

# **IMPLEMENTATION COSTS FOR SCHOOL SAFETY & RESILIENCY ACT (2019 SB 1/HB 1)**

**Budget Review Subcommittee on Education**

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# SB 1/HB 1 – School Safety & Resiliency Act

## Major Components:

Facility Upgrades

KCSS Board  
& Duties

School Personnel –  
SROs

School Personnel –  
Mental Health

School Personnel –  
Safety Coordinator

School  
Training

Threat Assessment  
Team

Trauma-informed  
Approach

State School Security  
Marshal

School Threats /  
Hoaxes

Student & Parent  
Notification

Anonymous  
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Financial Donations

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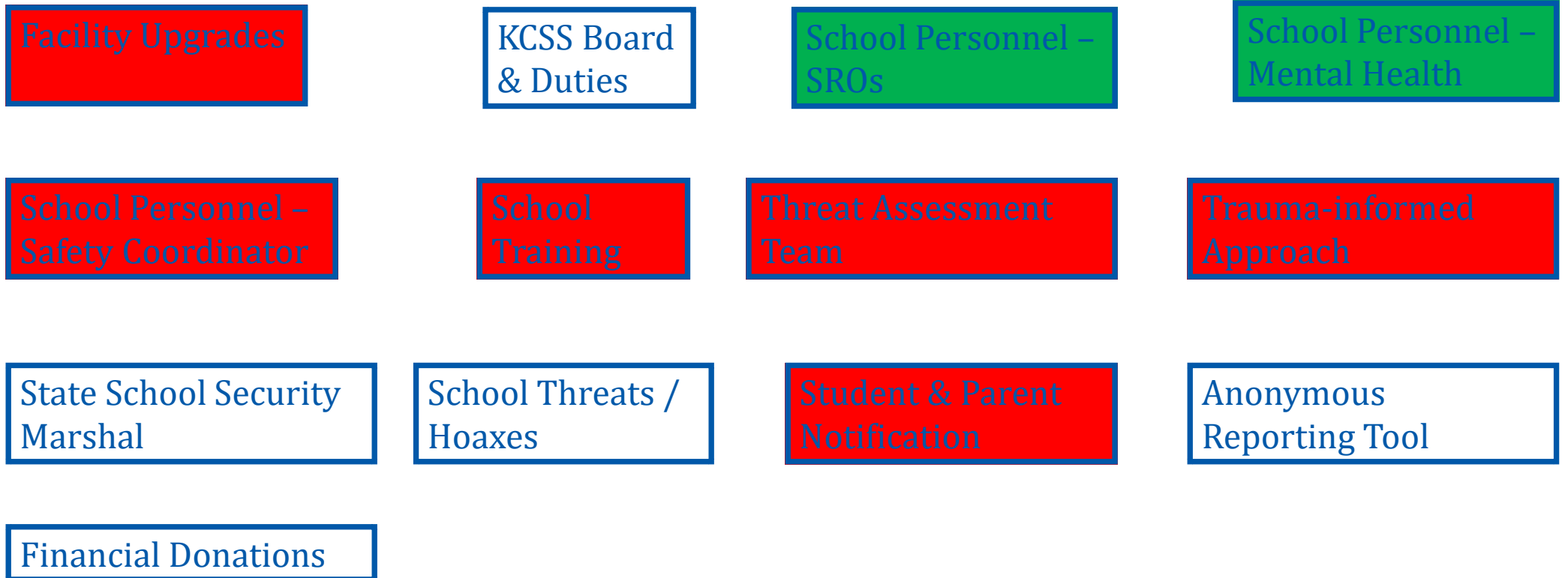
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# SB 1/HB 1 – School Safety & Resiliency Act

## Major Components:



# Facility Upgrades

- **KRS 158.162** – Some existing options were made **mandatory**. Schools shall:
  - *Control outside access to exterior doors during school day;*
  - *Control main entrance with electronically locking doors, a camera, and intercom*
  - *Control access to individual classrooms;*
  - *Equip classroom doors with hardware to be locked from outside by opened from inside;*
  - *Keep classroom doors closed and locked during instructional time;*
  - *Equip classroom doors w/ windows with material to cover the window during a lockdown;*
  - *Require all visitors to report to office and provide identification; and*
  - *Provide a visitor badge to be visibly displayed on visitor's outer garment.*
  
- **Deadline is July 1, 2022.** Penalty for noncompliance is a prohibition on approvals for most school facility projects.

# School Personnel / SROs

- “Local boards of education, school district superintendents, and local and state law enforcement agencies shall cooperate to assign one (1) or more certified school resource officers to each school within a school district as funds and qualified personnel become available.”
- Definition of “SRO” now covers all types of officers and methods of employment.
- More specific, formalized training to be created and offered by the Department of Criminal Justice Training (DOCJT).
- Districts shall report annually to KCSS on number of SROs, their placement, sources of funding, and method of employment.

# School Personnel / Mental Health

- “Beginning July 1, 2021 or as funds and qualified personnel become available, each school district . . . shall employ at least one (1) school counselor in each school with the goals of having one (1) school counselor for every two hundred fifty (250) students and the school counselor spending sixty percent (60%) or more of his or her time in direct services to students.”
- “School districts may employ or contract for the services of school-based mental health services providers to assist with the development and implementation of a trauma-informed approach and the development of a trauma-informed team pursuant to this subsection and to enhance or expand student mental health support services as funds and qualified personnel become available.”

## Key definitions:

- **"School counselor"** means an individual who holds a valid school counselor certificate issued in accordance with the administrative regulations of the Education Professional Standards Board.
- **"School-based mental health services provider"** means a licensed or certified school counselor, school psychologist, school social worker, or other qualified mental health professional as defined in KRS 202A.011.



# School Personnel / Safety Coordinator

- Beginning with the 2019-2020 school year, each . . . superintendent shall appoint a district-level school administrator to serve as the district's school safety coordinator and primary point of contact for public school safety and security functions
- [Coordinator shall] “formulate recommended policies and procedures, which shall be excluded from [open records laws], for an all-hazards approach including conducting emergency response drills . . . in consultation and coordination with appropriate public safety agencies to include but not be limited to fire, police, and emergency medical services for review and adoption as part of the school emergency plan required by KRS 158.162.”

# State School Security Marshal

- State school security marshal shall enhance school safety by monitoring school safety and security initiatives, developing reasonable training and other guidelines, developing the school security risk assessment tool, and ensuring compliance with facility security requirements.
- May conduct on-site reviews as deemed necessary, in order to ensure compliance with the explicitly enumerated statutes.

- By July 1, 2020, the marshal shall develop and update a school security risk assessment tool to be used by districts to identify vulnerabilities and safety controls for each school.
- The tool shall enable administrators to evaluate school security compared to best practices and standards.
- No later than July 15, 2021, superintendents shall send verification to the marshal and KDE that all schools have completed the assessment for the previous year. Assessments are excluded from open records law pursuant to KRS 61.878(1)(m).
- Beginning with the 2021-2022 school year, any school that has not completed an assessment in the previous year shall be required to provide additional mandatory training for all staff employed at the school.

# Estimated costs of implementation

- Required minimum facility upgrades
- Additional , new personnel to directly serve students
- Other overall costs / soft costs

# Facility upgrade costs

- Over the summer, KSBA surveyed districts regarding the building upgrades, as to their estimated costs to implement these requirements.
- One-third of districts responded, resulting in a district sample that was balanced in terms of size/enrollment; type of district (county/independent); and per-pupil property assessment (the proxy for comparing districts by their ability to generate local revenue support).
- We extrapolated the total estimated costs reported by the districts, to produce a statewide estimate based on the ratio of schools in the responding districts compared to the statewide total number of schools.
- This resulted in an estimated *minimum* statewide cost of **\$18,239,558** to upgrade to the *minimum* facility requirements of SB 1.

- These SB 1 requirements are minimum first-steps when compared to the best practices for safety features, and some *additional* building upgrades are already included in the school security marshal's draft risk assessment tool which SB 1 will require districts to use to review their facility needs.
- For example, separate bus and car lanes on campus, and secure double-entry vestibules in all buildings, are additional recommended upgrades which will need additional funding.
- We must also consider that the full cost will likely be *higher than this figure*, as a result of the inflation in construction costs driven by time and by the impact of many districts procuring the same materials and work at the same time statewide (i.e. a higher demand).
- The needs vary among districts. Some districts have already undertaken these specific (*minimum*) upgrades, whereas others have not and will not be able to do so financially without state funding. Among those that have already made these upgrades, some of the facilities are already due for maintenance or replacement (this is especially true of electronic door/camera systems).

# Personnel costs - SROs

- There were approximately 412 SRO positions filled in districts statewide in November 2018. Since that time, several positions which were supplied/funded by local law enforcement agencies have been pulled by those agencies due to budget constraints. We used the figure of 384 SROs to calculate an estimate.
- The current OEA district data profile report lists 1,161 A1 schools in Kentucky as of 2018. The existing SROs are not serving evenly across the state, but nonetheless, if each A1 school had 1 SRO, it would require approximately 777 additional SROs.
- With an estimated average range of salary and benefit cost for an SRO of \$58,000 to \$65,000, using the midpoint of that range (\$61,500), that produces an estimated **\$47,785,500** in *annual recurring costs to increase the number of SROs* from current levels to one per A1 school statewide. The full annual cost of *all* SROs, at one per A1 school, at that average compensation level would be **\$71,401,500**.

# Personnel costs – school counselors

- There are approximately 1,238 individuals holding an active school counselor certificate issued by the EPSB. These individuals may or may not be currently working as a counselor, and they are not necessarily disbursed evenly across the state. Nonetheless, using this as a basis, we estimate that to meet the counselor-to-student ratio goal, with approximately 650,000 Kentucky public school students, we would need approximately 1,362 additional counselors statewide.
- Using the average teacher salary of \$53,923 (as reported by KDE) as a basis for estimation, that generates an estimated \$73,443,126 in *annual recurring cost to increase the number of counselors* from current levels to the ratio goal of SB 1. The full annual cost of *all* counselors at that point would be \$140,199,800.
- Note, these are figures for salary only, and do *not* include benefit costs, which would require additional state funding support.



# Other costs

- District safety coordinator
- New, required staff training
- Creation, training, and implementation of threat assessment teams in each school
- Development and implementation of a trauma-informed approach to education

# Foremost concerns of school-level administrators and faculty

- A long-term commitment to sustain this effort from the General Assembly
- Local district and school flexibility
- Identifying and recruiting, and retaining, appropriate staff
- Sustaining the educator profession
- Effective training of staff
- Early childhood education