
MEMORANDUM OF UNDERSTANDING

**BETWEEN
THE MONTGOMERY COUNTY POLICE DEPARTMENT
AND
MONTGOMERY COUNTY PUBLIC SCHOOLS
AND
OTHER AGENCIES
REGARDING
THE COMMUNITY ENGAGEMENT OFFICER PROGRAM
AND OTHER LAW ENFORCEMENT RESPONSES TO
SCHOOL-BASED INCIDENTS**

EFFECTIVE DATE: April 4, 2022



**MEMORANDUM OF UNDERSTANDING
BETWEEN
MONTGOMERY COUNTY PUBLIC SCHOOLS
AND
MONTGOMERY COUNTY DEPARTMENT OF POLICE
AND
MONTGOMERY COUNTY SHERIFF’S OFFICE
AND
ROCKVILLE CITY POLICE DEPARTMENT
AND
GAITHERSBURG CITY POLICE DEPARTMENT
AND
TAKOMA PARK POLICE DEPARTMENT
AND
MONTGOMERY COUNTY STATE’S ATTORNEY’S OFFICE**

**Community Engagement Officer Program &
Other Law Enforcement Responses to School-Based Incidents**

A. MISSION

The above law enforcement agencies, Montgomery County Public Schools (MCPS), and the Montgomery County State’s Attorney’s Office (SAO) enter into this Memorandum of Understanding for the purpose of establishing and improving the Community Engagement Officer Program, defining specific duties and responsibilities, and establishing a working protocol for exchanging information and addressing matters of concern cooperatively with the goal of maintaining and enhancing a safe and secure learning environment for students, staff, and the MCPS school community within Montgomery County, Maryland. The parties agree that:

- The vast majority of student misconduct is best addressed through classroom and in-school strategies that maintain a positive learning environment and allow students to learn from their mistakes, correct any harm that results from their behavior, and restore relationships disrupted by their conduct.
- Absent exigent circumstances, law enforcement, and MCPS will collaborate to determine the best course of action when handling school-based events; the vast majority of incidents at school can be managed to utilize existing wrap-around school resources. For circumstances not covered by the MOU, the school is expected to use applicable, existing, wrap-around school services prior to contacting the police.
- The parties will promote safe, inclusive, and positive learning environments and exercise discretion and judgment in responding to MCPS school-based incidents.

B. DELINEATION OF DUTIES

I. Involved Law Enforcement Agencies Duties and Responsibilities

Community Engagement Officer:

A Community Engagement Officer (CEO) is a sworn uniformed law enforcement officer trained in emergency preparedness, crisis management, community policing concepts, and problem solving who is designated to work as a liaison to MCPS.

Duties:

- The CEOs will serve as a liaison between their agency and MCPS officials for police-related concerns and incidents.
- The CEOs will handle school service calls (SSCs). The responding CEO and/or the appropriate police department's unit having follow-up responsibility will investigate these SSCs at the direction of their law enforcement agency in a way that, to the greatest extent possible, minimizes disruption to the school day.
- The CEOs will serve as contact points to deliver law enforcement programs such as DARE, crime prevention, and gang awareness **and may be asked to participate in school-based events such as career days, assemblies, study circles, and other staff/student events.**
- **The CEOs will enhance the relationship and level of community engagement with the elementary and middle school communities.**
- The CEOs will maintain contact with members of their agency's gang units in order to stay informed regarding current gang trends, share information, coordinate interventions, and support gang investigations.
- **The** CEOs will assist with traffic safety and enforcement activities in and around their designated school clusters.
- The CEOs will coordinate assistance at major school events such as athletic events, large dances, or other activities when needed.
- **The** CEOs will coordinate familiarization training ("walkthroughs") to include a review of the schools' emergency response plan/procedures for responding officers within their district. This walkthrough training will be coordinated with the school administration after school hours.
- Law Enforcement will not be used to enforce MCPS policies, rules, regulations, and/or procedures.
- The CEOs will have no special law enforcement emphasis while performing their duties and responsibilities. While on MCPS property, the CEOs have full authority as sworn police officers. All enforcement actions will be taken in accordance with appropriate Federal, State, County, and Local laws and involve law enforcement agency policies and procedures. MCPS and the appropriate school staff will be notified of any actions taken in accordance with normal practice and any appropriate agreements between the involved law enforcement agencies and MCPS.
- The CEOs will acknowledge the principal's authority, as the administrator of the school, at all times as to matters within the scope of the principal's authority.

CEO Supervisors:

Each involved law enforcement agency will appoint a designated supervisor for its respective CEOs. A CEO roster, including supervisor(s), shall be provided to MCPS annually, preferably before the start of each school calendar year or as needed if personnel should change. This list should include current contact information, i.e., e-mail address **and cell phone number** for each CEO and supervisor. **School staff may contact the CEO or CED supervisor directly using the cell phone, except where there is a need for a response to an incident. Incident response requests should be made in accordance with paragraph H below.**

The Montgomery County Police Department, Community Engagement Division, will coordinate training within the CEO Program, attend meetings with MCPS principals and/or administrators, and act as the point of contact for the Montgomery County Police Department (MCPD) and MCPS to assist with resolving any conflicts or matters of concern.

The MCPD CED Director or their designee will collaborate with school leaders to discuss school and community initiatives or concerns.

The MCPD CED Director or their designee will be notified by an MCPD officer's supervisor of any incidents involving any use of force on school property and notify the MCPD CRB Chief.

High-School principals should meet with the CED Director or their designee every year to provide feedback on the CEOs.

II. Montgomery County Public Schools (MCPS) - Duties and Responsibilities

MCPS Security Personnel:

A **Security Team Leader (STL)** is designated to the high school to assist the school administration in maintaining a safe and secure learning atmosphere for staff and students. Primary job responsibilities include supervision and leadership of the security team and investigation of incidents on school property. Under the supervision of the principal or designee, the STL assists in controlling access to buildings and grounds by unauthorized persons and assuring that students report to their designated instructional areas.

Duties of the STL:

- Investigates incidents on school property and prepares a written report for administrative purposes.
- Advises the principal on all school security-related matters.
- Maintains a high profile to discourage disruptive acts.
- Provides surveillance of suspected problem areas.
- Provides day-to-day supervision and leadership of the security assistant(s) and provides guidance and assistance in more difficult situations.
- Assists the administration with staff and student awareness programs.
- Acts as a liaison between the school administration and emergency service agencies.
- Represents the school in criminal cases.
- Assists feeder schools with security problems
- Communicates, under the direction of the principal, with the CEO about safety issues. Whenever practicable, the STL shall consult with the principal or a principal's designee to determine whether a school-based incident necessitates a call for service to a CEO or other law enforcement officer dictated by this MOU.

A **Security Assistant (SA)** is designated to the local school to assist the school administration in maintaining a safe and secure learning environment for the school community. Under the general supervision of the STL, the SA assists in screening visitor access to school facilities, maintaining student class attendance, and carrying out other responsibilities related to school security operations. The SA receives guidance and assistance from the STL in more difficult or unusual situations.

Duties of the SA:

- Patrols school buildings and grounds to prevent loitering and ensure compliance with school regulations and local laws.
- Checks parking areas and entrances to the school.
- Queries visitors on the school premises and assures that such persons report to the school office or leave the buildings or grounds.
- Reports unusual incidents and observations to the STL or appropriate school or law enforcement personnel in accordance with procedures established by principals.
- Checks hallways, restrooms, cafeterias, and remote areas of the facility.
- Investigates incidents on school property and prepares written reports for administrative purposes.
- Confers with students regarding improper behavior and attempts to obtain voluntary compliance with school standards.
- Reports to the STL or principal/designee regarding building conditions or practices that interfere with building security maintenance or students' welfare and safety.

MCPS Principals/Senior Administrators:

The principal is responsible for administering and supervising the total school program, including the safety and security of students and staff, and providing educational leadership for the students and staff consistent with the community's educational goals.

If a student misbehaves, the principal or designee will be the primary source of administrative disciplinary consequences and interventions. The MCPS Code of Conduct provides detailed information on administrative disciplinary consequences and interventions and shall guide the school-based responses to particular types of misbehavior.

Whenever possible, the CEO and other law enforcement agencies will work with the principal when responding to school-based incidents involving students and work together with MCPS staff to de-escalate those incidents. Principals or their designees will make every effort to notify the CEO and/or any other law enforcement officer who responds to a school-based incident if any student involved may require specific accommodations in addressing the incident because of the student's educational needs.

C. SELECTION PROCESS FOR CEOs

CEO positions will be formally announced by involved law enforcement agencies. The selection process will include submitting a memorandum of interest from the officer(s), a review of personnel files, and a formal interview. **MCPS may designate an Administrator, Director, or designee to participate in an advisory capacity in the formal interview process. MCPS personnel will not access the position vacancy file or a CEO candidate's personnel file.**

D. TRAINING

Officers selected to join the CEO program will be required to attend and successfully complete **at least** 40 hours of training provided by MCPD or MCSS within three months of being selected. Training should be specific to the following areas: role of the CEO, review of the current CEO MOU, CEO's specific agency's policies/procedures involving juvenile arrests/investigations, legal updates, review of the MCPS *Code of Conduct*, and applicable security policies, emergency preparedness and responses to critical incidents (criminal, weather, national disasters), threat assessment training, mediation and conflict resolution, childhood and adolescent development, alcohol/drug awareness, gang awareness, truancy, child abuse, and neglect, and county/community-based supports and outreach resources. MCPD and MCPS will work together each year to assess the current level of training and new proposals. MCPS will provide additional specialty training that the parties agree is in the best interest of the CEO program.

CEO Biannual Training During the School Year

On a biannual basis, the CEOs, MCPS administrators, and/or MCPS security staff will participate in joint training opportunities on matters that are the subject of this MOU, current trends or issues within the school communities, and other topics of mutual interest.

This training will be conducted by the MCPD CED, MCPS representatives, and involved agencies. Ongoing training on the topics included in the initial 40-hours of training will be conducted as appropriate.

In addition, CEOs will maintain familiarity with and be respectful of the current version of the MCPS Code of Conduct and the Montgomery County Board of Education's policies, rules, regulations, and procedures regarding student discipline and other school norms.

E. MEETINGS

Annual Meetings

On an annual basis (preferably, the first meeting should be held before the start of the school year), MCPD CED and participating agency supervisors will meet with MCPS leadership and community stakeholders to discuss current matters of mutual interest, including MOU implementation issues and joint training opportunities.

School-Based Meetings

It is highly recommended that CEOs be invited to school administrative and security meetings within their designated clusters, and they should be encouraged to attend. **CEOs should also be invited to and encouraged to attend meetings with school-based counselors, social workers, and the MCPS Restorative Justice Coach.**

Monthly Data Review

Every month, the MCPS Department of Systemwide Safety and Emergency Management shall consult with the CED director or their designee to review **MCPS serious incident** data and **MCPD** CEO reports of arrests and other interventions during the prior month. At the earliest opportunity, the parties will address and debrief specific cases of interest to **receive feedback and** enhance the program's quality.

F. SCHOOL CLUSTER ASSIGNMENT CRITERIA

Although these are guidelines, every situation should be considered under the totality of the circumstances. At a minimum, the final decisions should be made between the MCPD Chief of Community Resources Bureau and a designated senior MCPS administrator. The following criteria should be considered during this decision process: school enrollment, calls for service, anticipated number of after-school events sponsored by the school and/or parents, and traffic challenges (e.g., urban location and number of egress and ingress options).

G. ON-SITE ACCOMMODATIONS FOR CEOs

The administrator **at each high school** will provide a **private** designated space/office **in proximity to the main office** with access to a telephone. **As needed, the CEO will have access to that space but will not be permanently stationed in that office.**

H. INFORMATION SHARING AND INVESTIGATIONS

The sharing of appropriate and timely information between the law enforcement agencies and MCPS is critical to maintaining and enhancing a safe and secure learning environment. Within the context of the CEO Program, the sharing of information will follow the protocols below between the law enforcement agencies and MCPS in accordance with applicable federal, state, and local laws.

1. **Reporting Critical Incidents Involving Students or Others on School Property.** The parties agree that the offenses outlined in Sections H(1)(a) and H(1)(b), termed "critical incidents," that occur on MCPS property (e.g., school buses, MCPS sponsored events including extra-curricular activities) shall be reported to the appropriate law enforcement agency by the principal, administrator-in-charge, or designee **immediately**. The law enforcement agency will determine the appropriate law enforcement response in accordance with the procedures in Section H(2) below.

Such notification must be made by direct communication with the Public Safety Communications Center (911) or **the non-emergency response line** (301-279-8000). CEOs will not be contacted directly for any request **to respond to an incident**.

Mandatory police reporting does not mean that police will **take enforcement action** in every situation; however, police **MUST** be **immediately** notified of the incidents listed.

- a. **Critical Incidents Where Police Shall Take the Lead in Investigating.** The appropriate law enforcement agency shall take the lead in investigating the following critical incidents in accordance with the procedures in Section H(2). These are the only violations for which a physical arrest should be considered.
 - Death.

- Rape and/or **non-consensual sexual act or contact**.¹
 - Robbery/attempted robbery (taking the property of another from his person or in his presence by force, reasonable fear of violence, or intimidation, whether the perpetrator is armed or unarmed).
 - Hate crime (**committing any crime, including** harassing² a person or damaging property of a person, **motivated by the victim’s** race, color, **national origin**, religious beliefs, sexual orientation,³ **gender, gender identity, homelessness, or disability**).
 - Possession of a firearm, knowingly brought onto or brandished upon school property, or knowingly brandishing or using any other dangerous or deadly weapon, including any device designed or manipulated to shoot any projectile, to cause harm.
 - Gang⁴-related incident/crime.
- b. **Critical Incidents Where Police May Take the Lead in Investigating Depending on the Circumstances.** After reporting the following critical incidents to the appropriate law enforcement agency, the principal or designee shall consult with the CEO or other law enforcement officers responding to the incident to determine who should take the lead in investigating depending on the totality of the circumstances; provided, however, that the law enforcement agency shall take the lead in investigating, in accordance with the procedures in Section H(2) below, in any case in which: (i) there is evidence that the alleged perpetrator is not a student; and/or (ii) there is a serious and imminent threat to the safety of the school and its community. As circumstances warrant, those on the scene may consult with MCPS staff in the Office of School Support and Improvement (OSSI) and the Department of Systemwide Safety and Emergency Management, supervisors in the Police Department, the Special Victims Investigations Division, and/or the State’s Attorney’s office. (If the law enforcement agency does not take the lead in the initial investigation, that determination does not preclude subsequent law enforcement action.)
- Arson (willful and maliciously set fire) or verbal or written threat of arson.
 - Manufacture or possession of a destructive device (explosive, incendiary, or toxic material combined with a delivery or detonating apparatus or modified to do so).
 - Knowingly make false reports about the location or detonation of a destructive device.
 - Distribution or manufacture of a controlled dangerous substance.

¹ Meaning engaging in a sexual act or sexual contact without consent. Note that these sexual offenses and child abuse and neglect more generally are subject to a separate Memorandum of Understanding and other MCPS policies and regulations.

² Harassment is a persistent pattern of conduct intended to alarm or seriously annoy another, without a legal purpose, after receiving a reasonable warning or request to stop.

³ Sexual orientation means identifying an individual as male or female, homosexuality, heterosexuality, bisexuality, or gender-related identity.

⁴ A formal or informal ongoing organization, association, or group of three or more persons who: (a) have a history of criminal street gang activity; (b) have a common name or common identifying signs, colors, or symbols; and (c) have members or associates who, individually or collectively, engage in or have engaged in a pattern of criminal activity.

- In the event of a 911 call regarding a physical attack on another that requires medical attention outside of the school health room.
 - Theft (any single incident or series of incidents committed by the same perpetrator where the value of the stolen property is \$1500 or more).
 - Possession of a potentially dangerous or deadly weapon on school property that is not knowingly brandished or used to cause harm.⁵
 - Possession of, and/or possession with intent to distribute, a controlled dangerous substance (whether or not law enforcement takes the lead in the investigation, MCPS staff shall turn over to the appropriate law enforcement agency any substance that comes into their possession that they suspect to be a controlled substance).
- c. **Releasing Student Information.** Notwithstanding any other provision of this agreement, the parties shall fully comply with the Family Educational Rights and Privacy Act (FERPA) and all other applicable State or federal laws regarding the confidentiality of student information and MCPS Regulation JOA-RA *Student Records*. Information obtained by school staff may be shared with a law enforcement officer/agency or SAO as long as the information is not derived from school records.⁶ For example, information received orally from a student may be shared, even if later recorded in a written statement used by school staff for disciplinary purposes. Information from school records can be shared under any one of the following circumstances:
- “Directory information” unless the parent/guardian has asked specifically that such information be kept confidential.
 - With the consent of the parent/guardian or adult student.
 - In response to a subpoena, including a subpoena from the SAO.⁷
 - In a specific situation that presents an imminent danger to students or members of the community or that requires an immediate need for information in order to avert or diffuse serious threats to the safety or health of a student or other individual.

2. Investigation of Critical Incidents Occurring on School Property.

MCPS shall immediately notify the appropriate law enforcement agency of all critical incidents as described in both Sections H(1)(a) and H(1)(b) of this agreement. The law enforcement agency will respond promptly to such incidents or keep the school staff advised of any officers’ response delay.

For those critical incidents in which the law enforcement agency is taking the lead in the

⁵ A butter knife is not a dangerous or deadly weapon. *See In re Melanie H*, 120 Md. App. 158 (1999).

⁶ School records are those records identifiable to an individual student and maintained by MCPS, governed by FERPA.

⁷ Release of documents from a student record requires that the school first make reasonable efforts to notify the parent/guardian or adult student of receipt of the subpoena in advance of complying with the subpoena so the parent/guardian may seek protective action unless the issuing authority has ordered that the existence or contents of the subpoena not be disclosed.

investigation, **absent exigent circumstances**, MCPS will **ascertain basic facts, do what is necessary to stabilize the situation and pause** its administrative investigation. **MCPS will also allow law enforcement to view available video footage.** For such critical incidents, MCPS will defer taking written statements from students and/or witnesses, thereby permitting the law enforcement agency the opportunity to do so. In addition, MCPS shall consult with the appropriate law enforcement agency to determine whether it is appropriate to notify the school community and the timeline for so doing.

If requested by MCPS for purposes of conducting its own disciplinary processes within the timeframes mandated by state law, the law enforcement agency shall provide copies of written student and witness statements to MCPS **within three days of** the approval of the SAO, which shall make the determination after consultation with the law enforcement agency. The law enforcement agency will assist MCPS with its administrative procedures by providing the relevant information requested (including a synopsis of relevant facts) in order that statutory and administrative deadlines may be met and by providing witness statements in any closed investigations and as otherwise authorized by the SAO.

The principal or their designee shall be present during any interview conducted by the law enforcement agency on school property and may interview the individual after the officer has concluded their interview. Students should be questioned by the appropriate law enforcement agency, when necessary, in a manner and at a time that is age-appropriate, minimizes disruption to the school day and classroom instruction, and is consistent with all applicable laws and regulations. When questioning of students by law enforcement officers occurs on school property, MCPS staff will strive to promptly contact the student's parent/guardian to inform them of the nature of the incident, unless the investigation involves suspected child abuse or neglect.

In the event that the law enforcement agency has not arrived and school dismissal is about to occur, MCPS will notify the law enforcement agency **and provide the student's contact information, in accordance with paragraph H(1)(c).**

3. Arrests and Other Law Enforcement Actions.

Absent an immediate public safety need to stop illegal activity, effect an arrest, and/or seize evidence, CEOs and other law enforcement officers will collaborate with the principal or their designee prior to a law enforcement action to assess the totality of the circumstances and applicable agreements/legal guidelines and address the matter in a manner that is the best interest of the student and the welfare of the school community. If circumstances do not allow for consultation prior to a law enforcement action, the parties will come together as soon as possible thereafter to address the matter. Every opportunity should be made to debrief especially critical incidents, at the appropriate time to identify lessons learned.

Circumstances to consider under the totality of circumstances regarding law enforcement action include:

- Absence or presence of perceived intent.
- Whether the matter is solely administrative in nature or involves a criminal nexus⁸

⁸ Section 26-101(a) of the Maryland Education Code, which makes it a misdemeanor to “willfully disturb or otherwise willfully prevent the orderly conduct of the activities, administration, or classes of [a school],” requires a disturbance that significantly interferes with school operations; it does not apply to minimal or routine

- Input from the SAO on appropriate charges, if any, in instances of ambiguity and/or exceptional circumstances not clearly addressed by the criminal code.
- Whether or not the offender was coerced and/or threatened to participate in the inappropriate behavior. (i.e., gang coercion, the threat of retaliation, etc.).
- Which least proposed action (physical arrest, referral, citation, suspension, mediation, counseling, etc.) will achieve the desired goal of correcting behavior while being accountable to all stakeholders within the school community.
- Administrative and/or delinquent history of the offender.
- The student’s age.
- Cultural or linguistic factors and any student disability or other special needs may provide context for understanding student behavior.
- Other mitigating circumstances.

When an arrest of a student or adult on school premises and during school hours is necessary, it shall be done in such a manner to avoid both embarrassment to the student being arrested and jeopardizing the safety and welfare of other students. In addition, school officials shall make every effort to inform the parent or guardians immediately. After an arrest of a student is made on school premises, law enforcement officers shall remove the student from school premises as soon as practical, not engage in further questioning of the student on school premises, except in circumstances that pose a severe and immediate threat to school safety.

4. Notification of State’s Attorney’s Office.

The MCPS Department of Systemwide Safety and Emergency Management will make reasonable efforts to notify the SAO when it receives notice that a student has been arrested by the law enforcement agency and charged with one of the offenses listed under Section H(1)(a) above as critical incidents where the police shall take the lead in investigating, for the SAO to obtain the information necessary to present the State’s case at a detention hearing or other judicial proceeding which generally will be held within the next business day following the student arrest.

When legally permissible, the SAO shall advise MCPS of whether the student was prosecuted for a school-based incident.

5. Serious Incidents in the Community

In addition to the required notification of reportable offenses committed by students in the community, the law enforcement agency will notify MCPS as soon as practicable of any serious incident involving MCPS schools, facilities, students, or staff that the law enforcement agency reasonably believes will impact MCPS operations for appropriate measures to be taken by MCPS to address the impact. Examples include:

disruption, such as “[a] child who speaks disrespectfully or out of turn, who refuses to sit down or pay attention when told to do so, who gets into an argument with another student, who throws a rolled-up napkin across the room, who comes to class late, or even who violates the local dress code in some way.” *In re Jason W*, 378 Md. 596 (2003).

- Death of a student or staff member.
- Child abuse or neglect, including sexual offenses.
- Serious or life-threatening injury to a student or staff member.
- Hostage-barricade, criminal suspect at large, or hazardous materials incident that may affect students and staff.
- Gang-related incident/crime.
- After-hours property damage to an MCPS facility, school, bus, or another vehicle.

The law enforcement agency will notify the MCPS Department of Systemwide Safety and Emergency Management during regular business hours at 240-740-3066. At all other times, the law enforcement agency will notify the Electronic Detection Section, the MCPS 24-hour communication center, at 240-740-3232.

I. COLLABORATION, MONITORING, AND REVIEW OF THE CEO PROGRAM

School administrators and officials of law enforcement agencies are encouraged to meet at the school community level to establish and foster good working relations between the agencies periodically.

The MCPD Community Resources Bureau will maintain and share with the other parties to this Agreement disaggregated statistical data through monthly CEO reports and crime analysis to monitor specific trends in and around the high school communities.

The SAO will provide the disposition of a reportable offense to MCPS as required by Section 7-303 of the Education Article.

The signatory agencies agree that this MOU and its implementation will be reviewed by the parties annually to determine if any inadequacies exist and further agree to revise the MOU as appropriate upon the parties’ agreement to further the safety and welfare of the school community. Furthermore, the signatory agencies will meet annually to review the provisions contained within this MOU and its implementation. Amendments, with the agreement of each agency, may be made from time to time as desirable.

The MCPS Department of Systemwide Safety and Emergency Management, MCPD CRB, and the appropriate principal will promptly discuss any complaints regarding the actions of any signatory of the agreement within the bounds of collective bargaining agreements and applicable confidentiality laws/procedures if such a conference is necessary to maintain operational efficiency and a professional work environment.

J. GANG AWARENESS AND PREVENTION

In addition to the gang awareness activities specified elsewhere in the MOU, under the Maryland Safe Schools Act of 2010, the parties will collaborate to develop and implement gang awareness, prevention, and intervention programs for MCPS students and their families, focusing on outreach to at-risk MCPS students.

The SAO and law enforcement agencies also will assist MCPS in developing ongoing training on gang awareness for MCPS staff. The parties further agree to meet regularly to address current gang activity trends; MCPS will convene regular school security meetings for middle and high schools to coordinate gang prevention, intervention, and suppression efforts.

K. NON-DISCRIMINATION AND OTHER GENERAL PROVISIONS

The parties agree that no person shall be subjected to discrimination based on actual or perceived personal characteristics, including race, ethnicity, color, ancestry, national origin, religion, immigration status, *sex*, gender, gender identity, gender expression, sexual orientation, family/parental status, marital status, age, physical or mental disability, poverty, and socioeconomic status, language, or other legal or constitutionally protected attributes or affiliations in the performance of the parties' respective duties, responsibilities, and obligations under this agreement.

Each party is an independent contractor with the others for all purposes. None of the provisions of this Agreement are intended for the benefit of any third party, and no such third party shall have the right to enforce the provisions of this Agreement.

L. DESIRED OUTCOMES

- Enhanced safe and secure learning environments for students, staff, and the school community within Montgomery County, Maryland.
- MCPS and the law enforcement agencies have an adequate emergency preparedness plan and response in an emergency, disaster, crisis, or dangerous situation.
- Increased communication efficiency between local law enforcement agencies, other government agencies, and MCPS in an emergency, disaster, crisis, or dangerous situation.
- Enhanced relationships and communications among the involved law enforcement agencies, MCPS, administrators, staff, students, parents, and community stakeholders.

This MOU replaces the original COPS in School Grant MOU between MCPD and MCPS (dated 05-16-02); the MOU between MCPS, MCPD, Montgomery County SAO, Gaithersburg City PD, Rockville City PD, and Takoma Park PD (dated 06-04-10); the MOU between MCPS, MCPD, SAO, and other law enforcement agencies (dated 07-23-13); the revised MOU between MCPS, MCPD, SAO, and other law enforcement agencies (dated 06-17-15); the MOU between MCPS, MCPD, SAO, and other law enforcement agencies (dated 10-17-2017); **and the MOU between MCPS, MCPD, SAO, and other law enforcement agencies (dated 08-30-2021).**

The parties have executed this memorandum of understanding on the 4th day of April **2022**.

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APPROVED

Dr. Monifa McKnight 4-19-2022
Date
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Montgomery County Public Schools

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Date
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Chief of Police
Montgomery County Department of Police

Darren M. Popkin 4/11/2022
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Victor Brito 4/4/22
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Date
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Associate County Attorney
Montgomery County, Maryland

MCPS-LEO Updated CEO Program Highlights (CEO 2.0)

03-31-2022 Captain Flynn MCPD CED



MONTGOMERY COUNTY
DEPARTMENT OF POLICE

Maryland's Largest School District

MONTGOMERY COUNTY PUBLIC SCHOOLS

Community Engagement Officers WILL:	Community Engagement Officers WILL NOT:
<ul style="list-style-type: none"> ● Work with MCPS to promote a safe, inclusive, and positive learning environment and exercise discretion and judgment in responding to MCPS school-based incidents. ● Liaison between their agency and MCPS officials for police-related concerns and incidents. ● Serve as uncontrolled units (not otherwise assigned) that handle school service calls while minimizing disruption to the school day.* ● Serve as contact points to deliver law enforcement programs such as DARE, crime prevention, and gang awareness and may be asked to participate in school-based events such as career days, assemblies, study circles, and other staff/student events. ● Enhance the relationship and level of community engagement with the elementary and middle school communities. ● Assist with traffic safety and enforcement activities in and around designated school clusters. ● Coordinate assistance when needed at major school events such as athletic events, large dances, or other activities. ● Coordinate after-hours familiarization training (“walkthroughs”) to include a review of the schools’ emergency response plan/procedures for responding patrol officers. ● Acknowledge the principal’s authority, as the school administrator, at all times as to matters within the scope of the principal’s authority. ● Attend state-mandated SRO training. ● Have access to a private office with a telephone near the front office ● Check-in daily at every high school* ● Be assigned to a cluster of schools, not a particular location 	<ul style="list-style-type: none"> ● Enforce MCPS policies, rules, regulations, and/or procedures. ● Participate in school discipline procedure including being present for discipline meetings.* ● Have any special law enforcement emphasis while performing their duties and responsibilities. ● Be permanently stationed inside any school. ● Respond to school service calls without being dispatched. ● Randomly walk through school hallways.*

*Indicates MCPD protocol