

Job Title: **Lead Campus Security Officer**



Position Description

To perform this job successfully, an individual must be able to perform the essential job functions consistently and to the satisfaction of the employer. Reasonable accommodations may be made for qualified disabled individuals. This job description is not an exhaustive list, as employees may be required to perform duties not specifically designated within this document, at the employer's discretion. The Escambia County School District reserves the right to modify or interpret this job description as needed.

FLSA Status: Nonexempt
Reports to: Appropriate Supervisor or Designee
Supervises: Appropriate Staff as required
Pay Grade: Professional – 14

APPROVED
ESCAMBIA COUNTY SCHOOL BOARD
APR 19 2022
DR. TIMOTHY A. SMITH, SUPERINTENDENT
VERIFIED BY RECORDING SECRETARY

JOB SUMMARY

The purpose of this position is to lead security and safety services for the school campus and protecting the life and wellbeing of students, staff, and visitors. There shall be no law enforcement authority, except to the extent necessary to prevent or abate an active assailant incident.

ESSENTIAL JOB FUNCTIONS

- Supervises and directs assigned Campus Security Officers.
- Trains and coaches assigned Campus Security Officers.
- Aids in providing safe-school officer coverage at schools, centers, and administrative sites.
- Assists with the implementation of school safety and security programs.
- Serve as a member of a school's security and safety team, with a specific focus on protecting the life and wellbeing of students, staff, and visitors against active threats on school property.
- Prevention and detection of threatening activities while assigned to a school or task.
- Immediately responds to and engages to stop the threat of an active assailant.
- Use appropriate level of force to stop, disrupt, or eliminate physical threats to students, staff, and visitors on school property.
- Conducts perimeter and inner school assessments to ensure premises are secure.
- Work collaboratively with the school administrators and appropriate staff to resolve issues related to security and safety.
- Assist law enforcement agencies and staff in the identification, deterrence, mitigation, and prosecution of subjects that affect the security and safety of students, staff, and visitors on the school campus.
- Use and care for firearms, communications equipment, and other issued equipment.
- Partner with school administrators to develop and maintain positive relationships with students and staff, fostering an environment of collaboration and support for the safety of all Escambia County School District campuses.

- Monitors students within a variety of school environments, e.g., rest rooms, grounds, hallways, library, cafeteria, parking lots, etc., for the purpose of ensuring the safety and welfare of students.
- Prepares a variety of documents for the purpose of documenting activities, providing written reference, and/or conveying information.
- Utilize technology to access information and generate clear and comprehensive reports.
- Participate in the safety training and related activities available throughout the school year.
- Cooperate with Principals, Assistant Principals, and other appropriate staff members by coordinating, recommending, and advising them of proper practices and procedures necessary to secure the safe and peaceful conduct of Escambia County School District business and activities.
- Cooperate with local, state, and federal law enforcement and other designated first responder agencies for participation in their respective training activities.
- Cooperate and participate with other members of the criminal justice system to include The Office of the State Attorney, Department of Children and Families, and other state and federal agencies in the interest of public safety.
- Remain alert and sensitive to potential disturbances and/or violations of the law and school board policy through preventive measures of security.
- Remain knowledgeable of current processes and procedures pertinent to the school Marshal/Guardian Program through continued education, seminars, and training.
- Maintain, retain, and properly secure departmental issued supplies and equipment, including weapons, ammunition, and other specialized supplies and equipment from loss or unauthorized use.
- Provides support in school and District emergency situations and participates in all school emergency drills, e.g. fire, lockdown, active shooter, hostage, etc.
- Maintain constant mental alertness and mobility, with the ability to quickly evaluate and respond to critical situations, as required.
- Display and employ excellent communication skills when interacting with students, staff, and visitors.
- Perform and promote all activities in compliance with the equal employment and nondiscrimination policies of the School District of Escambia County.
- Participate in the training programs offered to enhance the individual skills and proficiency related to the job responsibilities, which include trainings offered on effective interaction with all students including ESE and special needs students.
- Successfully complete ongoing training, weapon inspection, and firearm qualification on at least an annual basis consistent with the Marjory Stoneman Douglas High School Public Safety Act.
- Review current developments, literature, and technical sources of information related to job responsibilities.
- Ensure adherence to safety rules and procedures.
- Follow federal and state laws, as well as School Board policies.
- Ability to accommodate an adjustable work schedule based on operational activity and needs of the District.
- Ensure communication with outside agencies is reported to school administration.
- Performs other duties as assigned.

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MINIMUM REQUIREMENTS

- High school diploma or GED; preferred Associate's Degree in a related field from an accredited institution.
- Preferred two (2) years within the last ten (10) years of experience as a sworn law enforcement officer or corrections officer in "good standing" at time of employment separation. Two (2) years of prior military experience (which includes military reservist experience), with an honorable discharge, may be substituted for law enforcement experience. Two (2) years of prior successful Campus Security Officer.
- Preferred experience in law enforcement in a K-12 setting.
- Must possess and maintain a valid Florida Driver License.
- Satisfactory completion of American Heart Association Cardiopulmonary Resuscitation (CPR) and First Aid course or agreement to earn within six (6) months of employment.
- Must be twenty-one years of age (in the State of Florida, individuals must be 21 years of age or older to obtain a concealed weapons permit).
- Successful completion of the following requirements prior to School Board appointment:
 - a. Hold a valid license issued under Section 790.06, F.S., (*License to carry concealed weapon or firearm*).
 - b. One hundred thirty-two (132) hours of comprehensive firearm safety and proficiency training conducted by Criminal Justice Standards and Commission Certified instructors.
 - c. Pass a psychological evaluation administered by a psychologist licensed under Chapter 490, F.S., and designated by the Florida Department of Law Enforcement and submit the results of the evaluation to the Sheriff's office.
 - d. Pass an initial drug test and subsequent random drug tests in accordance with the requirements of Section 112.0455, F.S., and the Sheriff's office.
 - e. At least twelve (12) hours of a certified nationally recognized diversity training program.
 - f. Pass physical, hearing, and vision exam as reflected below under physical demands.
- Preferred bilingual skills
- Qualifications may vary from the above requirements to such a degree as the Superintendent and Board determine is necessary and appropriate to ensure properly qualified personnel in each specialized assignment.

KNOWLEDGE, SKILLS AND ABILITIES

- Requires the ability to express facts and ideas clearly and concisely, both orally and in writing.
- Requires the ability to organize work around broad organizational goals and processes.
- Requires the ability display skills in the use of de-escalation and interdiction techniques.
- Requires the ability to display skills in firearms safety and marksmanship.
- Requires the ability to constantly scan environment and consider multiple scenarios before appropriately responding.
- Requires the ability to be physically and mentally prepared to respond in an emergency or potentially dangerous situation.

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- Requires the ability to obtain pertinent information through observation, interviews, social media, and articulate findings concisely and timely.
- Requires the ability to respond to members of the community or internal peers within the organization.
- Requires the ability to use small office equipment and computers.

PHYSICAL DEMANDS

Heavy Work: Exerting up to 100 pounds of force occasionally, and/or up to 50 pounds of force as frequently, and/or up to 20 pounds of force constantly to move objects. The work extremely physically demanding work and also requires the following physical abilities in order to perform the essential job functions: climbing, crawling, running, scaling, crouching, fingering, grasping, handling, hearing, kneeling, lifting, carrying, mental acuity, pulling, pushing, reaching, repetitive motion, speaking, stooping, standing, talking, visual acuity, and walking. Tasks may also involve standing, sitting, or walking for long periods of time. Minimum vision must be a least 20/70 either or both, corrected to 20/30 and hearing must be normal at a distance of fifteen feet.

WORKING CONDITIONS

Employees in this position work in a frequently alternating indoor office environment and outdoor movement with the ability to tolerate inclement weather including heat, humidity, cold, fog, and sleet.

Date of Board Approval: April 19, 2022, effective July 1, 2022

Date of Revision:

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