

CITY OF SANTA ROSA
CITY COUNCIL

TO: MAYOR AND CITY COUNCIL
FROM: JOHN CREGAN, CHIEF OF POLICE
SUBJECT: APPROVAL OF AGREEMENT FOR SCHOOL RESOURCE OFFICERS BETWEEN CITY OF SANTA ROSA AND SANTA ROSA CITY SCHOOLS DISTRICT

AGENDA ACTION: RESOLUTION

RECOMMENDATION

It is recommended by the Police Department that the Council, by resolution: 1) approve an Agreement for School Resource Officers Between City of Santa Rosa and Santa Rosa City Schools District to relaunch the School Resource Officer (SRO) program; 2) delegate authority to the City Manager to execute the Agreement, subject to approval as to form by the City Attorney; and 3) authorize the City Manager to negotiate equitable cost-sharing with Santa Rosa City School District in support of the School Resource Officer program.

EXECUTIVE SUMMARY

This proposed resolution and Agreement for School Resource Officers Between City of Santa Rosa and Santa Rosa City Schools District (Agreement) authorizes the Santa Rosa Police Department to relaunch the School Resource Officer (SRO) program upon successful negotiations with SRCS related cost sharing in support of the program.

BACKGROUND

The SRO program was first established in 1996, growing to include five officers and a supervising sergeant. One police officer was assigned to each of the five high schools in Santa Rosa. In 2020, amid national and local concerns about policing in schools, Santa Rosa City School Board Trustees voted to pause the program. An ad hoc committee of 32 members, 30 of whom supported continuation with reforms, was created to reimagine the program. In 2024, a new SRO working group was established to create the framework of this proposed Agreement. On March 25, 2025, the Santa Rosa City School Board held a Special Board Meeting and the Trustees voted to approve the SRO Agreement.

PRIOR CITY COUNCIL REVIEW

Not applicable.

ANALYSIS

Developed over several months of collaboration between a 3x3 Committee and a 13-member working group, which represented educators, parents, students, community stakeholders, and city and school officials, the finalized Agreement reflects a balanced, forward-thinking approach to campus safety. Finalized in mid-March 2025, and approved by the SRCS Board in late-March 2025, the agreement reestablishes the SRO program with key enhancements focused on transparency, accountability, and student support.

- **Shared Vision:** SRPD and SRCS are dedicated to fostering safe, welcoming, and inclusive learning environments. The Agreement focuses on a holistic approach to supporting student success, as well as their emotional and physical wellbeing.
- **Safety:** Clearly defined SRO roles enhance campus safety and preparedness, with a focus on early intervention, effective crisis response, and being visible, approachable mentors for students.
- **Equity:** The Agreement emphasizes avoiding the criminalization of minor disciplinary student behavior and ensuring the use of culturally responsive practices.
- **Selection & Training:** SROs are selected collaboratively with input from the school district and receive comprehensive training in mental health, trauma-informed care, de-escalation, cultural competency, and restorative practices.
- **Defined Roles & Communication:** The Agreement clarifies that SROs focus on building relationships, mentoring students, and supporting staff in emergencies, without being involved in school discipline. Communication between SRPD and SRCS will follow FERPA guidelines to protect student privacy.

FISCAL IMPACT

Costs associated with the revised program will be addressed collaboratively by the Santa Rosa Police Department (SRPD) and Santa Rosa City Schools (SRCS) through the standard budgetary process, including annual cost projections. The Parties agree to engage in good-faith discussions and negotiations to determine an equitable cost-sharing arrangement for the ongoing operation of the School Resource Officer (SRO) program. The Parties have estimated SRPD's initial cost at \$2,169,933 for the first year and subsequent ongoing annual operational cost at approximately \$1,716,933.

ENVIRONMENTAL IMPACT

Pursuant to CEQA Guidelines Section 15378, the proposed action is not a "project" subject to the California Environmental Quality Act (CEQA) because it does not have a potential for resulting in either a direct physical change in the environment or a reasonably foreseeable indirect physical change in the environment. In the alternative, the proposed action is exempt from CEQA pursuant to CEQA Guidelines Section

APPROVAL OF AGREEMENT FOR SCHOOL RESOURCE OFFICERS BETWEEN
CITY OF SANTA ROSA AND SANTA ROSA CITY SCHOOLS DISTRICT
PAGE 3 OF 3

15061(b)(3) because it can be seen with certainty that there is no possibility that the project may have a significant effect on the environment.

BOARD/COMMISSION/COMMITTEE REVIEW AND RECOMMENDATIONS

Not applicable.

NOTIFICATION

Not applicable.

ATTACHMENTS

- Resolution / Exhibit A - Agreement for School Resource Officers Between City of Santa Rosa and Santa Rosa City Schools District

PRESENTERS

John Cregan, Chief of Police
Matt Crosbie, Sergeant