

ORDINANCE NO. 7, 2023

AN ORDINANCE AUTHORIZING THE MAYOR TO ENTER INTO A CONTRACT (MOU) WITH THE ST. BERNARD-ELMWOOD PLACE SCHOOL DISTRICT FOR VILLAGE OF ST. BERNARD POLICE DEPARTMENT TO PROVIDE A SCHOOL RESOURCE OFFICER (SRO) AND DECLARING AN EMERGENCY

BE IT ORDAINED BY THE COUNCIL OF THE VILLAGE OF ST. BERNARD, STATE OF OHIO:

Section 1. That the Council of the Village of St. Bernard finds it necessary and in the best interest of the Village to authorize the Mayor to enter into a contract (MOU) with the St. Bernard-Elmwood Place School District for the Village of St. Bernard Police Department to provide a School Resource Officer (SRO).

Section 2. The Mayor is hereby directed and authorized to enter into a contract (MOU), a copy of which is attached to this ordinance, with the St. Bernard-Elmwood Place School District, St. Bernard, Ohio.

Section 3. That this Ordinance is hereby declared to be an emergency measure necessary for the immediate preservation of the public peace, health and safety. The reason for the emergency is to enter into this contract as soon as possible to provide necessary services to the St. Bernard-Elmwood Place School District. Therefore, this Ordinance shall take effect immediately by and upon its passage, and the approval of two-thirds of the members of said Council. However, this Ordinance shall take effect on the earliest date provided by law if approved by no more than a majority of the members of Council and in that event the emergency provisions herein are set at naught.

Passed this 23rd day of February, 2023.

Steve Asbrook
President of Council

ATTEST: Carolee Stegman
Clerk of Council



Approved this 23rd day of February, 2023.

[Signature]
Mayor

I, CAROLINE STEGMAN, CLERK OF COUNCIL, VILLAGE OF ST. BERNARD, STATE OF OHIO, DO HEREBY testify that the publication of Ordinance No. 07 2023, was made by posting true copies of the same in the most public places designated by Council: City Hall, Vine St and Washington Avenue; for a period of fifteen (15) days or more commencing February 23, 2023.

ATTEST: Carolee Stegman DATE 2/23/2023
Clerk of Council

Approved as to form [Signature] Date 2.23.23
Director of Law

Memorandum of Understanding (MOU)

This Memorandum of Understanding (MOU) is being executed on _____, _____, 2023 by the below listed entities:

St. Bernard Elmwood Place School District
Village of St. Bernard/Village of St. Bernard Police Department

This document will serve as the written agreement between the St. Bernard Elmwood Place School District and the Village of St. Bernard/Village of St. Bernard Police Department. This agreement establishes the needed commitment and support from both institutions. This document also provides a series of guidelines and policies relevant to the performance of the School Resource Officer and will be the guiding document to which officers, school administrations, city administration, and students and their caregivers look for structure and accountability. This document shall be reviewed, updated, and endorsed annually and will take into account input from stakeholders. Nothing in this MOU should be construed as limiting or impeding the basic spirit of cooperation which exists between the participating entities listed above and all community stakeholders.

I. Purpose

This MOU establishes and delineates the mission of the School Resource Officer Program, herein referred to as the SRO Program, as a joint cooperative effort. Additionally, the MOU clarifies roles and expectations and formalizes relationships between the participating entities to foster an efficient and cohesive program that will build positive relationships among police officers, school staff, and the students, promote a safe and positive learning environment, and decrease the number of youth formally referred to the juvenile justice system.

II. Mission

The mission of the SRO Program is to promote a positive school climate in which everyone feels safe, and students are supported to succeed, and to ensure the safety of the school. The SRO Program also seeks to reduce violent crime committed by and against youth in our community. The SRO Program accomplishes this mission by supporting safe, secure, and orderly learning environments for students, teachers, and staff. SROs will establish a trusting channel of communication with students, parents, and teachers and establish regular feedback opportunities. The role of the SRO is not to enforce school discipline or to punish students. SROs will serve as positive role models to instill in students good moral standards, good judgment and discretion, respect for other students, and a sincere concern for the school community. SROs will provide supplemental information on community resources available to students and parents. Goals and objectives are designed to develop and enhance rapport between youth, families, police officers, school administrators, and the community, in order to promote overall student achievement and success.

III. Goals of the SRO Program

SRO program goals include:

1. To foster a positive school climate based on respect for all children and adults in the school.
2. To create partnerships with behavioral health and other care providers in the community for student and family referral.
3. To ensure a safe learning environment for all children and adults who enter the building.
4. To prevent and reduce potential harm related to incidents of school violence.

This SRO program is unique to the community, and any future changes in its structure will take into account input from stakeholders. The program is designed to fulfill three overall roles:

- 1) Fostering Positive School Climate /Crime Prevention
- 2) Law Enforcement
- 3) Education

Fostering Positive School Climate /Crime Prevention – The primary role SROs fulfill is fostering a positive school climate through relationship-building and crime prevention. Officers will engage in various activities, in consultation with school administration, teachers, and students, and will strive to build a school culture of open communication and trust between and among students and adults by focusing on officers getting to know students at the school, serving as a role model, and working with teachers and administrators to identify students who may be facing challenges and need additional resources or attention to be successful in school. Crime prevention activities include foot patrols, monitoring previous crime locations, speaking to teachers about reducing the opportunity for crimes to occur, analyzing possible crime patterns, investigating crimes, and patrolling the parking lots. Officers may also complete security surveys, analyzing the physical safety of school property and facilities.

Law Enforcement Role – SROs are responsible for the majority of law enforcement activities occurring at the school during school hours but not general student discipline. A determination of whether an activity rises to the level of a law enforcement activity shall be made in consultation with a school administrator. Parents, students, teachers and other school personnel shall bring complaints about student misbehavior to the school principal and/or designee, rather than to the SRO.

While law enforcement is a role of SROs, alternatives to arrest should be used whenever possible, and arrest of students should be a measure of last resort. The SRO's discretion to act remains the same as that of any other police officer.

Education – The SRO will participate in the school community by becoming a member of the educational team where appropriate, and by representing the law enforcement community to build positive relationships with youth, their families, and school staff.

Whether talking to students in the hallway or delivering a presentation in the classroom, SROs are embedded in the educational fabric within the school. SROs are expected to be proactive in creating and taking advantage of educational situations, and school administrators are encouraged to leverage this resource.

IV. Organizational Structure

A. Composition

The SRO Program will consist of full time Police Department personnel that are certified Peace Officers for the State of Ohio and meet all requirements as set forth by the St. Bernard Elmwood Place School District and Village of St. Bernard Police Department's Rules and Regulations.

B. Officer Recruitment & Selection

School officials and the police department shall agree on guidelines for the selection of officers to serve as SROs. The ultimate selection process and appointment of the SRO is jointly completed by the law enforcement agency and school administration.

Notwithstanding the foregoing, the school district may request that an SRO be removed from providing services to the district under the terms of this agreement for reasonable cause.

SROs must meet three general criteria:

- 1) **College or degree coursework** – SROs are in an educational atmosphere and may be instructing in elementary/middle/high school classes. To increase credibility in this area, a college education would be beneficial and preferred.
- 2) **Experience as a police officer and commitment to student well-being** – SROs must have a minimum of two years of experience as a patrol officer, be at least 21 years of age, and have extensive experience with juvenile assignments. Experience working with youth and an interest in student success, juvenile justice, child and adolescent development and psychology, and creating a positive school climate are essential.
- 3) **Successful performance** – All candidates must have proven performance as reflected by prior performance evaluations. Candidates must be free of significant disciplinary action.

C. Training Requirements

Prior to entering service as an SRO, officers shall complete a basic training program approved by the Ohio peace officer training commission, as described in division (B) (1) of section 109.77 of the Revised Code. Additionally, officers complete a minimum of 40 hours of SRO training within one year of appointment to provide those services through the National Association of School resource Officers or the Ohio School Resource Officer Association, as approved by the Ohio peace officer training commission. In addition, SROs will receive additional training each year on topics such as trending school-based law enforcement topics, child development, adolescent psychology, trauma, conflict resolution, mental health and addiction, children with disabilities, juvenile and education law and policy, PBIS, cultural competence, and any other training required by law.

V. Operational Procedures

Chain of Command for SROs: The SRO will be ultimately accountable to the Village of St. Bernard Police Department chain of command. However, while at the school, the SRO will be additionally accountable to the principal or designee. The SRO is expected to cooperate with school officials, including administrators and faculty. The SRO will abide by school policy and will respond to the requests of school officials.

The SRO's activity in the school is guided by the following procedures, and supervision and evaluation shall be provided by the building principal to effectively support the SRO's efforts and monitor the SRO's progress:

A. Duties

The primary functions of the SRO are to help provide a safe and secure learning environment, foster a positive school climate, reduce/prevent crime, serve as an educational resource, and serve as a liaison between the school and the police department. Specific daily assignments to accomplish this function will be determined as follows:

the SRO and school principal or designee will meet on a regular basis to discuss plans and strategies to address specific issues or needs that may arise. As required by law, SROs should never be assigned duties within schools in place of, or in lieu of, a licensed teacher.

Basic responsibilities of the SRO will include but will not be limited to:

- 1) Foster mutually respectful relationships with students and staff to support a positive school climate.
- 2) Protect the students, staff, and public at large against criminal activity and enforce criminal law.
- 3) Provide information concerning questions about law enforcement topics to students and staff.
- 4) Support classroom instruction on a variety of topics including, but not limited to, safety, public relations, occupational training, leadership, and life skills.
- 5) Coordinate investigative procedures between police and school administrators.
- 6) Handle initial police reports of crimes committed on campus.
- 7) Take enforcement action on criminal matters when appropriate and after consultation with school administrators.
- 8) Attend school special events as needed.
- 9) Collect data on SRO activities.

B. Uniform, Equipment & Cruiser

Normally, the SRO is in uniform. The uniform and any needed equipment will be provided by the St. Bernard Police Department. Subject to approval of the Chief of Police, the SRO may from time to time, wear business casual attire while performing SRO duties at school or a school-sponsored event.

In addition to providing the uniform and necessary equipment, the Police Department also will provide a marked cruiser for the SRO's use while on duty for the district.

C. Daily Schedule

The daily schedule is to be determined by the commanding officer and the school administrators, consistent with the MOU. In the event that a calamity day occurs, the SRO will not be scheduled to work and will not be paid for that day. Subject to modification by the District with approval of the Police Department, the SRO's hours shall be 7:00 am to 3:30 pm, Monday through Friday, with the exception of special events the SRO is assigned to attend outside of those hours. The District may elect to establish a flexible schedule as reasonably necessary to meet its needs. The District will arrange any overtime hours for the SRO through the Police Department, in accordance with established special duty procedures. Professional development days, when there are no students on campus, may be utilized for training and planning at the per diem rate.

D. Absence/ Substitution

The school district and police department office will develop and agree on a protocol for assigning and using substitute SROs when regular SROs are unavailable. Substitute SROs, at a minimum, will have the same requisite training as regular SROs.

E. Special Events

Attendance at special events is to be determined by the commanding officer and the school administrators, consistent with this Agreement.

F. Summer Activity

SROs should accomplish as much of the required training as possible during the summer months when school is not in session. SROs may be involved in some summer projects with the school district; however, they will spend the majority of this time on Police Department assignments.

G. Role in Responding to Criminal Activity

One of the roles of SROs, as law enforcement officers, is to engage in traditional criminal investigation and report taking as necessary. As a police officer, SROs have the authority to issue warnings, make arrests, and use alternatives to arrest at their discretion. SROs, however, perform their duties mindful of the parties' common goal of supporting student success. The following procedures will help SROs be as effective as possible in this role:

- 1) School staff will contact SROs to inform them of all violent or other criminal activity that creates a safety risk and that occurs on the school campus. SROs and school officials shall discuss and agree, in writing, on what levels of violent activity would prompt school officials to notify the SROs. This information will be conveyed to all school staff. In turn, SROs will inform school administration of all criminal activity they observe on the school campus.
- 2) For any offense on school property, the SRO, working cooperatively with the school administration, will endeavor to avoid arrest and criminal involvement for misdemeanor activity. Certain offenses (felonies), such as sex offenses, weapons offenses, and any offenses of violence, will normally require the filing of charges in consultation with school officials, but should be evaluated on a case-by-case basis. The SRO's powers to arrest will be governed by the Ohio Revised Code.
- 3) The SRO and school officials shall put into place plans, such as de-escalation techniques, conflict resolution and restorative justice practices, to serve as an alternative to arrest, which will be distributed to school staff.

H. Role in School Policy Violations

SROs are not school disciplinarians, and violations of the student code of conduct or school rules that are not criminal matters must always be handled by school faculty and staff, not SROs. SROs should not intervene unless the situation directly affects an imminent threat to the health, safety, and security of the student or another person in the school and will employ de-escalation techniques as appropriate. School discipline is the responsibility of the appropriate school administrator and clear guidelines on SRO involvement will be developed and distributed to school staff. The SRO will report school policy violations through the proper channels to be handled by school administration. It is the responsibility of the SRO to become familiar with the Student Handbook and Student Code of Conduct, but it is not the responsibility of the SRO to enforce the rules in these documents.

While the SRO works in conjunction with the school, as needs of the school campus and its general population are being addressed in the MOU, the terms and conditions stated in this MOU do not cause the SRO to become an employee of the district. The SRO is exclusively an employee of the Police Department at all times when acting in the course and scope of employment as an SRO under the terms of the MOU.

I. Data Collection

SROs will submit a monthly activity report to the Superintendent of Schools, building principals, and his/her Chief of Police. The report should include descriptions of all activities engaged in by the SRO, including incidents or calls for service, names of students and/or staff involved, student searches, arrests, citations and/or summons issued, and other referrals to the juvenile justice system. Information provided in reports will not violate any federal or state laws. See J. 1. below.

J. Sharing of Information

Communication and information sharing is essential to the success of the SRO program.

1. Sharing of information will be governed by the Family Educational Rights and Privacy Act (FERPA), Ohio Revised Code, the Ohio Administrative Code, Ohio's Public Records Law, and relevant Police Department and District policies.
2. The sharing of arrest-related information by the SRO with school administration upon request, or at the discretion of the SRO, will involve the dissemination of arrest reports and calls for service filed with the Police Department or from other Police agencies coming into contact with students from the School District.
3. Juvenile fingerprints and photos as part of the arrest record will not be shared by the SRO.
4. If the SRO is aware of information on a student that is officially obtained by the Police Department, which reflects that the student is in violation of school policies (Student Handbook or Athletic Code), the SRO may forward that information to school administration.
5. If a Juvenile is an uncharged suspect in a crime, his/her information will not be released unless authorized by a command person at the Police Department.
6. Information which the SRO obtains from school personnel, which deals with criminal or possible criminal intelligence, will be maintained by the SRO as a criminal justice file. This file may be shared with other Department personnel and Criminal Justice Agencies, but will not be part of the student's school record.
7. Hearsay information or rumors alone will not be the basis for any formal action by the Police Department, unless corroborated through investigation. These can be used in an intelligence capacity or to validate the need for further investigation.
8. Any information that is obtained by the SRO that pertains to criminal activity occurring outside the Police Department's jurisdiction shall be relayed to the police department of that jurisdiction.
9. When any felony occurs or any crime that prompts a Public Information Officer response from the schools or the Village, or if a school building is evacuated, the SRO shall contact his immediate supervisor as soon as possible.
10. The SRO shall have access to any public records maintained by the school to the extent allowed by law. Law enforcement officials may need confidential information in emergency situations, based on the seriousness of the threat to someone's health or safety, time sensitivity, and the direct relationship of the information to the emergency.

K. Role in Locker, Vehicle, Personal, and Other Searches

SROs may participate in a search of a student’s person, possessions, locker, or vehicle only where there is probable cause to believe that the search will turn up evidence that the student has committed or is committing a criminal offense. SROs will not ask a school employee to conduct a search for law enforcement purposes.

Unless there is a serious and immediate threat to student, teacher, or school safety, the Superintendent of Schools, in concert with the building principals, shall have final authority in the building.

The SRO may perform searches independent of the school administration only during emergency situations and where criminal activity is suspected.

- i. Strip searches of students by SROs are prohibited.
- ii. Unless there is a serious and immediate threat to a student, a teacher, or public safety, SROs shall not initiate or participate in other physically invasive searches of a student.

L. Limits on Interrogations and Arrests

- 1. **Interrogations** –SROs may participate with administrators in interviews of a student about conduct that is in violation of school rules or that could result in criminal charges. The SRO shall engage in custodial interrogation only after informing the student of his or her Miranda rights, in age-appropriate language, and informing the student’s parent(s) or guardian(s). Parents/guardians of students under 18 will be allowed sufficient time to arrive at school to be present for interrogation.

Additionally, before questioning a student about conduct that could result in criminal charges, the SRO must contact the designated building administrator, state the nature of the investigation, and state the desire to question a student or students. In order to avoid disruption of the learning environment and the student’s class schedule, such interviews should take place during a student’s study hall period or when determined by the principal or counselor, if at all possible.

Exceptions to the above are as follows:

a. Investigations of Child Abuse/Neglect by the SRO and Police Department

i. Abuse/Neglect Reports to SRO Must Be in Writing

Every Board official and employee who, in connection with his/her position, knows or suspects child abuse or neglect must immediately report knowledge or suspicion to a public children’s services or law enforcement agency. A report of Child Abuse/Neglect may be reported directly to the Police Department as the SRO may not be the lead investigator on the incident. If an abuse or neglect report is made to the SRO, the initial report must be made in writing by the Board official or employee to the SRO. The purpose of this written initial report mandate to the SRO serves to avoid potential for confusion on whether a mandatory abuse or neglect report is being made to the SRO, as required under Ohio law and under District Policy. So as to avoid any detrimental delay in investigation, reports contemplated in this section shall be made verbally as soon as possible and then submitted in writing.

ii. Interviews: When, Where and Who Present

At the request of a District building administrator, the SRO or other Law Enforcement Officer may interview a student on school property during school hours in order to investigate a claim of child abuse/neglect involving such student or a member of the student's family.

If neither the student nor the member of his/her family is the subject of the child abuse/neglect investigation, a Law Enforcement Officer, with or without the assistance of the SRO, should contact the student during non-school hours and investigate the matter off school property, if at all possible, unless the alleged abuse took place on school property and/or involves an emergency situation.

If the student is being interviewed regarding alleged child abuse that took place on school property or involves an emergency, the building administrator shall attempt to contact the parent prior to questioning unless compelling reasons for exclusion are provided by the law enforcement agency or public children's services agency.

If an agency investigating child abuse/neglect indicates that the parent is believed to be the perpetrator, the building administrator will not contact either parent prior to the interview. The building administrator will remain in the room during questioning unless compelling reasons for exclusion are provided by the law enforcement agency or public children's services agency.

b. Investigations of Violations of Law by the Police Department

The SRO and/or the Police Department should contact a student during non-school hours and investigate alleged violations of the law off school property if at all possible. An investigation can take place immediately on school property during school hours at the request of the building administrator if the alleged violation took place on school property, or in emergency situations.

Before the student (s) is (are) questioned as a witness to, or suspect in, an alleged violation of law, a building administrator shall attempt to contact the parent or guardian prior to questioning and shall remain in the room during the questioning unless compelling reasons for exclusion are provided by the agency. In those circumstances when a custodial interrogation may expose a student to criminal charges, the building administrator will also verify that the student (s) has been informed by the interrogating officer of his/her right to refuse to answer questions, to be informed that anything he/she says may be used against him/her in court, and to consult with and be advised by legal counsel.

2. **Arrests** –Incidents involving public order offenses, including disorderly conduct, profanity, and fighting that do not involve serious physical injury or a weapon, will be considered school discipline issues to be handled by school officials rather than criminal law issues warranting formal law enforcement intervention.

i. Building principals and the Superintendent or designee shall be consulted prior to an arrest of a student when practical.

- ii. The student's parent(s) or guardian(s) shall be notified of his or her arrest immediately or as soon as practical and in a timely manner.
- iii. Generally, unless there is a serious and immediate threat to student, teacher, or public safety, SROs shall not use physical force or restraints on students. SROs will follow St. Bernard Police Department policies and procedures while serving in a police capacity.

3. **Board Policy** – Notwithstanding anything contained in section (L) herein, the parties agree that should the terms and conditions of this Agreement conflict with the terms and conditions of District policy with respect to the interrogations of students, District policy shall prevail.

M. Role in Critical Incidents

The SRO will be familiar with the emergency operations manual of the St. Bernard-Elmwood Place School District. During critical incidents occurring when the SRO is present, the SRO will normally act as a liaison between school administration, police personnel, and other emergency resources, if practical.

N. Role in Truancy Issues

Truancy will be handled by school personnel. The SRO will not take an active role in the tracking of truants. The SRO will act as a liaison between the school and police personnel should police involvement become necessary due to safety concerns.

VI. School District Responsibilities

The St. Bernard/Elmwood Place School District shall provide the SRO of each campus and any SRO supervisor the following materials and facilities, which are deemed necessary to the performance of the SRO's duties:

- 1) Access to a properly lighted private office, which shall contain a telephone, a secure computer and printer, which may be used for general business purposes.
- 2) A location for files and records which can be properly locked and secured.
- 3) A desk with drawers, chair, work table, filing cabinet, and office supplies.
- 4) The opportunity for SROs to address teachers, school administrators and student families about the SRO program, goals, and objectives.
- 5) The opportunity to provide input regarding criminal justice problems relating to students.
- 6) The opportunity to address teachers and school administrators about criminal justice problems relating to students during in-service workdays.
- 7) The District Emergency Operations Manual, Crisis Plan, Student Handbook/Code of Conduct and other related materials as deemed appropriate.
- 8) School staff designee for referrals for counseling and other school-based and/or community based supportive services for students and families.
- 9) SROs shall respect the sensitive nature of student privacy and shall abide by all applicable confidentiality, privacy policies, and applicable laws. The district will provide training to teachers, administrators, staff and SROs about when to directly involve SROs with student misconduct and about available alternatives to arrest.

VII. CRISIS PLANNING

The School District and the Village of St. Bernard Police and Fire Departments will coordinate Crisis Planning and Training. Each entity will be involved in updates and creation of new Crisis Plans. There should be consistency throughout the district.

Lock-down drills will be included as part of the District's preparedness plan. St. Bernard Police Department will be included in the creation of lock-down procedures so that first responders are familiar with procedures. Lock-down procedures should be trauma-informed and consistent throughout the district.

VIII. Reviewing the MOU and SRO Program

The assigned parties shall review the MOU/SRO Program annually and make adjustments as needed. Any revisions will be reflected in an updated MOU.

Complaints against the SRO shall follow the normal complaint process of the Police Department and shall include notice to the appropriate school administrator. This process will be explained to complainants.

Unforeseen difficulties or questions will be resolved by negotiation between the District Superintendent and the Police Department or its designees.

X. Compensation for SRO

The District may, at its own expense, conduct a comprehensive background check for each SRO upon initial placement in the School District. The Police Department will, at its expense, perform National Webcheck background checks as required on any officer assigned to serve as the SRO under this MOU.

All wages, benefits and other costs of employment for the proposed SRO, shall be the responsibility of the Police Department. The District shall reimburse the costs of one officer to serve as the SRO at a per diem rate of \$445.00 for a minimum of 180 instructional days. The Police Department will issue quarterly invoices to the Treasurer of the District. Invoices shall be paid within 30 days of receipt.

XI. Terms of the MOU Program

The term of this MOU shall be determined by the agreement signatures. The parties may execute a written agreement to renew this MOU for any number of additional terms of one (1) year in length. During any renewal term, the parties shall review the current MOU and determine whether there are any necessary revisions needed. Any changes to the existing MOU must be agreed upon by the parties in writing.

XII. Early Termination of the MOU Program

If either party desires to terminate this Agreement during the term, the party must serve sixty (60) written days-notice upon the other party, via hand delivery, to the Chief of the St. Bernard Police Department and the District Superintendent.

XIII. Severability Clause

If any part of this MOU is challenged by any party and ruled unenforceable, the parties agree all remaining provisions of this MOU remain enforceable.

XV. Independent Contractor

The Police Department agrees to perform all services pursuant to this Agreement as an independent contractor, and further agrees that no employment-related benefits or withholdings shall be paid for, or made to, the Police Department and/or the SRO by the District.

XVI. Governing Law

The Agreement shall be governed by, construed, interpreted, performed, and enforced under the laws of the State of Ohio. In the event of any dispute arising hereunder, this agreement shall not be interpreted for or against any party hereto on the grounds that such party drafted or caused to be drafted this Agreement or any part hereof.

XVII. Miscellaneous

This Agreement shall constitute the full, final, and complete understanding of the parties concerning this matter. Any amendments or modifications to this Agreement shall be in writing and signed by all parties. This Agreement may be executed in counterparts, and each counterpart, when executed, shall have the efficacy of a signed original. Photographic copies of such signed counterparts may be used in lieu of the original for any purpose. No waiver shall be binding unless in writing and signed by the party providing such waiver.

St. Bernard/Elmwood Place School District

Superintendent

Date

Treasurer

Date

Village of St. Bernard

Mayor

Date

Chief of Police

Date

This document approved as to legal form.

Law Director