf

Mr. Wood,

It's great news that the funding may be available and that the County is willing to consider the Schools SRO request. I spoke with Deborah Frisbee the CFO with Buncombe County Schools as you requested. Ms. Frisbee forwarded the email **below** notifying BCS that their grant request has been approved. The grant is for a two year period and the school system can reapply after that if the state budget funds remain intact for the School Safety Program. I found a copy of the Grant application explaining the details of the program on the State website and have attached it for your review. I did not see an employee retention requirement in the grant language.

Please let me know if I can provide any additional information or help with any documentation for the commission meeting next Tuesday.

Thanks for your support with this 😊

Sheri

*Sheri Powers
Buncombe County Sheriff's Office
60 Court Plaza, 4th Floor
Asheville, NC 28801*

*(828) 250-4478 Office
(828) 285-8303 Fax
(828) 242-2014 Cell*

From: Deborah Frisby <deborah.frisby@bcsemail.org>
Sent: Wednesday, August 29, 2018 11:11 AM
To: Sheri Powers (Sheriff's Office) <sheri.powers@buncombecounty.org>
Subject: Fwd: 2018-2019 School Resource Officers Grant

Hi Sheri,

Thank you for your phone call and the great news that came with it! I am forwarding to you the notification of the award of the SRO Grant to Buncombe County Schools. The third paragraph from the bottom talks about the extension of the grant for fiscal year 2019-2020 if all reporting requirements are met.

Let me know if you have questions or require additional information. Thanks so much!
Have a lovely day!

reporting requirements are for April of 2019.

Thanks for everything you do for our students.

Mark Johnson

NC Superintendent of Public Instruction

Visit us on the web at www.ncpublicschools.org. All e-mail correspondence to and from this address is subject to the North Carolina Public Records Law, which may result in monitoring and disclosure to third parties, including law enforcement.

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Joseph T. Hough
Assistant Superintendent
Buncombe County Schools

Office (828) 255-5879
Cell (828) 779-6007

STATE OF NORTH CAROLINA

RECEIVED

COUNTY OF BUNCOMBE

AUG 15 2017

PURCHASE SERVICE AGREEMENT

Accounts Payable

THIS AGREEMENT, by and between the BUNCOMBE COUNTY SHERIFF'S OFFICE, hereinafter referred to as "Sheriff's Office", and the Buncombe County Board of Education hereinafter referred to as "Buncombe County Schools". This agreement replaces and supersedes any previous agreements between the parties.

Consideration

The consideration for this Agreement is the mutual covenants and agreements hereinafter set out and the schedule of payments hereinafter agreed upon.

Term

The term of this Agreement shall be from July 1, 2017 through and including June 30, 2018.

Specific Services

The Sheriff's Office shall provide the following during the term of this Agreement:

- a) Assign one trained, full-time equivalent Deputy position to each of the seven Buncombe County High Schools, one Deputy for each middle school and one Deputy assigned to each of the six school districts to cover all elementary schools.
- b) Schedule flexible hours relating to work load for the Deputies assigned.
- c) Review the Deputy's job performance in conjunction with the Principal of each school.
- d) Charge salaries, fringe and basic supplies.
- e) Provide a vehicle and necessary duty equipment.

The Buncombe County Schools shall provide the following during the term of this Agreement:

- a) Provide salary, fringe and basic supplies.
- b) Directly, and in a timely manner, notify the Sheriff's Office of policies, problems, or procedures that impact the Deputies and the Sheriff's Office.

Fiscal Terms

The total amount charged for allowable expenses shall be **three hundred forty thousand five hundred forty-two** (~~\$340,542~~) dollars during the fiscal year.

(F) KR

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Non-Employment

It is specifically agreed and understood by and between the parties to this Agreement, that any personnel placed and supplied by the Sheriff's Office shall not, by virtue of this Agreement or any acts thereunder, become employees of the Buncombe County Schools.

Revision and Modification

This Agreement is subject to revision or modification as may be required by North Carolina State or Federal law.

Entirety

This document constitutes the entire agreement between the parties. No changes or modifications shall be binding upon either party, except modifications required by the immediately preceding paragraph, which do not materially alter the burdens to either party, unless such changes or modifications are reduced to writing and executed by both parties.

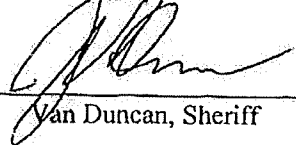
Forum and Choice of Law

Any actions arising out of this Agreement shall be governed by the Laws of North Carolina and shall be brought and maintained in a State or Federal court in North Carolina, which shall have exclusive jurisdiction.

IN WITNESS WHEREOF, the parties of this Agreement hereto have executed this Purchase Service Agreement to be executed by the duly authorized representative of the Department of Juvenile Justice Delinquency Prevention, by the Sheriff of Buncombe County and by the duly empowered representative of the County Government of Buncombe County, North Carolina.

This agreement is to be made in duplicate originals, one of which is to be retained by the Sheriff and one of which is to be retained by the Buncombe County Board of Education.

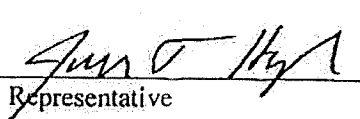
Buncombe County Sheriff

By: 
Van Duncan, Sheriff

Date: 8-7-2017

Buncombe County Board of Education

Name: Joseph Hough, Assistant Superintendent

Signature: 
Representative

Date: 7/6/17

Pre-Audit Statement:

This instrument has been preaudited in a manner required by local government budget and Fiscal Control Act.

TO EDIT WORKBOOK, PLEASE CLICK FILE --> SAVE AS --> Download (Saves A Copy of This File To Your Computer)

FY2018 Salary & Benefit Calculation - Permanent Position

Benefit costs for full-time permanent positions include fixed and variable costs. Variable costs can be calculated as 10% of salary only plus 14.95% (15.65% for sworn law enforcement officers) of salary + longevity. Fixed costs per position are \$15,407.80. The section below provides detailed rate information for each benefit category.

Directions: 1) Input salary amount (C5) and longevity amount (C6). 2) Indicate if position is sworn law enforcement officer (C7). Benefits will automatically calculate.

Salary Category:	Rate/Calculation:	Amount:	
Salary & Wages - Regular		\$ 41,163.20	
Longevity	\$100 or % of salary based on years of service; see table below	\$ 411.63	
Sworn Law Enforcement Officer	Input YES or NO	yes	
401K	8% x Salary	\$ 3,293.06	
FICA	7.65% x (Salary + Longevity)	\$ 3,180.47	
Retirement	7.80% x (Salary + Longevity)	\$ 3,533.86	
LGERS Stabilization	Law Enforcement - 8.50% x (Salary + Longevity)	265 \$ 265.00	
Health Insurance	\$17,000 per position	\$ 17,000.00	
Life Insurance	\$82.80 per position	\$ 82.80	
Unemployment Compensation	\$50	\$ 50.00	
Workers Compensation	\$320 per position	\$ 320.00	
Total Position Cost		\$ 69,300.02	
			Total for Six new SRO's
			415,800.14

Additional first year cost for vehicles, computers, equipment, and uniforms would be a total of \$254,000 254,000.00

Total first year cost	669,800.14
BCS Proposed Reimbursement	526,499.00
Current BCS Reimbursement	340,542.00
Net Cost to County	483,843.14

229,843.14

Cover Sheet

Date of Application: July 9, 2018	
Primary Contact Person Name: Joseph Hough	Primary Contact Person Title: Assistant Superintendent
School District(s) Name: Buncombe County Schools	Charter School or School(s) Name(s): Applies to all schools in Buncombe County List of schools enclosed
Charter School, Primary School, or School System Address: 175 Bingham Road Asheville, NC 28806	Area Code and Telephone Number of Primary Contact Person: 828-255-5879
Email Address of Primary Contact Person: joseph.hough@bcsemail.org	State Board Region: Western
Charter School or School District Superintendent Name: Dr. Tony Baldwin	Charter School or School District Superintendent Email Address: tony.baldwin@bcsemail.org

Narrative:

Buncombe County Schools (BCS) requests \$1,474,000 in state matching funds to supplement local funds. BCS is the 13th largest school system in the state, and the largest in Western North Carolina, serving approximately 24,000 students in 44 schools. Our student population includes 50.89% receiving free or reduced lunch. A partnership launched with the Buncombe County Sheriff's Office in the mid-1990s, funded by Buncombe County, currently provides 21 SROs based at our middle and high schools and one Deputy assigned to each of the six school districts to cover all elementary schools. With additional funding, SROs will be placed full-time at all 44 schools.

There is a need for full-time SROs to be based at all elementary schools. Placing SROs in all elementary schools will give young students a positive exposure to law enforcement, and possibly help to reduce reportable acts and unacceptable behaviors in the future. The need to place SROs at our elementary schools was reinforced as a priority after the tragic shooting at Sandy Hook Elementary. In addition, a review of BCS discipline data for the last eight years reveals a steady increase from school years 2009/10 through 2013/14. School years 2014/15 through 2016/17 shows a decline in reportable offenses. There was a slight increase for the 17/18 school year. The numbers listed on the chart below only reflect reportable offense numbers. Unacceptable behavior numbers, such as aggressive behavior, disrespect of faculty/staff, assault on student, etc., have increased, which still requires the assistance of the SRO.

Year	09/10	10/11	11/12	12/13	13/14	14/15	15/16	16/17	17/18
All school incidents	278	351	378	285	288	246	220	143	199
Elementary Incidents	45	51	69	52	57	26	10	9	19

The observed increase in 2009/10 through 2012/13 is due primarily to higher reported rates of possession of weapons such as pocket knives, as well as increasing reports of assault on school personnel. However, a decline in reports of violent incidents in the 2014/15 school year through the 2016/17 school year is attributed in part to an anti-pocket knife campaign that was instituted and aided by middle school SROs who took time away from their assigned schools to visit elementary schools each week to interact with children there. Another force pushing the trend in reportable incidents down is that Deputies are important members of school crisis teams, and help reinforce our institutional practice of PBIS, or Positive Behavior Support and Intervention. Assault on school personnel and possession of a weapon increased in elementary schools in 17/18, more than the previous two years.

All SROs employed by the Buncombe County Sheriff's Office receive over 1,000 hours of training in basic law enforcement, firearms, rapid deployment, interview and interrogation, and NIMS (National Incident Management System) training, with a focus on service in a school setting. Officers also serve as crucial community resources for counseling and related referrals, e.g. to programs that benefit youth and their families, such as Big Brothers/Big Sisters.

Proposed Budget Template

Description	State Funds	Local Funds	Total Cost
Salary	\$1,155,616	\$569,184	\$1,724,800
Benefits	\$288,904	\$142,296	\$431,200
Trainings	\$29,480	\$14,520	\$44,000
Other (List)			
TOTAL	\$1,474,000		

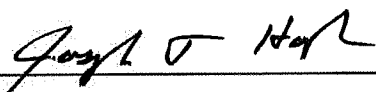
Buncombe County Schools is requesting \$1,474,000 in state funds with a commitment of \$726,000 in local matching dollars to fund School Resource Officers (SROs) for all 44 of our schools. This funding would allow us to continue to place SROs at our middle and high schools as well as add one SRO at each of the elementary schools. All SROs are employed by the Buncombe County Sheriff's Department. Funds for training in areas such as NIMS, rapid deployment, etc. have been included in the proposed budget request. More details can be found in the program narrative section of the grant application. A list of schools by order of school number is provided below.

Community High School	Leicester Elementary
Reynolds High	North Buncombe Elementary
Reynolds Middle	North Buncombe High
Barnardsville Elementary	North Buncombe Middle
Black Mountain Elementary	North Windy Ridge Intermediate
Black Mountain Primary	Oakley Elementary
Early College	Pisgah Elementary
Middle College	Enka Middle
Candler Elementary	Sand Hill-Venable Elem
Cane Creek Middle	Avery's Creek Elementary
Bell Elementary	Williams Elementary
Owen High	Roberson High
Owen Middle	Valley Springs Middle
Erwin High	Estes Elementary
Erwin Middle	Enka Intermediate
Emma Elementary	Weaverville Elementary
Enka High	Weaverville Primary
Fairview Elementary	West Buncombe Elementary
Glen Arden Elementary	Woodfin Elementary
Haw Creek Elementary	Koontz Intermediate
Hominy Valley Elementary	Eblen Intermediate
Johnston Elementary	Nesbitt Discovery Academy

Assurance Page

The partners agree to the below listed activities.

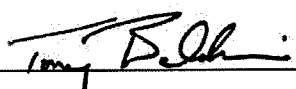
- Provide administrative supervision and support to foster success of the program.
- Work cooperatively with North Carolina Department of Public Instruction and grant partners in monitoring and evaluating the program to meet reporting requirements.
- Ascertain that members of the partnership follow applicable federal and state laws to promote equal opportunity for all participants without regard to race, color, religion, gender, age, disability, political affiliation, or national origin.
- Attest that all funds will be used to develop and implement the program described in the application as approved.
- Establish fiscal controls and accounting procedures for proper disbursement of and accounting for program funds.



Primary Contact Signature

7/9/2018

Date



Charter School Leader or
School District Superintendent Signature

7/9/2018

Date