



City Council Memorandum

To: Mayor Fasbender & City Councilmembers
From: City Administrator Dan Wietecha
Date: August 17, 2026
Item: School Resource Officer Agreement

Council Action Requested:

Authorize signature of School Resource Officer Agreement with ISD #200.

Background Information:

For many years the City has provided School Resource Officer services to ISD #200 consistent with statutory requirements. The agreement is renewed each school year; this 2026-2027 agreement includes two changes:

1. Under prior agreements, the City has also provided School Crossing Guard services. This is removed from the proposed agreement, with ISD #200 having sole responsibility for employing these positions.
2. Under the 2025-2026 agreement, we had negotiated that if the City might need to reassign an SRO to other law enforcement duties for an extended period, then ISD #200 would not be responsible for the SRO costs during any period exceeding 30 days. Under the proposed contract, this period is reduced to 15 days.

Financial Impact:

SRO costs are split 50/50

Committee Discussion:

JPA Committee discussion 4/14/26

Attachments:

SRO Agreement

SCHOOL RESOURCE OFFICER AGREEMENT

This School Resource Officer Agreement (the "Agreement") dated the first day of July, 2026 is entered into by and between the City of Hastings ("City"), a municipal corporation, and Hastings Independent School District No. 200 ("School District"), a political subdivision of the State of Minnesota.

RECITALS

WHEREAS, the School District and the City desire to join in a mutual effort to maintain a cooperative and coordinated approach to build positive relationships with students, and to deter and address criminal activity on school property and at School District sponsored events and activities; and

WHEREAS, Minnesota Statute § 126C.44 authorizes the School District to contract with the City to have licensed peace officers provide school resource officer services in the School District's schools; and

WHEREAS, the City employs sworn police officers specially trained, experienced and competent to provide the services sought by the School District and the City is willing to provide such services to the School District under the terms and conditions provided in this Agreement.

NOW, THEREFORE, in consideration of the mutual covenants and conditions contained in this Agreement and other valuable consideration, the sufficiency of which is hereby acknowledged, the School District and City agree as follows:

1. Purpose

The City and School District will collaborate on a School Resource Officer Program (the "SRO Program") between the City and School District. Both the City and School District have determined that the SRO Program is beneficial to school and community safety and promotes collaboration between police, school staff, counselors, parents, and students. This Agreement is intended, in part, to set forth the terms and conditions, to create, fund, and implement the position of a police School Resource Officer ("SRO").

2. Funding

The City and School District will jointly fund the following expenses in connection with the offering of the SRO Program.

- A. SRO salary at 50%-50% split to be paid at the top patrol rate and mid-range longevity step, as more fully identified on Exhibit A.
- B. SRO related benefits, including, but not limited to health insurance, retirement, workers compensation, sick time, vacation and disability pay at 50%-50% split, as more fully identified on Exhibit A.

- C. Training costs to be borne by the City unless specific training is requested or required by the School District in which case those training costs will be borne by the School District.
- D. Equipment maintenance and replacement will be primarily the responsibility of the City, with the School District contributing a fixed portion of these program costs as detailed in Exhibit A and will be subject to annual review.
- E. Overtime for special events as may be required for the safety of students, staff, and visitors to School District facilities and events/activities will be determined on an annual basis and shared between the City and the School District based on average overtime hours utilized as specified in Exhibit A.
- F. In the event the City determines an SRO must be reassigned and not providing SRO services to the School District pursuant to Paragraph 9 below, and such reassignment is for a period of more than fifteen (15) consecutive school days, the School District's portion of funding the SRO salary and related benefits shall cease during the time the SRO is reassigned. The School District's funding responsibilities outlined herein shall resume upon SRO's resumption of SRO duties as outlined in this Agreement.

The parties agree to review shared costs on an annual basis by June 30th of each year the Agreement is in effect. In the event the parties cannot reach agreement on the allocation of shared costs there shall be no annual adjustment for the upcoming year and the City and School District may each exercise their right to terminate this Agreement as provided herein. In the event the School District or the City should receive a grant or special funding to offset the costs of the SRO Program, the grant funding or special funding shall be applied against, and offset, the costs borne by the entity receiving the grant or special funding.

3. Services

- A. **SRO Program.** The City shall provide the services of a licensed police officer(s) and related support services and supplies to assist the School District in establishing and maintaining the SRO Program at the assigned school(s). The SRO(s) will have the duties as described on the attached Exhibit B. The School District agrees to provide adequate office space, telephone access, and computer and printer for use by the SRO(s). To foster the building of positive relationships between the SRO(s) and students, the City shall use best efforts to ensure that the same licensed police officer regularly provides SRO services at the assigned school(s), except when the SRO(s) is on paid leave or are otherwise absent.
- B. **Objections to Personnel.** The City will undertake reasonable efforts to assign an SRO(s) who are acceptable to the School District. The School District's Superintendent will notify the City's Chief of Police in writing of any concerns related to an SRO's job performance. Any request for reassignment of a police officer who is working as an SRO must be made to the City's Chief of Police. The City will have ten (10) calendar days to demonstrate to the School

District's satisfaction that the concern has been addressed. If the concern has not been addressed to the School District's satisfaction after ten (10) calendar days, the City will assign a different licensed police officer to serve as the regular SRO under this Agreement.

4. Payment

The City shall provide billing statements to the School District for services provided herein on a semi-annual basis on January 1 and June 30 of each year. Such statements will be due and payable by the School District to the City no more than thirty (30) days after receipt of the same. The billing to the School District shall be done so in arrears of service provision (January billing shall cover the period of July 1 through December 31).

5. Term

This Agreement shall commence on the 1st day of July 2026, and shall end on the 30th day of June 2027, subject to the cost adjustments and right of either party to terminate as provided herein. This Agreement may be renewed for additional one-year periods as agreed by both parties, and upon the same terms and conditions as stated herein.

6. Independent Contractor

The City, through its Chief of Police, will remain free to exercise judgment and professional expertise in determining how to best provide the services described in this Agreement. The City acknowledges that no withholding for state or federal benefits or taxes will be made from the payments due the City by the School District. The City also acknowledges that it has the sole obligation to comply with state, local and federal tax provisions with regard to these services and the employees hired by the City to perform the work described herein, including workers compensation laws. At all times and for all purposes, the City is and will remain the exclusive employer and supervisor of the SROs who perform services pursuant to this Agreement. No SRO may be considered to be an official, employee, agent, educational service provider, or representative of the School District, and no SRO may make any representation to the contrary. The City maintains full control and supervision over the police officers it employs and is solely responsible for all employment and administrative functions related to its employees, including, but not limited to, supervision and evaluation, payroll and deductions, maintenance of all required insurance and any labor disputes or grievances.

The City and any City employee who performs services for the School District agree that the employee shall not accrue any continuing contract rights and the employee specifically waives any right to a continuing contract with the School District. The City agrees that if the employee makes any employment claim or brings any employment action of any kind, the City will be solely responsible for the defense and payment of any claim as the employee is not an employee of the School District.

7. Scheduling

The duty hours of the SRO(s) are flexible and will be primarily coordinated with the school day and/or activities upon agreement with the School District. Generally, a

“school day” means a day on which school is in session and general student attendance is required, including any make-up days that are scheduled because school was canceled for any reason. The SRO(s) will make daily contact with the police department for the purpose of keeping abreast of incident reports and other City activities that may be of importance to the safety of students and School District staff. During non-school periods, the SRO(s) duties and schedule will be determined by the Chief of Police.

Unless an absence is caused by an emergency, the SRO will provide reasonable notice to the Principal or Principal’s designee at the assigned school(s) if the SRO will be absent from the school property during the school day. The SRO shall be entitled to be absent from performing SRO duties for up to fifteen (15) school days per year for purposes of attending law enforcement training courses, conferences, meetings or vacations. The City shall advise the School District if an SRO is anticipated to be absent for more than two (2) consecutive days and the parties shall discuss what accommodations can be provided to account for the extended absence.

8. Termination of this Agreement

Either party may terminate this Agreement by providing written notice to the other party no less than six months prior to the effective termination date.

9. Temporary Emergency Reassignment

The City reserves the right to remove an SRO from performance of its duties pursuant to this Agreement in the event of an emergency or extenuating circumstance that necessitate the SRO to perform other police activities for the City outside of school property. If, in the discretion of the Chief of Police, it becomes necessary to remove the SRO from the District, the Chief of Police will immediately inform the School District in advance of such action.

10. Security/Linking

The SRO office(s) will be locked and secured by a key issued only to the SRO(s). The SRO(s) will be provided a suitable computer, monitor and printer and any other items or services necessary, at the expense of the School District, so that the SRO(s) will have full access to the City email and network system and the School District's email and network system at all times the SRO(s) is working pursuant to this Agreement.

11. Indemnity and Hold Harmless

- A. The City agrees to indemnify and hold harmless the School District, its employees, Board members, agents, and representatives from any and all liability, claims, and expenses, including attorneys' fees, of any nature whatsoever (including any claim on account of any injuries, disease, or claimed injuries or diseases compensable under the Worker's Compensation Laws of the State of Minnesota) for damages or injury caused by or resulting from the sole negligent or intentional acts, errors, or omissions of the City, the SROs, or other City employees or agents, arising out of the services pursuant

to this Agreement.

- B. The School District agrees to indemnify and hold harmless the City, its employees, elected officials, or agents from any and all liability, claims, and expenses, including attorney's fees, of any nature whatsoever (including any claim on account of any injuries, diseases, or claimed injuries or diseases compensable under the Worker's Compensation Laws of the State of Minnesota) for damages or injury caused by or resulting from the sole negligent or intentional acts, errors, or omissions of the School District, its employees, or agents, arising out of the services pursuant to this Agreement.
- C. This provision does not modify the provisions of the Municipal Tort Claims Act, Chapter 466.
- D. The parties agree to cooperate with one another in the defense of any claim, demand or rights of action within the terms of this Agreement.
- E. In no case shall either party's obligation to indemnify the other party exceed the statutory liability limit of the other party.

12. Amendments

This Agreement contains the full understanding and agreement between the parties and may not be amended except as agreed to in writing and executed by both parties. If any provision of this Agreement is found invalid by a court or agency, it shall not invalidate any remaining provisions.

13. Data Practices

Sharing of data will be done only pursuant to the Minnesota Government Data Practices Act ("MGDPA") and the Family Educational Rights of Privacy Act ("FERPA"). Any data shared between the two parties to this Agreement will be maintained in accordance with state and federal law. The parties acknowledge that unless the School District is reporting a suspected crime or another statutory exception applies, the School District may not disclose private educational data to the SRO without the written consent of the student's parent or guardian (or the written consent of the student if the student is eighteen (18) years of age or older), a lawfully issued subpoena, or a court order. Nothing in this Agreement may be construed to modify the responsibilities of either party under MGDPA or the School District's responsibilities under FERPA. Because the City and the officer(s) are not employees of the School District, any violation of the state or federal law in this regard is the sole responsibility of the City and the officer and each agrees to hold the School District harmless if a claim or action arises because of the City's actions or omissions. The City shall provide reasonable data privacy training to all SROs.

14. Discrimination

The parties agree not to discriminate against employees or as prohibited by state and federal laws. The School District and the City each specifically agree not to discriminate

unlawfully against any student in any program, service, activity, or decision based on race, color, religion, age, sex, disability, marital status, sexual preference, gender identity, public assistance status, creed, or national origin.

15. Interpretation

This Agreement shall not be construed more strictly against one party than against the other merely by virtue of the fact that it may have been prepared by counsel for one of the parties, it being recognized that both the City and the School District have contributed substantially and materially to the preparation of this Agreement.

16. Construction

The headings of the sections and subsections of this Agreement are for convenience and reference only and do not form a part hereof; and in no way interpret or construe such sections and subsections. Wherever the context requires or permits, the singular shall include the plural, the plural shall include the singular and the masculine, feminine and neuter shall be freely interchangeable. It is agreed that nothing herein contained is intended or should be construed in any manner as creating or establishing the relationship as co-partners, joint venture, or joint enterprise between the parties hereto or as constituting either party as an agent, representative or employee of the other for any purpose or in any manner whatsoever.

17. Parties in Interest

This Agreement shall be binding upon and inure to the benefit of the parties' respective heirs, representatives, successors, and assigns. This Agreement is for the sole benefit of City and the School District (including a permitted assignee), and no third party is intended to be a beneficiary of or have the right to enforce this Agreement.

18. Attorneys' Fees

In the event of litigation between the parties in connection with this Agreement, the prevailing party (i.e. the party whose position is substantially upheld by the court) shall be entitled to recover its reasonable attorneys' fees and costs from the non-prevailing party. The obligation in the immediately preceding sentence shall survive any termination of this Agreement or the closing.

19. Definitions

If any date herein set forth for the performance of any obligations by the parties or for the delivery of any instrument or notice as herein provided should be on a Saturday, Sunday or legal holiday, the compliance with such obligations or delivery shall be deemed acceptable on the next business day following such Saturday, Sunday or legal holiday. As used in this Section, the term "legal holiday" means any state or federal holiday for which financial institutions or post offices are generally closed in the State of Minnesota. The term "including" shall mean including, as an example, without limiting the generality of the foregoing.

20. Counterparts

This Agreement may be executed in any number of counterparts, each of which shall be deemed to be an original, but all of which together shall constitute one and the same document. A signature page to any counterpart may be detached from such counterpart without impairing the legal effect of the signatures thereon and thereafter attached to another counterpart identical thereto except having attached to it additional signature pages.

21. Governing Law

This Agreement shall be construed as to both validity and performance and enforced in accordance with and governed by the laws of the State of Minnesota.

22. Notices

Notice to City provided for herein shall be sufficient if sent by the regular United States Mail, postage prepaid, addressed to City of Hastings, City Administrator, 101 East 4th Street, Hastings MN 55033.

Notices sent to School District shall be sufficient if sent by the regular United States Mail, postage prepaid, addressed to ISD #200, Attention: Superintendent, 1000 West 11th Street, Hastings MN 55033.

Either party may designate to each other in writing from time to time a different address for notice.

23. Dispute Resolution

In the event of any dispute arising under this Agreement, the parties shall first engage in good faith discussions and negotiations to resolve the dispute. In the event that the dispute cannot be resolved by the parties, then the matter shall be subject to court action and jurisdiction in the District Court of Dakota County, Minnesota. In any dispute arising under this Agreement, the prevailing party will be entitled to an award against the non-prevailing party of all costs, disbursements, and reasonably attorneys' fees incurred in any action for any damages, specific performance, or equitable relief.

24. Insurance

The City shall at all times during the term of this Agreement keep in force adequate insurance for General Liability, Professional Liability, Automobile Liability, and Workers' Compensation Insurance as required by state law.

IN WITNESS WHEREOF, the parties have executed this Agreement as of the day and year first written above.

City of Hastings

Mary A. Faslender
Mary Faslender, Mayor

8/17/20
Date

Megan Schlei
Megan Schlei, Interim City Clerk

8/17/20
Date

Hastings Independent School District No. 200

Dr. Kristine Wehrkamp Herman, Superintendent

Date

Carrie Tate, Board Chair

Date

Exhibit A
SRO Program Cost

**SALARY AND BENEFITS – 2 SCHOOL RESOURCE OFFICERS
FOR 26-27 SCHOOL YEAR**

<u>Description</u>	<u>Amounts</u>
Wages (top patrol & mid-range longevity)	\$226,161.46
Longevity	\$4,945.44
Medicare	\$3,279.34
Insurance	\$47,800.34
PERA	\$40,030.58
Work Comp	\$12,710.28
Long-term Disability	\$669.02
Program Total	\$335,596.46
City of Hastings Contribution (50%)	\$167,798.23
School District Contribution (50%)	\$167,798.23

School District Officer **Other** Billable Costs – Per Agreement

40 hours OT – wage cost only	\$5,814.30
Equipment – Mileage	\$6,000.00
Other Billable Total	\$11,814.30

The City of Hastings shall bill only for actual expenses as agreed upon in this Agreement. Salaries and benefits will be adjusted based on contract settlement.

Overtime

As requested by the School District and with the approval of the Chief of Police and/or designee, the SRO(s) may be authorized to work special events outside of the school day to promote public safety and enhance security of students, staff, and visitors. In accordance with the current collective bargaining unit agreement, the SRO or other officers working these special events are entitled to overtime compensation. The multi-year average for special event overtime (homecoming, prom, school dances, certain athletic events, etc.) has averaged more than 80 hours with a time and one half converted value of 120 hours. Recognizing the joint nature of the SRO Program and the desire to provide the School District with a fixed cost of the SRO Program, the City shall invoice the School District for 40 hours of special event overtime at a time and one half pay rate.

Training

Cost of in-service and professional development training shall be the responsibility of the City, unless it is specifically requested by the School District. The assigned SRO will be allowed by the School District to attend in-service and professional development training, as mandated to keep peace officer license current.

Equipment

Reimbursement for emergency vehicle and equipment costs at \$250.00/month/\$3,000 per year per officer to offset City cost of fuel, vehicle and equipment maintenance.

Request for Additional Services

With ISD 200 Superintendent approval, School District administrators may request that the City assign one or more police officers to provide additional services, including, but not limited to, attendance at a school board meeting, an extracurricular activity, or a community function that is held in the evening that results in overtime that exceeds that which is defined in the section titled Overtime. The City will make reasonable efforts to accommodate such request. When the City assigns a police officer to provide additional services, the School District will be responsible for paying the police officer's wages, including overtime pay and any other employment costs incurred, for the hours worked while providing such additional services. The City will submit an itemized invoice to the School District describing the additional services provided and the costs the City incurred in providing the additional services. Within thirty (30) calendar days after receipt of the invoice, the School District will pay the City for the amount of the additional services stated on the invoice. If the School District disputes the amount of an invoice, the School District will pay the undisputed amount within thirty (30) calendar days.

EXHIBIT B

SRO PROGRAM SRO DUTIES AND REQUIREMENTS

The SRO(s) reports to Hastings Police Administrative Sergeant and/or Divisional Lieutenant in collaboration with School District administrators.

Job Duties

The SRO(s) will work towards carrying out the mission of the Hastings Police Department (“HPD”) within the school community. The SRO(s) will act in their capacity and authority as a Police Officer for the City of HPD to provide a safe learning environment, to prevent crime, and to investigate and solve crimes.

Additionally, the SRO will:

- Foster a positive school climate through relationship building and open communication.
- Protect students, staff, and visitors to the school grounds from criminal activity. Serve as a liaison from law enforcement to school officials.
- Provide advice on safety drills.
- Identify vulnerabilities in school facilities and safety protocols
- Educate and advise students and staff on law enforcement topics.
- Enforce criminal laws.
- Follow all policies and procedures of HPD
- Follow HPD chain of command.
- Work with the school administration and staff.
- Work with building facilities personnel on issues related to building security.
- Work with school staff in a fair and impartial manner to identify pre-delinquent youth (at risk) and will assist in targeting the appropriate resources necessary to prevent delinquent acts.
- Serve as a conduit of information between students, staff, parents and Dakota County Social Services, the City, and all law enforcement, court, and non-governmental agencies.
- Strive to develop and facilitate regular meetings of school staff, police, Dakota County Criminal Justice officials (probation, CAC, County Attorney), Dakota County Social Services officials and other staff deemed necessary to enrich the learning environment or increase the safety of the schools.
- Work with School District personnel and Dakota County officials on truancy issues.
- Complete appropriate police reports, according to HPD policy.
- Meet with parents and educators (staff) as necessary to facilitate conflict resolution within the school.
- Be notified immediately by school administration personnel when crisis response has been activated by the school on any problem.
- Monitor and develop a working knowledge of all students who are likely to cause problems or law violations within the school setting.
- Intervene and take appropriate action within their authority as SRO when school

- crisis intervention is not successful.
- Provide education programs as requested.
- Provide school staff in-service education as may be requested. Work at promoting positive image of ISD200.
- Meet regularly with other SROs in Dakota County.

Position Requirements

- The assigned officer will have at least 24 months of service with HPD or possess special skills/training related to working with juveniles.
- The assigned officer will work a flexible schedule, but will generally be scheduled on school days beginning at 7:00 AM and ending at 3:00 PM.
- Uniform and/or plain clothes, as authorized by the Chief of Police in consultation with School District administration.
- Possess interest and willingness to continually work to improve knowledge related to juvenile justice issues.
- Will be reassigned as needed by HPD when not serving in SRO function.
- Will continue to attend POST courses as needed to maintain license (will notify school in advance of absence and coordinate emergency contact coverage with department supervisor).
- Will respond to emergencies as needed outside of school.
- Will maintain regular communication with the School District and Dakota County Communication Center.
- Will work with staff at all ISD200 schools.

Student Regulations

The SRO(s) shall not have school disciplinary authority or be considered educational service providers, but shall be limited to their police function, which shall include law enforcement duties, but may also include opportunities to build positive relationships with students and the school community. An SRO must not use force or the authority of their office solely to enforce school rules or policies or participate in the enforcement of discipline for violations of school rules. Nothing in this paragraph limits any other duty or responsibility imposed on peace officers; limits the expectation that peace officers will exercise professional judgment and discretion to protect the health, safety, and general welfare of the public when carrying out their duties; or creates a duty for assigned officers to protect students, staff, or others on school grounds that is different from the duty to protect the public as a whole.

School District Searches of a Student's Person, Possessions, Locker, or Vehicle

The SRO(s) may be asked to assist in the School District searches of a student's person, possessions, locker, or vehicle when the School District personnel have a reasonable suspicion that the student has violated School District policies, rules or regulations, and the search is related to possible student discipline. If the SRO intends to conduct a search as part of a criminal investigation, the SRO must seek a court order or subpoena, unless an emergency exists, and the search is necessary to protect students or other individuals in the school from immediate physical harm or another health or safety emergency. The SRO(s) will not ask a school employee to conduct a search for law enforcement purposes. Strip searches of students by an SRO is prohibited.