

FREQUENTLY ASKED QUESTIONS

What type of employee would we hire for these positions?

As we do with our other security guard positions, we would look for candidates with a security or law enforcement background. We anticipate the majority of our candidates would be retired law enforcement officers.

What kind of training will they receive?

School security requires special skills, special crisis response training and a commitment to understanding student behavior and how we want our schools to run. Safety is our most important priority, but we also want to ensure we are creating a nurturing and positive school environment for our students.

Working with the Jackson PD, our security team is well trained in advanced crisis response. According to Jackson Police Chief Kunz: *“No matter how swift a police department response to a critical incident may be, on-site personnel such as the district security staff will always be the first line of defense, and we support making them the most prepared and best trained they can be.”*

Does the Police Department agree with this proposal?

The district worked with Jackson PD to consider many options before creating this proposal. According to Police Chief Matthew Kunz: *“As prepared as we are, we need to always think about progressive, forward-thinking solutions to school security. I believe these new positions are an excellent way to help us prevent and respond to a crisis.”*

Would the people in these new positions be armed?

Yes. In accordance with district policy, a number of our security team are trained and qualified to carry concealed guns. If approved, the goal is for these new positions to be among those that are armed. For security reasons, the district does not disclose which officers carry firearms.

How many security guards does the district have now?

The district security staff consists of 12 full-time security guards and one part-time security guard. Through a shared service partnership with the township, we also have two Jackson Police Officers who serve as School Resources Officers (SROs) in our schools. The district pays a portion of the salaries for these SROs and the township pays the rest and their benefits.

Our security guards and SROs work together to build healthy relationships with students, to create a proactively secure environment, and to respond to security incidents as needed. Our challenge is having enough people to do this in all of our buildings while school is in session. Like other districts, we find our needs often center on the middle school and high school levels

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due to students' age, behavior and fluidity of movement during the school day. Our goal is to have optimum coverage for all ten schools during the school day.

Why don't we just use more police officers in our buildings?

Our existing school resource officers (SROs) are a key part of our overall security plan. However, even with SROs being a shared service with the town, it would be cost prohibitive to utilize SROs to provide this level of desired security coverage. We are confident that adding additional, well-trained security staff who are school district employees will give us the coverage we need.

Why don't we hire part-time staff or retired law enforcement so we don't have to pay benefits?

We anticipate many of our applicants would be retired law enforcement who may end up waiving health benefits, thereby lowering the cost to the district. However, budget rules require the district to disclose and ask for the potential and complete costs for bringing these positions in. In order to provide optimum coverage for all schools and to have staff who know all of our buildings, full time positions are needed.

What if it doesn't end up costing us the full \$411,611?

Budget rules require us to ask for the potential full costs of these six positions and to mandate that this expense, if approved, would become a fixed part of the security budget that can be used for only security expenses.

Why aren't we using Class III officers?

We considered using Class III officers, which are officers who technically work for the township police department but would be assigned to us. These can be an excellent resource, but the length of our school day would require us to use two officers in each location and can sometimes result in high turnover. After consulting with the Jackson PD, board of education and security experts, we decided our best option was to have full-time staff who are part of the Jackson School District family. We want them to know our kids and to know our buildings and to hopefully work for us for some time.

There are many people with law enforcement or military backgrounds who may want to help. Can't we use veterans or volunteers?

While we appreciate any offers of assistance from men and women who have served our country or who are willing to volunteer, our school security plan must be based on permanent staff who train together to understand our buildings, our security plans and our crisis response expectations.

FREQUENTLY ASKED QUESTIONS

Will our current security staff keep their jobs?

Yes. This question seeks approval for six additional security guards to provide optimum coverage for all ten schools.

Where is this question on the ballot?

In addition to voting for various federal, state and local candidates, there are also two completely separate public questions on the ballot. **The JACKSON SCHOOL DISTRICT Question on Security Guards is on the RIGHT - LOCAL QUESTION #1.**

The question on the left is a STATEWIDE question. The state of New Jersey is all voters for \$500 million for various statewide initiatives. Although it references security and vocational programs, that is NOT the local Jackson question. [See our ballot graphic for more information.](#)

If you are voting live on Nov. 6, the questions will appear as below. If you are voting by mail, these questions will be on the back of the ballot.

SAMPLE BALLOT for JACKSON

There are two completely separate questions on the ballot.

The JACKSON SCHOOL DISTRICT Question on Security Guards is on the RIGHT - LOCAL QUESTION #1.

The ballot image shows a grid of candidates for various offices (Republican, Democratic, etc.) and two public questions. A red box highlights the 'LOCAL QUESTION NO. 1 JACKSON SCHOOL DISTRICT SCHOOL SECURITY OFFICERS' section. A red arrow points from the text on the left to this section.

Public Question to be Voted Upon

STATE QUESTION NO. 1 SECURING OUR CHILDREN'S FUTURE BOND ACT

Do you approve the "Securing Our Children's Future Bond Act"? This bond act authorizes the State to issue bonds in the aggregate principal amount of \$500 million. The money from the sale of the bonds would be used to provide grants to schools, school districts, county vocational school districts, and county colleges. Money from the grants would be used to build, equip, and expand facilities to increase career and technical education program capacity. Money would also be used for school security upgrades and school district water infrastructure improvement projects.

INTERPRETIVE STATEMENT

This act would allow the State to borrow a total principal amount of \$500 million. This money would be used to provide grants to county vocational school districts and county colleges to construct and equip buildings to increase capacity in career and technical education programs. The money would also be used to provide grants for school security projects at kindergarten through grade 12 schools. The money would also be used to provide grants for school district water infrastructure improvement projects. Three hundred fifty million dollars would support county vocational school district projects and school security projects. Fifty million dollars would support county college projects. One hundred million dollars would support school district water infrastructure improvement projects.

YES NO

Public Question to be Voted Upon

LOCAL QUESTION NO. 1 JACKSON SCHOOL DISTRICT SCHOOL SECURITY OFFICERS

RESOLVED that in addition to the regular advertised budget, the Jackson Township Board of Education is seeking approval from the district's legal voters to raise an additional \$411,611.00 in the 2018-2019 school year for the expansion of our existing School Security program. The additional levy will provide funds for six (6) new full time School Security Officers, and the employee benefits related to the new positions. The taxes, if raised, will be used exclusively for this purpose. Approval of these taxes will result in a permanent increase in the district's tax levy. These proposed additional expenditures will be used for the following purposes: School Security Officers, School Security Training, and Student Learning Standards.

YES NO

THIS IS the Jackson Security Guard Question

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