



## STAFF REPORT

**Meeting Date:** August 5, 2014

**To:** Honorable Mayor & City Council

**From:** Mark Rosen, Police Captain

**Subject:** School Security Funding Request FY 2014-2015  
FY 2015-2016, FY 2016-2017

**Attachments:**

1. Agreement Between BHUSD and EBi
2. Campus Security Cost Information from BHUSD
3. Budget Information Provided by BHUSD
4. Information on EBi's Campus Safety Solutions Program
5. School Resource Officer Survey

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### **BACKGROUND**

A request was received from the Beverly Hills Unified School District (BHUSD) Board President Noah Margo to place a proposal on the Study Session Agenda to allow the City Council to consider funding 50% of the cost of its school campus security program for the next three fiscal years. BHUSD has indicated that the program costs \$760,000 annually and is provided through a private vendor, Evidence-Based, Inc. (EBi), under contract with the District.

In order to analyze the request in the context of the District's overall budget and the City's current Joint Powers Agreement, staff has requested additional information from BHUSD on the school campus security program budget including details regarding staffing, wages, and hourly rates. In addition, information on the BHUSD's budget and the condition of the District Endowment Fund were also requested and are provided as attachments to this report.

On July 24, 2014, a meeting of the Beverly Hills City Council/BHUSD Liaison Committee was convened and this item was discussed. As a result of this meeting, the City Council's liaisons (Mayor Bosse and Councilmember Mirisch) have recommended that the City fund BHUSD's proposal. Additionally, the liaisons have recommended that an additional campus security officer be staffed at Beverly Hills High School, with 50% of those additional costs also to be funded by the City and increasing the total request to \$440,712.

## **DISCUSSION**

Historically, and up until FY08/09, the Police Department deployed police officers trained as School Resource Officers at each BHUSD school site. These officers handled police related issues at the schools, taught the Drug Abuse Resistance Education (DARE) program, and trained staff, students, and parents on safety issues. The salaries and benefits costs to provide this program, which included one (1) police sergeant and five (5) police officers, totaled approximately \$1,050,000 per year.

As budget cuts were implemented in FY08/09 through FY10/11, the City slowly began reducing staffing in this program. By FY11/12, the entire School Resource Officer (SRO) program was eliminated and school support services were transferred to the Patrol Bureau. The reduction of funding for the SRO program was a strategic way to absorb budget reductions without compromising core services provided by the Police Department. As a result of those strategic reductions, staff assigned to the SRO program were reallocated to other programs where continued staffing was necessary in order to maintain public safety and continue providing established service levels. With the reallocation of the staff, patrol officers increased their presence around the school areas and field training officers were assigned to each school to serve as liaisons between the campuses and the Police Department.

In January 2014, BHUSD contracted with EBi for its campus security program. EBi provides staffing with retired police officers five days a week at all BHUSD schools. Campus security coverage begins 30 minutes before the start of school and ends 30 minutes after the end of school day, except at Beverly Hills High School where coverage ends at 5:30 p.m. EBi also provides staffing for after school and sporting events. BHUSD is considering the addition of one more campus security officer at Beverly Hills High School.

The attachment provided by the District presents an overview and cost of providing contractual services as currently structured in its contract with EBi.

In order to provide the City Council with an overview of existing SRO programs in the region and the level of support provided, staff conducted a survey of several agencies in Los Angeles and Orange counties. Results of this survey are included as an attachment to this report.

## **FISCAL IMPACT**

If BHUSD amends its contract with EBi to increase security staffing at Beverly Hills High School, in accordance with the recommendation from the Liaison Committee meeting, the annual costs for its campus security program would total \$881,423. The City's cost to fund 50% of the program would be \$440,712 per year. Over three (3) years, the costs to the City would total \$1,322,135. The City has no earmarked funding source for school security and is not aware of any grant source available to pay for school security services provided by a private company. If approved this amount would be appropriated from General Fund Reserves.

Meeting Date: August 5, 2014

**RECOMMENDATION**

It is recommended that the City Council discuss the request and provide direction to staff.



David L. Snowden, Chief of Police

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Approved By

MARK H. ROSEN  
FOR CHIEF SNOWDEN

# **Attachment 1**

**AGREEMENT FOR  
PROFESSIONAL SERVICES  
BETWEEN  
BEVERLY HILLS UNIFIED SCHOOL DISTRICT  
AND  
EVIDENCE-BASED, INC.**

**1. Parties and Date.**

This Agreement ("Agreement") is made and entered into this 12<sup>th</sup> day of November, 2013, by and between the **BEVERLY HILLS UNIFIED SCHOOL DISTRICT** ("District") and **EVIDENCE-BASED, INC.** ("Consultant") (collectively referred to as the "Parties" and each individually as "Party").

**2. Recitals.**

2.1 **Consultant.** Consultant is a professional consultant, experienced and properly certified/licensed to provide the professional services described herein, and is familiar with the plans of District.

2.2 **Project.** District desires to engage Consultant to render its services for Campus Safety Services (the "Project").

**3. Terms.**

**3.1 Scope of Services, Qualifications and Term.**

(a) General Scope of Services. Consultant promises and agrees to furnish all labor, materials, tools, equipment, services, and incidental and customary work necessary to fully and adequately supply professional services, as more particularly described in Exhibit "A" attached hereto and incorporated herein by reference (collectively "Services"). All Services shall be subject to, and performed in accordance with, this Agreement, the exhibits attached hereto and incorporated herein by reference, and all applicable local, state and federal laws, rules and regulations.

3.2 **Term.** The term of this Agreement shall be from January 1, 2014 until June 30, 2015, unless earlier terminated as provided herein. The Parties may mutually agree to extend this term by written amendment. Should the Parties agree to extend the term of this Agreement, the fee for services described in **Exhibit "B"** shall remain the same.

**3.3 Responsibilities of Consultant.**

(a) Control and Payment of Consultants and its Subordinates. District retains Consultant on an independent contractor basis and Consultant is not an employee of District. Accordingly, District shall not withhold from the compensation it pays to Consultant for the performance of the Services any amount for taxes, including, without limitation, income, social security or Medicare taxes, or any other taxes. Additionally, Consultant understands and agrees

that, as an independent contractor, Consultant will have no right to claim or receive any health or life insurance benefits, worker's compensation and/or unemployment benefits or other employee benefits from or through the District by reason of this Agreement or Consultant's performance of the Services, and that the District will not make any unemployment, worker's compensation or other insurance contributions on Consultant's behalf. Consultant agrees that Consultant shall be responsible to pay all applicable taxes on compensation paid to Consultant by the District and to provide, at Consultant's expense, such health, life, worker's compensation, unemployment and other insurance as Consultant deems appropriate.

Any additional personnel performing the Services under this Agreement on behalf of Consultant shall at all times be under Consultant's exclusive direction and control. Consultant shall pay all wages, salaries, and other amounts due such personnel in connection with their performance of Services under this Agreement and as required by law including, but not limited to, the payment of prevailing wage, as applicable, and in accordance with Labor Code sections 1720 et seq. and 1770 et seq. The Consultant shall obtain a copy of the prevailing rates of per diem wages applicable to the work to be performed under this Agreement from the website of the Division of Labor Statistics and Research of the Department of Industrial Relations located at [www.dir.ca.gov/dlsr/](http://www.dir.ca.gov/dlsr/). In the alternative, the District shall provide Consultant with a copy of the prevailing rates of per diem wages. Consultant shall be responsible for all reports and obligations respecting such employees, including, but not limited to, social security taxes, income tax withholding, unemployment insurance, and workers' compensation insurance.

If the District is using State funds for the Project and is required to enforce a Labor Compliance Program ("LCP"), then Consultant will be required to enforce the District's Labor Compliance Program ("LCP"), as applicable.

(b) Conformance to Applicable Requirements. All work prepared by Consultant is subject to the approval of District and any and all applicable regulatory State agencies, and shall be the property of District.

(c) Reports. Consultant shall provide copies of all reports required to be submitted to applicable regulatory State agencies to District, whether or not such reports must be submitted to the District.

(d) Work Authorization. Consultant shall obtain from District a work authorization for the Project prior to commencing work. Such work authorization shall reiterate Consultant's duties outlined herein.

(e) Coordination of Services. Consultant agrees to work closely with District staff in the performance of Services and shall be available to District's staff, consultants and other staff at all reasonable times.

(f) Standard of Care. Consultant shall perform all Services under this Agreement in a skillful, competent and timely manner, consistent with the standards generally recognized as being employed by professionals in the same discipline in the State of California. Consultant represents and maintains that it is skilled in the professional calling necessary to perform the Services. Consultant warrants that all of Consultant's employees and subcontractors

shall have sufficient skill and experience to perform the Services assigned to them. Consultant further represents that it, its employees and subcontractors or subconsultants have all licenses, permits, qualifications and approvals of whatever nature that are legally required to perform the Services, and that such licenses and approvals shall be maintained throughout the term of this Agreement. Any of Consultant's employees who are determined by District to be uncooperative, incompetent, a threat to the adequate or timely completion of the Project, a threat to the safety of persons or property, or any of Consultant's employees who fail or refuse to perform the Services in a manner acceptable to District, shall be promptly removed from the Project by the Consultant and shall not be re-employed to perform any of the Services or to work on the Project.

(g) Laws and Regulations. Consultant shall keep itself fully informed of and in compliance with all local, state and federal laws, rules and regulations in any manner affecting the performance of the Project or the Services, and shall give all notices required by law. Consultant shall be liable for all violations of such laws and regulations in connection with Services.

(h) Insurance. Consultant shall comply with the following insurance provisions, unless one or more paragraphs are specifically waived by the District in writing.

(i) Time for Compliance. Consultant shall not commence Services under this Agreement until it has provided evidence satisfactory to District that it has secured all insurance required under this Section. In addition, Consultant shall not allow any subcontractor to commence work on any subcontract until it has provided evidence satisfactory to District that the subcontractor has secured all insurance required under this Section.

(ii) Minimum Requirements and Limits. Consultant shall, at its expense, procure and maintain for the duration of this Agreement, insurance against claims for injuries to persons or damages to property which may arise from or in connection with the performance of the Agreement by the Consultant, its agents, representatives, employees or subcontractors. Consultant shall also require all of its subcontractors to procure and maintain the same insurance for the duration of the Agreement. Such insurance shall meet at least the following minimum levels of coverage:

(1) Minimum Scope of Insurance. Coverage shall be at least as broad as the latest version of the following: (1) *General Liability:* Insurance Services Office Commercial General Liability coverage (occurrence form CG 0001); (2) *Automobile Liability:* Insurance Services Office Business Auto Coverage form number CA 0001, code 1 (any auto); (3) *Workers' Compensation and Employers' Liability:* Workers' Compensation insurance as required by the State of California and Employer's Liability Insurance; and (4) *Professional Liability:* Coverage which is appropriate to the Consultant's profession, or that of its consultants or subcontractors.

(2) Minimum Limits of Insurance. Consultant shall maintain limits no less than: (1) *General Liability:* \$1,000,000 per occurrence for bodily injury, personal injury and property damage. The general aggregate limit shall be twice the required occurrence limit; (2) *Automobile Liability:* \$1,000,000 per accident for bodily injury and property damage; (3) *Workers' Compensation and Employer's Liability:* Workers' compensation limits as

required by the Labor Code of the State of California. Employers Liability limits of \$1,000,000 per accident for bodily injury or disease; and (4) *Professional Liability*: Not less than \$1,000,000 per claim/ \$2,000,000 aggregate.

(3) Insurance Endorsements. The insurance policies shall contain the following provisions, or Consultant shall provide endorsements on forms supplied or approved by the District to add the following provisions to the insurance policies:

a. General Liability. The general liability policy shall be endorsed to state that: (1) the District, its directors, officials, officers, employees, agents and volunteers shall be covered as additional insured with respect to the Work or operations performed by or on behalf of the Consultant, including materials, parts or equipment furnished in connection with such work; and (2) the insurance coverage shall be primary insurance as respects the District, its directors, officials, officers, employees, agents and volunteers, or if excess, shall stand in an unbroken chain of coverage excess of the Consultant's scheduled underlying coverage. Any insurance or self-insurance maintained by the District, its directors, officials, officers, employees, agents and volunteers shall be excess of the Consultant's insurance and shall not be called upon to contribute with it in any way. If Consultant works directly with or near children, the General Liability Policy shall include or be endorsed to include abuse and molestation coverage.

b. Automobile Liability. The automobile liability policy shall be endorsed to state that: (1) the District, its directors, officials, officers, employees, agents and volunteers shall be covered as additional insureds with respect to the ownership, operation, maintenance, use, loading or unloading of any auto owned, leased, hired or borrowed by the Consultant or for which the Consultant is responsible; and (2) the insurance coverage shall be primary insurance as respects the District, its directors, officials, officers, employees, agents and volunteers, or if excess, shall stand in an unbroken chain of coverage excess of the Consultant's scheduled underlying coverage. Any insurance or self-insurance maintained by the District, its directors, officials, officers, employees, agents and volunteers shall be excess of the Consultant's insurance and shall not be called upon to contribute with it in any way.

c. Workers' Compensation and Employers Liability Coverage. The insurer shall agree to waive all rights of subrogation against the District, its directors, officials, officers, employees, agents and volunteers for losses paid under the terms of the insurance policy which arise from work performed by the Consultant.

d. Professional Liability. Consultant and its sub-consultants and subcontractors shall procure and maintain, for a period of five (5) years following completion of the Project, errors and omissions liability insurance with limits discussed in this Section. This insurance shall be endorsed to include contractual liability.

(4) All Coverages. Each insurance policy required by this Agreement shall be endorsed to state that: (A) coverage shall not be suspended, voided, reduced or canceled except after thirty (30) days prior written notice by certified mail, return receipt requested, has been given to District; and (B) any failure to comply with reporting or other

provisions of the policies, including breaches of warranties, shall not affect coverage provided to District, its directors, officials, officers, employees, agents and volunteers.

(iii) Separation of Insureds; No Special Limitations. All insurance required by this Section shall contain standard separation of insureds provisions. In addition, such insurance shall not contain any special limitations on the scope of protection afforded to the District, its directors, officials, officers, employees, agents and volunteers.

(iv) Acceptability of Insurers. With the exception of Workers' Compensation Insurance, all insurance required hereunder is to be placed with insurers with a current A.M. Best's rating no less than A-: VII, which are licensed to do business in California, and which maintain an agent for process within the state. Workers' Compensation insurance required under this Agreement must be offered by an insurer meeting the above standards with the exception that the A.M. Best's rating condition is waived at the discretion of the District.

(v) Verification of Coverage. Consultant shall furnish District with original certificates of insurance and endorsements effecting coverage required by this Agreement on forms satisfactory to District. The certificates and endorsements for each insurance policy shall be signed by a person authorized by that insurer to bind coverage on its behalf, and shall be on forms provided by District if requested. District reserves the right to require complete, certified copies of all required insurance policies, at any time.

(i) Safety. Consultant shall execute and maintain its work so as to avoid injury or damage to any person or property. In carrying out its Services, the Consultant shall at all times be in compliance with all applicable local, state and federal laws, rules and regulations, and shall exercise all necessary precautions for the safety of its employees and subcontractors appropriate to the nature of the Services and the conditions under which the Services are to be performed. Safety precautions as applicable shall include, but shall not be limited to: (1) adequate life protection and life saving equipment and procedures; (2) instructions in accident prevention for all employees and subcontractors, such as safe equipment and wearing apparel as are necessary or lawfully required to prevent accidents or injuries; and (3) adequate facilities for the proper inspection and maintenance of all safety measures.

(j) Project Staffing. Consultant shall provide adequate staff and resources to facilitate all contractor's activity. Should Consultant fail to adequately staff a project, the District may, at its sole discretion, retain third party inspection services and back charge Consultant for all third party fees.

### 3.4 Fees and Payments.

(a) Compensation. Consultant shall receive compensation, including reimbursements, for all Services rendered under this Agreement at the rates set forth in Exhibit "B" attached hereto and incorporated herein by reference for a not-to-exceed price of One Million Four Hundred Thousand Dollars (\$1,400,000.00). Extra Work may be authorized, as described below, and if authorized, will be compensated at the rates and manner set forth in this Agreement.

(b) Reimbursement of Expenses. Consultant shall not be reimbursed for any expenses unless authorized in writing by District.

(c) Payment of Compensation. Consultant shall submit to District an itemized statement which indicates work completed and hours of Services rendered by Consultant. District shall pay Consultant within a reasonable time and in accordance with this Agreement.

(d) Extra Work. At any time during the term of this Agreement, District may request that Consultant perform Extra Work. As used herein, "Extra Work" means any Services which are determined by District to be necessary, but which the Parties did not reasonably anticipate would be necessary at the execution of this Agreement. Consultant shall not perform, nor be compensated for, Extra Work without written supplemental work authorization from District.

**3.5 Maintenance of Accounting Records.** Consultant shall maintain complete and accurate records with respect to all costs and expenses incurred under this Agreement. All such records shall be clearly identifiable. Consultant shall allow a representative of District during normal business hours to examine, audit, and make transcripts or copies of such records and any other documents created pursuant to this Agreement. Consultant shall allow inspection of all work, data, documents, proceedings, and activities related to the Agreement for a period of four (4) years from the date of final payment under this Agreement.

### **3.6 General Provisions.**

(a) Suspension of Services. The District may, in its sole discretion, suspend all or any part of Services provided hereunder without cost; provided, however, that if the District shall suspend Services for a period of ninety (90) consecutive days or more and in addition such suspension is not caused by Consultant or the acts or omissions of Consultant, upon recession of such suspension, the compensation will be subject to adjustment to provide for actual costs and expenses incurred by Consultant as a direct result of the suspension and resumption of Services under this Agreement. Consultant may not suspend its service without District's express written consent.

(b) Termination of Agreement.

(i) Grounds for Termination. District may, by written notice to Consultant, terminate the whole or any part of this Agreement at any time and without cause by giving written notice to Consultant of such termination, and specifying the effective date thereof, at least seven (7) days before the effective date of such termination. Upon termination, Consultant shall be compensated only for those services which have been adequately rendered to District, and Consultant shall be entitled to no further compensation. Consultant may not terminate this Agreement except for cause.

(ii) Effect of Termination. If this Agreement is terminated as provided in this Section, District may require Consultant to provide all finished or unfinished documents, data, programming source code, reports or any other items prepared by Consultant in connection with the performance of Services under this Agreement. Consultant shall be required to provide such documents and other information within fifteen (15) days of the request.

(iii) Additional Services. In the event this Agreement is terminated in whole or in part as provided herein, District may procure, upon such terms and in such manner as it may determine appropriate, services similar or identical to those terminated.

(c) Delivery of Notices. All notices permitted or required under this Agreement shall be given to the respective Parties at the following address, or at such other address as the respective Parties may provide in writing for this purpose:

**CONSULTANT:**

Evidence-Based, Inc  
9891 Irvine Center Drive, Suite #200  
Irvine, CA 92618  
Attn: John McLaughlin  
jmclaughlin@ebinc.com  
949-216-6810  
949-216-6801 (FAX)

**DISTRICT:**

Beverly Hills Unified School District  
255 South Lasky Drive  
Beverly Hills, CA 90212  
Attn: Dinora Diaz

Such notice shall be deemed made when personally delivered to the address set forth above, or forty-eight (48) hours after deposit in the U.S. Mail, first class postage prepaid and addressed as set forth above. Notice shall be deemed adequate on the date actual notice occurred, regardless of the method of service.

(d) Mediation. Disputes arising from this Agreement may be submitted to mediation if mutually agreeable to the Parties hereto. The type and process of mediation to be utilized shall be subject to the mutual agreement of the Parties.

(e) Ownership of Materials and Confidentiality.

(i) All materials and data, including but not limited to, data on magnetic media and any materials and data required to be made or kept pursuant to federal, state or local laws, rules or regulations, prepared or collected by Consultant pursuant to this Agreement, shall be the sole property of the District, except that Consultant shall have the right to retain copies of all such documents and data for its records. District shall not be limited in any way in its use of such materials and data at any time, provided that any such use not within the purposes intended by this Agreement shall be at District's sole risk and provided that Consultant shall be indemnified against any damages resulting from such use, including the release of this material to third parties for a use not intended by this Agreement.

(ii) All such materials and data shall be provided to the District, or such other agency or entity as directed by District or required by law, rule or regulation, immediately upon completion of the term of this Agreement as directed by District. Should

District wish to obtain possession of any such materials or data during the term of this Agreement, it shall make its request in writing. Such information shall be provided to the District within forty-eight (48) hours of its request.

(f) Attorney's Fees. If either party commences an action against the other party, either legal, administrative or otherwise, arising out of or in connection with this Agreement, the prevailing party in such litigation shall be entitled to have and recover from the losing party reasonable attorney's fees and all other costs of such action.

(g) Indemnification. To the fullest extent permitted by law, Consultant shall defend (with counsel of District's choosing), indemnify and hold the District, its officials, officers, employees, volunteers and agents free and harmless from any and all claims, demands, causes of action, costs, expenses, liability, loss, damage or injury of any kind, in law or equity, to property or persons, including wrongful death, in any manner arising out of, pertaining to, or incident to any alleged acts, errors or omissions, or willful misconduct of Consultant, its officials, officers, employees, subcontractors, consultants or agents in connection with the performance of the Consultant's Services, the Project or this Agreement, including without limitation the payment of all consequential damages, expert witness fees and attorneys fees and other related costs and expenses. Consultant shall reimburse District and its officials, officers, employees, agents, and/or volunteers, for any and all legal expenses and costs incurred by each of them in connection therewith or in enforcing the indemnity herein provided. Consultant's obligation to indemnify shall not be restricted to insurance proceeds, if any, received by the District, its directors, officials officers, employees, agents, or volunteers. Notwithstanding the foregoing, to the extent Consultant's Services are subject to Civil Code Section 2782.8, the above indemnity shall be limited, to the extent required by Civil Code Section 2782.8, to claims that arise out of, pertain to, or relate to the negligence, recklessness, or willful misconduct of the Consultant. Consultant agrees to waive all rights of subrogation against the District.

(h) Entire Agreement. This Agreement contains the entire Agreement of the Parties with respect to the subject matter hereof, and supersedes all prior negotiations, understandings or agreements.

(i) Governing Law. This Agreement shall be governed by the laws of the State of California. Any action brought to enforce the terms of this Agreement shall be brought in a state or federal court located in the County of Los Angeles, State of California.

(j) Time of Essence. Time is of the essence for each and every provision of this Agreement.

(k) District's Right to Employ Other Consultants. District reserves right to employ other consultants in connection with this Project. However, Consultant shall be the exclusive consultant for purposes of the Services as noted within this Agreement, unless terminated as provided herein.

(l) Successors and Assigns. This Agreement shall be binding on the successors and assigns of the Parties, and shall not be assigned by Consultant without the prior written consent of District.

(m) Amendments/Waiver. This Agreement may not be amended except by a writing signed by the District and Consultant. In order to take effect, amendments shall be approved or ratified by the District Board of Education. No waiver, alternation or modification of the provisions of this Agreement shall be effective unless signed by both Parties.

(n) Severability. If any section, subsection, sentence, clause or phrases of this Agreement, or the application thereof to any of the Parties, is for any reason held invalid or unenforceable, the validity of the remainder of the Agreement shall not be affected thereby and may be enforced by the Parties to this Agreement.

(o) Interpretation. In interpreting this Agreement, it shall be deemed that it was prepared jointly by the Parties with full access to legal counsel of their own. No ambiguity shall be resolved against any party on the premise that it or its attorneys were solely responsible for drafting this Agreement or any provision thereof.

(p) Conflict of Interest. Consultant shall disclose to District any outside activities or interests that conflict or may conflict with the interests of the District. Prompt disclosure is required if the activity or interest is related, directly or indirectly, to (1) any activity that Consultant may be involved with on behalf of the District, or (2) any activity that Consultant may be involved with on behalf of any other firm or agency. In addition, Consultant shall comply with all provisions of the Political Reform Act and implementing regulations, as applicable, and in accordance with the District's Conflict of Interest Code. Consultant shall be subject to the broadest disclosure category in the District's Conflict of Interest Code during the term of this Agreement, except to the extent specifically modified in writing by the Superintendent or designee. For the term of this Agreement, no member, officer or employee of District, during the term of his or her service with District, shall have any direct interest in this Agreement, or obtain any present or anticipated material benefit arising therefrom.

(q) Equal Opportunity Employment. Consultant represents that it is an equal opportunity employer and it shall not discriminate against any employee or applicant for employment because of race, religion, color, national origin, ancestry, sex or age. Such non-discrimination shall include, but not be limited to, all activities related to initial employment, upgrading, demotion, transfer, recruitment or recruitment advertising, layoff or termination. Consultant shall also comply with all relevant provisions of District's Minority Business Enterprise program, if any, or other related programs or guidelines currently in effect or hereinafter enacted. Consultant must make a good faith effort to contact and utilize DVBE subcontractors or subconsultants and suppliers in securing bids for performance of the Agreement and shall be required to certify its good faith efforts towards retaining DVBE subcontractors or subconsultants and suppliers and identify DVBE firms utilized in performance of the Agreement.

(r) Fingerprinting Requirements. Consultant hereby acknowledges that it is required to comply with the requirements of Education Code Section 45125.1 with respect to fingerprinting of employees who may have contact with the District's pupils. The Consultant shall also ensure that its consultants on the Project also comply with the requirements of Section 45125.1. If required by Education Code Section 45125.1, the Consultant must provide for the completion of a Fingerprint Certification form, in the District's required format, prior to any of

the Consultant's employees, or those of any other consultants, coming into contact with the District's pupils. Consultant further acknowledges that other fingerprinting requirements may apply, as set forth in Education Code Section 45125 et seq., and will comply with any such requirements.

(s) TB Testing. Consultant shall require that all regular and substitute employees provide verification of having been tested for tuberculosis and cleared to work with minors as evidenced by a state licensed medical doctor's signature prior to any of the Consultant's employees, or those of any other consultants, coming into contact with the District's pupils. Consultant shall keep a copy of said information in the employee file.

(t) Confidentiality. Consultant hereby acknowledges that certain records and information maintained by the District, or by Consultant on behalf of the District, are protected by law and shall not be released to third parties without express authorization from the District. Such records include, but are not limited to, student records (i.e., any item of information relating to an identifiable student) and personnel records. In addition, all ideas, memoranda, plans, strategies, and documents shared with Consultant by District in connection with the performance of this Agreement, not generally known to the public, shall be held confidential by Consultant. Consultant agrees that information acquired by Consultant during meetings with the District's administrative team, or during closed session Board discussions are deemed confidential and, except to the extent required by law, shall not be shared with third parties without express authorization from the District.

(u) Drug/Tobacco-Free Facilities. All District facilities are drug and tobacco-free facilities. Any drug and/or tobacco use (smoked or smokeless) is prohibited at all times on all areas of District facilities.

(v) Board Approval Required. This Agreement shall not be binding nor take effect unless approved or ratified by the District Board of Education. Any amendments to this Agreement shall require Board approval or ratification.

(w) Exhibits and Recitals. All Exhibits and Recitals contained herein are hereby incorporated into this Agreement by this reference.

(x) Counterparts. This Agreement may be executed in counterparts, each of which shall constitute an original and all of which shall constitute one agreement.

**[SIGNATURES ON FOLLOWING PAGE]**

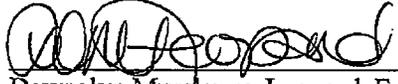
IN WITNESS WHEREOF, the Parties hereto have executed this Agreement by their authorized officers as of the day and year first written above.

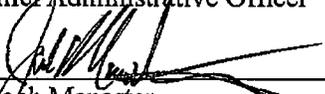
**BEVERLY HILLS UNIFIED SCHOOL DISTRICT**

By:   
Name: GARY WOODS  
Title: SUPERINTENDENT  
GEN FUND

01.0-00000.0-00000-83000-5850-0000017 Attest:  
Funding Source (Name/SACS Code)

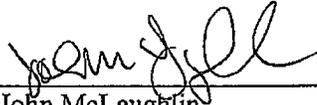
By:   
Name: Mary Anne McCabe  
Title: Executive Director, Budget and Food Services

By:   
Name: Dawnalyn Murakawa-Leopard, EdD  
Title: Chief Administrative Officer

By:   
Name: Jacob Manaster  
Title: President, Board of Education

Attest:   
By: \_\_\_\_\_  
Name: Gary W. Woods  
Title: Superintendent of Schools

**EVIDENCE-BASED, INC.**

By:   
Name: John McLaughlin  
Title: Chief Executive Officer

By:   
Name: KAREN BORDERS  
Title: VICE-PRESIDENT

45-4016344  
Federal Tax I.D. Number

**EXHIBIT "A"**  
**SCOPE OF SERVICES**

Evidence-Based, Inc will provide a dedicated Campus Safety Officer to each of the 4 Beverly Hills Unified School District's K through 8 schools and Beverly Hills High School. One CSO will be assigned full time to each of the K through 8 schools. Additionally 2 CSOs will be assigned to Beverly Hills High School full time. A Supervisor will be assigned to monitor, supervise and be available to assist with any special projects or additional services needed at any of the campuses. The Supervisor will also be responsible for attending all Board Meetings, Community Events and other events at the direction of the Board, Superintendent, and/or Superintendent's designee. The Campus Safety Officers will be on school campus from 7:30am until 3:30pm every school day. Each school site will be assigned a marked vehicle which will be parked in front of the main entrance to the campus.

In case of an emergency on a specific campus, the supervisor may reassign Campus Safety Officers as needed, to the extent that this reassignment does not compromise safety and security on the other campuses. For example if a major incident happens on one campus, the Supervisor may have some or all of the Campus Safety Officers respond to assist as needed.

Due to unforeseen illnesses, emergencies, and other issues, the Campus Safety Officer Supervisor maintains the right to adjust deployments as needed. However, Evidence-Based, Inc. will guarantee service levels of a minimum deployment of 6 Campus Safety Officers at any given time. Evidence-Based, Inc. will guarantee that minimum deployment happens no more than 10% of the school days. In essence, Evidence-Based, Inc is guaranteeing maximum deployment of 6 Campus Safety Officers, 1 Supervisor, and 1 Administrative/Dispatch Support Staff on 90% of all school days. In the event maximum deployment is not met, the Superintendent will be notified of the coverage, the reasons, and provided with the deployment plan for that specific day.

The Evidence-Based, Inc. supervisor will be titled as the Contracted District Chief of Campus Safety and will be: Joseph Chirillo

Evidence-Based, Inc. will make every attempt to ensure that the Campus Safety Officers are retired Beverly Hills Police Officers, when available. In the absence of adequate retired Beverly Hills Police Officers or local retired officers, Evidence-Based, Inc. will provide similarly trained and qualified Campus Safety Officers, who are familiar with the City of Beverly Hills, approved by Joseph Chirillo and the Beverly Hills Police Department Chief of Police. Additionally, the Superintendent or his/her designee will have final approval or disapproval of any assigned Campus Safety Officers.

**The Evidence-Based, Inc. Campus Safety Officer Qualifications**

Evidence-Based, Inc. Campus Safety Officers are carefully recruited, hired and trained based on the unique needs of the school environment. Each candidate is thoroughly screened through an exhaustive pre-employment screening process used in the field of law enforcement. Most of our

Campus Safety Officers come from law enforcement or military backgrounds. Hiring, retention and training are critical components to securing and retaining well qualified individuals.

Once hired by Evidence-Based, Inc. a candidate must successfully complete all state mandated training required, as well as, the additional Enhanced Training Program that is provided by Evidence-Based, Inc., before we allow that candidate to be deployed in a school settings. If a candidate has no recent law enforcement training they are required to attend basic law enforcement training before being activated to the field.

All Campus Safety Officers complete a training program and time to integrate to a school district and/or school campus. The CSO's are supervised by an EBi supervisor who has daily contact with each CSO. Daily logs, reports and functions are reviewed.

Evidence-Based, Inc. ensures that all CSO's are fully aware and trained in the EBi policy manual that covers all areas of operations.

Evidence-Based, Inc. maintains a drug and nicotine free environment at all times.

### **Campus Safety Officer Role and Responsibilities**

The Campus Safety Officer program was founded on the "triad" concept of school-based safety which is the true and tested strength of the Campus Safety Officer (CSO) program. The CSO program is based on the law enforcement model of School Resource Officers but allows for school districts to adapt easily to a more flexible model with additional controls. The triad concept divides the CSO's responsibilities into three areas: Teacher, Counselor, and Campus Safety Officer. By training Campus Safety Officers to educate, counsel, and protect our school communities, the men and women of Evidence-Based, Inc. in partnership with Beverly Hills Unified School District continue to lead by example and promote a positive authoritative image to our youth. In most cases, former law enforcement officers are selected based on their experience within the school district in which they serve as a Campus Safety Officer

### **Roles and Responsibilities**

The roles and responsibilities of the Campus Safety Officer vary from school to school. A diverse range of duties can be incorporated into the CSO job description. Some functions served by the CSO include: campus safety officer, public safety specialist, community liaison and problem solver, law-related educator, and positive role model.

1. **Campus Safety Officer** - Although a less performed role, the CSO is still a campus safety officer with the authority and duty to respond and assist with handling crimes when necessary until local law enforcement arrives. It is important to differentiate between school code of conduct violations and crimes. CSO's can be involved in code of conduct violations, but should not take the lead on criminal violations. Part of this role is also the responsibility to serve as a liaison between the school and the local police department.
2. **Public Safety Specialist** - The CSO should be aware of current research on effective strategies for increasing school safety, and assist the school in implementing research-

based strategies. The CSO should be involved with discipline policies, school safety assessments, physical safety of the school, crisis and emergency management planning, crime prevention or intervention, and other safe school planning processes.

3. **Community Liaison and Problem Solver** - Many problems require change within or assistance from the community. The CSO should be aware of community resources and contacts that can be helpful in solving a problem. Some community resources of which the CSO should be aware include: mental health services, substance abuse assessment and treatment providers, child protective services, runaway shelters, domestic violence services, and family counseling agencies.
4. **Law-Related Educator** - Law-related education is designed to teach students the fundamentals and skills needed to become responsible citizens in a democracy. Law-related education teaches social competence, problem-solving skills, a sense of autonomy, and reinforces high expectations for youth and positive peer norms. This should be a fun and interesting class with field trips, community service projects, visits from law enforcement officers, juvenile justice representatives, classroom participation, and mock trials or public performances.
5. **Positive Role Model** - One of the most influential roles held by the CSO is that of being a positive role model to students. Students often seek approval, direction and guidance in informal interactions with a CSO that they trust. Some ways for the CSO to be a positive role model include: setting limits by being clear about what is acceptable and unacceptable; setting an example; being honest; being consistent with students, staff and parents; encouraging responsibility; and showing respect for students. The CSO should always try to maintain a professional appearance; be visible and accessible; take concerns seriously and follow through with commitments to take action; participate in and support school functions; maintain a relationship with students' parents; and maintain a relationship with faculty and the school administration.

### **Establishing Relationships**

A critical aspect to the success of the Campus Safety Officer is the establishment of relationships with school staff and specialists, parents, and especially students. It is important for the CSO to be aware of the services being provided by school specialists such as guidance counselors, school nurses, school psychologists, school social workers, speech pathologists, physical therapists, and occupational therapists. The CSO should establish collaborative working relationships with the specialists and with school staff.

Within the first week of providing services at a particular school, and thereafter upon request by the principal, the CSO shall meet with the principal or designee to discuss any specific needs and expectations for his or her services at the school, and shall agree upon any site-specific duties to address those needs ("Site-Specific Duties"). The Site-Specific Duties, if any, and as modified by the Parties from time to time, shall be memorialized in writing and approved by both Parties, and shall constitute an addendum to the Agreement.

Parents are key players in the school community and should also be the focus of relationship building by the CSO. The CSO should attend PTA meetings, parent nights and conferences. It would also be useful for the CSO to create a brochure or fact sheet regarding the roles of the CSO; this could be distributed to parents, teachers, students and other community members.

The CSO is responsible for working directly with the Police and Fire Departments on any emergency and non-emergency responses to their respective campuses. The CSO will work closely with the Beverly Hills Police Department Juvenile Detective and officers to share information on any pertinent information related to school safety or crime patterns that effect the school environment.

Without a doubt, the most important relationships for the CSO to cultivate are relationships with the students. Getting youth actively involved in the Campus Safety Officer program can help the CSO to build rapport with students; reduce stereotypes of enforcers; provide opportunities for youth to be involved in the improvement of their school; and promote crime and delinquency prevention. Some ideas for student involvement include:

- School Safety Surveys** - surveying peers regarding the safety of their school.
- Vandalism Prevention** - using posters/brochures to bolster school pride and to educate.
- Crime Watch** - encouraging students to watch for crime and suspicious activity and report it.
- Drug Abuse Prevention** - educating peers on the dangers of alcohol and drugs.
- Community Clean-ups** - working with peers to paint over graffiti, pick up litter, etc.
- Mentoring** - assisting younger students through tutoring, reading, or spending time
- Teen Courts** - using students to try cases of other students, if already in existence.

### **The Campus Safety Officer and School Safety**

The Campus Safety Officer is a key player in all of the components of safe school planning, which include:

- Planning Teams** -The CSO should be included in planning meetings to discuss school safety issues and contribute to decisions about school safety.
- Threat Assessments** - School safety assessments should be performed in the school and community; the CSO can assist or direct the process since he/she should have relationships with students and the community that would add credibility to the efforts.

- **Prevention Programming** - The CSO should be aware of the importance of research based programs. With the results from the assessments, the CSO and the Planning Team can choose programs which are appropriate to the needs of the school and community.
- **Threat Assessment Team** - The CSO is a critical member of the collaborative interagency team known as the Social Support Team. This team is to be made up of some or all of the following: school administrator, CSO, community-based mental health professional, school counselor/psychologist, a legal advisor and local law enforcement, when appropriate. This team meets to address the needs of at-risk-youth and to manage individual student cases.
- **Crisis Planning** - The CSO should be a key player in the development of the school crisis response plans. The CSO can help facilitate the communications between the school and law enforcement, and can help ensure that all plans are practiced, not only within the school, but also with the involvement of all applicable agencies (law enforcement, parents, media, etc.).

#### **Uniforms, Equipment and Vehicles**

Each Campus Safety Office will be in an approved uniform that is easily identified by staff, students, parents and law enforcement. This uniform will be in compliance of all state and local laws. The uniformed and duty belt, if approved by the school district, will be as follows:

- 1.) Black Short Sleeve or Long Sleeve Polo style shirt that will include patches on both sleeves, embroidered name on the right breast side of the shirt and an approved embroidered badge clearly on the left breast side of the shirt clearly identifying the Campus Safety Officer.
- 2.) Tan or Khaki pant
- 3.) A undershirt ballistic vest
- 4.) A black nylon duty belt with the following items:
  - a.) A company approved firearm in a level two secured holster
  - b.) Handcuffs
  - c.) ASP collapsible baton
  - d.) A handheld radio
  - e.) Extra ammunition pouch
  - f.) An approved Taser
- 5.) Black shoes
- 6.) Cell Phone
- 7.) Laptop Computer with Record Management System and Databases

Campus Safety Officer Vehicle will be newer model vehicles that will be equipped as follows:

- 1.) White in Color
- 2.) A clear colored light bar with amber lights when activated
- 3.) Spotlights
- 4.) Marking on the side identifying it as a Campus Safety Officer
- 5.) In-vehicle radio

**EXHIBIT "B"**  
**COMPENSATION FOR SERVICES**

This agreement is for a period January 1, 2014 through June 30, 2015. Fee not to exceed \$1,400,000 (\$440,711.50 per semester) without written approval of the Superintendent. Work to be paid on a bi-annual basis with the first payment due within 10 days of the approval of this contract. Second payment is due on or before July 1, 2014 and the final payment is due on or before January 1, 2015. This amount does not include any additional hours or time not included in the Scope of Services. Additional time may be billed with the approval of the Superintendent in an emergent situation at a rate of equal to time and one-half per employee.

**Direct Staff**

	<u>FTE's</u>	<u>Total Cost</u>
Campus Safety Officers	6	\$ 735,090
Supervisor	1	\$ 146,333
 <b>Support Staff</b>		
Administrative/Dispatch	1	\$ Included
 <b>Equipment and Vehicles</b>		
	7	\$ Included
 <b>Special Events*</b>		
	----	\$ Included
<b>TOTAL SERVICE COST</b>		<b>\$ 881,423 per year</b>
<b>OR PER SEMESTER COST</b>		<b>\$ 440,711.50</b>

(\* Special Events include 4 CSO's for home High School Football Games, 1 CSO Supervisor for Board Meetings, CSO for Parent Teacher nights)

Revised Exhibit "B"

COMPENSATION FOR SERVICES

This revised compensation for services replaces the original agreement exhibit for the period February 24, 2014 through June 30, 2015. Fee not to exceed \$1,173,291 without written approval of the Superintendent. Work to be paid on a bi-annual basis with the first payment due within 10 days of the approval of this contract. Second payment is due on or before July 15, 2014 and the final payment is due on or before January 1, 2015. This amount does not include any additional hours or time not included in the Scope of Services. Additional time may be billed with the approval of the Superintendent in an unforeseen emergency situation\* at a rate of equal to time and one-half per employee.

Revised Cost Summary  
FY 2014-2015

Direct Staff	FTE's	Total Cost
Campus Safety Officers (CSO)	5	\$ 612,575
Supervisor	1	\$ 146,333
<b>Support Staff</b>		
Administrative/Dispatch	1	\$ Included
Equipment and Vehicles	6	\$ Included
Home High School Football Games**	3	\$ 3,416
Special Events***	---	\$ Included
<b>TOTAL SERVICE COST</b>		<b>\$ 762,324 per year</b>
<b>OR PER SEMESTER COST</b>		<b>\$ 381,162</b>

\* In the event of a major unforeseen emergency situation, such as a natural disaster or a significant major criminal incident, that goes beyond the scope of what the Parties reasonably anticipate would be necessary at the execution of the Agreement, the district may be billed separately. Consultant shall not perform, nor be compensated for, any Extra Work without written supplemental work authorization from the Superintendent or the person in charge of such an incident.

\*\* Three (3) CSO's for Home High School Football games (5 per season)

\*\*\* Special Events include, but are not limited to: 1 CSO Supervisor for Board Meetings, CSO for Parent Teacher nights, Back to School Night and Open House, CSO for graduation.

Exhibit "C"

AMENDMENT TO AGREEMENT

The Parties to the Agreement for Professional Services between Beverly Hills Unified School District (the "District") and Evidence-Based, Inc. ("Consultant") dated November 12, 2013 (the "Agreement"), do hereby agree to the following Amendment:

1. Section 3.4 (a) of the Agreement, "Compensation", is hereby amended to read as follows:
  - (a) Compensation. Consultant shall receive compensation, including reimbursements, for all Services rendered under this Agreement at the rates set forth in Exhibit "B" attached hereto and incorporated herein by reference for a not-to-exceed price of One Million One Hundred and Seventy Three Thousand Two Hundred and Ninety One Dollars (\$1,173,291.00). Extra Work may be authorized, as described below, and if authorized, will be compensated at the rates and manner agreed upon by the Parties.
2. Exhibit "B" to the Agreement, "Compensation for Services," is hereby amended to push back the date the second payment is due from July 1, 2014 until July 15, 2014.
3. Exhibit "B" to the Agreement, "Compensation for Services," is hereby amended to decrease the Campus Safety Officers from six (6) to a total of five (5) positions.
4. Exhibit "B" to the Agreement, "Compensation for Services," is hereby amended to decrease the Compensation for Campus Safety Officers from Seven Hundred Thirty Five Thousand and Ninety Dollars (\$735,090.00) to Six Hundred Twelve Thousand Five Hundred and Seventy Five Dollars (\$612,575.00).
5. The Parties agree to decrease the equipment and vehicles provided by Consultant to equipment for no more than six (6) individuals.
6. The effective date for the change in staffing and equipment is February 24, 2014.
7. Exhibit "B" to the Agreement, "Compensation for Services," is hereby amended to clarify that, emergency situations are included in the Scope of Services, but unforeseen emergency situations are not included in the Scope of Services of the agreement.
8. Exhibit "B" to the Agreement, "Compensation for Services," is hereby amended to clarify that three (3) CSOs will be provided for five (5) Home High School Football Games charged at a total cost of Three Thousand Four Hundred and Sixteen Dollars (\$3,416.00).
9. Exhibit "B" to the Agreement, "Compensation for Services," is hereby amended to clarify that anticipated Special Events are included in the total cost of the Agreement.
10. A revised Exhibit "B" is included and hereby incorporated into this Agreement.

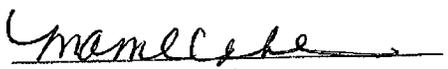
Exhibit "C"

AMENDMENT TO AGREEMENT

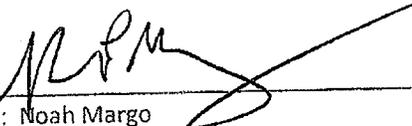
11. Except as modified herein, either expressly or by necessary implication, the terms and provisions of the Agreement between the District and Consultant shall remain in full force and effect.

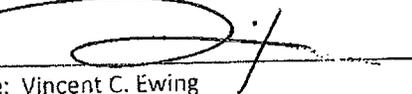
IN WITNESS WHEREOF, the Parties hereto have executed this Amendment by their authorized officers as of the day and year first written above.

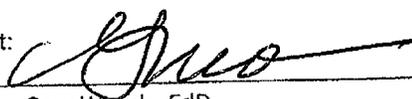
BEVERLY HILLS UNIFIED SCHOOL DISTRICT

By:   
Name: Mary Anne McCabe  
Title: Exec. Director, Budget & Food Services

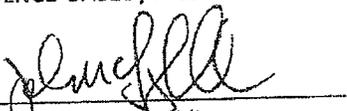
By:   
Name: Dawnalyn Murakawa-Leopard, EdD  
Title: Chief Administrative Officer

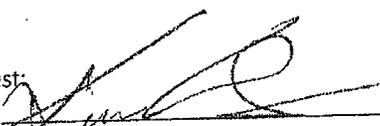
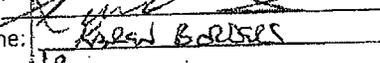
By:   
Name: Noah Margo  
Title: President, Board of Education

By:   
Name: Vincent C. Ewing  
Title: General Counsel, Board of Education

Attest:  
By:   
Name: Gary Woods, EdD  
Title: Superintendent of Schools  
Secretary, Board of Education

EVIDENCE-BASED, INC.

By:   
Name: John McLaughlin  
Title: CEO

Attest:   
By:   
Name: Karen Barbes  
Title: NE  
Fed. Tax ID: 45-4016344

# **Attachment 2**

**Revised Exhibit "B"**

**COMPENSATION FOR SERVICES**

This revised compensation for services replaces the original agreement exhibit for the period February 24, 2014 through June 30, 2015. Fee not to exceed \$1,173,291 without written approval of the Superintendent. Work to be paid on a bi-annual basis with the first payment due within 10 days of the approval of this contract. Second payment is due on or before July 15, 2014 and the final payment is due on or before January 1, 2015. This amount does not include any additional hours or time not included in the Scope of Services. Additional time may be billed with the approval of the Superintendent in an unforeseen emergency situation\* at a rate of equal to time and one-half per employee.

**Revised Cost Summary  
FY 2014-2015**

**Direct Staff**

	<u>FTE's</u>	<u>Total Cost</u>
Campus Safety Officers (CSO)	5	\$ 612,575
Supervisor	1	\$ 146,333

**Support Staff**

Administrative/Dispatch	1	\$ Included
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<b>Equipment and Vehicles</b>	6	\$ Included
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<b>Home High School Football Games**</b>	3	\$ 3,416
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<b>Special Events***</b>	----	\$ Included
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<b>TOTAL SERVICE COST</b>		<b>\$ 762,324 per year</b>
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<b>OR PER SEMESTER COST</b>		<b>\$ 381,162</b>
-----------------------------	--	-------------------

\* In the event of a major unforeseen emergency situation, such as a natural disaster or a significant major criminal incident, that goes beyond the scope of what the Parties reasonably anticipate would be necessary at the execution of the Agreement, the district may be billed separately. Consultant shall not perform, nor be compensated for, any Extra Work without written supplemental work authorization from the Superintendent or the person in charge of such an incident.

\*\* Three (3) CSO's for Home High School Football games (5 per season)

\*\*\* Special Events include, but are not limited to: 1 CSO Supervisor for Board Meetings, CSO for Parent Teacher nights, Back to School Night and Open House, CSO for graduation.

**Second Revised Exhibit "B"  
COMPENSATION FOR SERVICES**

This revised compensation for services replaces the amended agreement exhibit. Fee not to exceed \$1,292,360.00 without written approval of the Superintendent. Work to be paid on a bi-annual basis with the first payment due within 10 days of the approval of this contract. Second payment is due on or before July 30, 2014 for the amount owed under the Agreement prior to the Second Amendment to the Agreement, and within 14 days of the approval of the Second Amendment for the increased amount owed, and the final payment is due on or before January 1, 2015. This amount does not include any additional hours or time not included in the Scope of Services. Additional time may be billed with the approval of the Superintendent in an unforeseen emergency situation\* at a rate of equal to time and one-half per employee.

**Revised Cost Summary  
FY 2014-2015**

**Direct Staff**

	<u>FTE's</u>	<u>Total Cost</u>
Campus Safety Officers (CSO)	6	\$ 735,090
Supervisor	1	\$ 146,333

**Support Staff**

Administrative/Dispatch	1	\$ Included
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<b>Equipment and Vehicles</b>	7	\$ Included
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<b>Special Events**</b>	----	\$ Included
-------------------------	------	-------------

**TOTAL SERVICE COST** **\$ 881,423 per year**

**OR PER SEMESTER COST** **\$ 440,711.50**

\* In the event of a major unforeseen emergency situation, such as a natural disaster or a significant major criminal incident, that goes beyond the scope of what the Parties reasonably anticipate would be necessary at the execution of the Agreement, the district may be billed separately. Consultant shall not perform, nor be compensated for, any Extra Work without written supplemental work authorization from the Superintendent or the person in charge of such an incident.

\*\* Special Events include, but are not limited to: Four (4) CSO's for Home High School Football games (5 per season), 1 CSO Supervisor for Board Meetings, CSO for Parent Teacher nights, Back to School Night and Open House, CSO for graduation.

# **Attachment 3**

### Budget Information Provided by BHUSD

With regards to the questions on the current status of the District budget, I hope that the following chart will provide the information you need:

	<b>2014-2015</b>	<b>2015-2016</b>	<b>2016-2017</b>
Beginning Balance	\$3,048,602	\$4,043,544	\$6,272,151
Revenue	\$57,758,145	\$59,050,646	\$60,628,192
Expenditures	\$56,763,203	\$56,822,039	\$57,692,890
Ending Balance	\$4,043,544	\$6,272,151	\$9,207,453
Fund 17 – Endowment	\$10,174,000	\$10,264,000	\$10,369,000

It should be noted that we currently have a tentative agreement with our certificated bargaining unit that, if ratified, will create a structural deficit if not offset by additional revenue, significantly impacting the budget as follows:

	<b>2014-2015</b>	<b>2015-2016</b>	<b>2016-2017</b>
Beginning Balance	\$3,048,602	\$4,043,544	\$6,272,151
Revenue	\$57,758,145	\$59,050,646	\$60,628,192
Expenditures	\$58,613,864	\$59,224,285	\$61,720,092
Ending Balance	\$2,192,883	\$2,019,244	\$927,344
Fund 17 – Endowment	\$10,174,000	\$10,264,000	\$10,369,000

It should further be noted that our revenue projections are based on an assumption of ongoing healthy tax revenue growth at a rate of 5% per year for the next three years.

# **Attachment 4**

Information on Evidence-Based Incorporated available on its website:

<http://www.ebinc.com/campus-safety/campus-safety-officers/>



Toll Free: 888.621.1900

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#### Campus Safety Solutions

- A Holistic Approach
- Public Safety & Mental Health
- Campus Safety Officers
- Campus Built Solutions
- Training and Partnerships

#### Campus Safety Solutions+

#### Law Enforcement

#### Behavioral Solutions

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## Beverly Hills Unified School District

On January 6, 2015, Evidence-Based, Inc. launched its Campus Safety Program in all 5 Beverly Hills Unified School District schools. Each campus will have at least one Evidence-Based, Inc. Campus Safety Officer on campus, working with students, teachers, staff and administrators to ensure the campuses are safe. Working collaboratively, the Campus Safety Officers will be integrated into the culture of each school.

They will be able to assess risk, work as a mentor, coach, advisor and educator, while identifying threats of violence from internal and external sources. "Today is a great day for students, parents, teachers and staff in all Beverly Hills Unified School District schools" according to John McLaughlin, CEO of Evidence-Based, Inc. "Each school will have a highly qualified Campus Safety Officer who is prepared to stand between students and individuals who might want to harm them."

The Beverly Hills Unified School District efforts to protect schools through Evidence-Based, Inc. is being led by the expert team at Evidence-Based, Inc.

To contact Mr. Casas, please email him at [mcasas@ebinc.com](mailto:mcasas@ebinc.com) or call him at (949) 216-6802.

## Campus Safety Solutions

A Holistic Approach

Public Safety & Mental Health

Campus Safety Officers

Campus Built Solutions

Training and Partnerships

Campus Safety Solutions+

Law Enforcement

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## Campus Safety Officers

Evidence-Based, Inc. provides highly trained and skilled "Campus Safety Officers" (CSOs) who are either law enforcement or military trained in tactics, to respond to an Active Shooter at any given moment. Each staff member is continually trained in weapon and weaponless defense techniques. They work in conjunction with school staff and local law enforcement implementing processes to ensure safety of all students, staff and visitors. In addition to providing immediate response to any potential act of violence, these CSOs can monitor internet traffic (Facebook, Twitter and other social media sites) to identify early warning signs of potential violence. CSOs have access to experts in threat assessment to provide comprehensive safety plans.

Evidence-Based, Inc. Campus Safety Officers are carefully recruited, hired and trained based on the unique needs of the school environment. Each candidate is thoroughly screened through an exhaustive pre-employment screening process used in the field of law enforcement. Most of our Campus Safety Officers come from law enforcement or military backgrounds. Hiring, retention and training are critical components to securing and maintaining well qualified individuals.

Once hired by Evidence-Based, Inc. a CSO must successfully complete all state mandated training required. Additionally, every CSO must complete an Enhanced Training Program that is provided by Evidence-Based, Inc., before we allow CSOs to work in a school setting. If a CSO has no recent law enforcement and/or military training they are required to attend basic law enforcement training before being assigned to the field.

The CSOs are supervised by an EBI supervisor who has daily contact with each CSO. Daily logs, reports and functions are reviewed. CSOs are viewed as role models within the school. They are capable of working with at-risk kids in a mentorship capacity. CSOs are integrated into the culture of the school.

Early identification of risk is critical to the prevention of acts of violence on school campuses. Our CSOs provide mentoring to students and staff drawing on their vast public safety experience.

Evidence-Based, Inc. ensures that all CSOs are fully aware and trained in the EBI policy manual that covers all areas of operations. Evidence-Based, Inc. maintains a drug and nicotine free environment at all times and is licensed by the State of California Bureau of Security and Investigative Services as Private Patrol Operator (17597).

For more information about Evidence-Based, Inc. call us directly at (888) 621-1900.

## Campus Safety Solutions

A Holistic Approach

Public Safety & Mental Health

Campus Safety Officers

Campus Built Solutions

Training and Partnerships

Campus Safety Solutions+

Law Enforcement

Behavioral Solutions

Talk to An Expert Today

**Toll Free: 888.621.1900**

Or take an online assessment today.

Choose an Assessment



## A Holistic Approach

America's schools should *never* be crime scenes.

It seems ridiculous to have to make sure an irrefutable statement. Yet several recent tragedies on school campuses have left many parents – and teachers, administrators and entire communities – on edge, and ignited impassioned debate about what can be done to prevent school violence.

Determined to provide a holistic approach and cost-effective solutions to keeping our children safe at school, a team of veteran peace officers in 2013 created the Campus Safety Program.

Conceived by John McLaughlin, President and CEO of Evidence-Based Incorporated (EBI) in Irvine, California, the Campus Safety Program (CSP) provides highly trained Campus Safety Officers who augment sworn peace officers at a lower cost to school districts than that of full-time peace officers.

CSP comprises expert managers in the fields of school policing, training, gang and narcotics enforcement, and tactical response situations. Among other services, CSP provides:

- Skilled and vastly experienced campus safety officers
- Threat assessment capabilities
- Disaster preparedness skill sets
- Mental health resources to the school districts it serves

In addition to certification by the State of California's Bureau of Security and Investigative Services, CSP's Campus Safety Officers are highly trained in responding to active-shooter situations through a unique program EBI created in collaboration with Golden West College's Criminal Justice Training Center in Huntington Beach, CA. Our Campus Safety Officers work closely with local law enforcement as well as schools' administrative and mental health staffs. And through EBI, the programs can seamlessly draw upon the resources of an in-house investigative response team when threats require additional follow-up but don't require law enforcement intervention.

## Campus Safety Solutions

A Holistic Approach  
Public Safety & Mental Health  
Campus Safety Officers  
Campus Built Solutions  
Training and Partnerships

## Public Safety & Mental Health

In dealing with a meaningful and holistic approach to preventing violence on our school campuses, it is critical to approach public safety and mental health in a combined method. Unfortunately, too many companies either deal with the public safety aspect or the mental health aspect, individually. This can cause a substantial void in actually creating a safe campus environment for our children.

Campus Safety Solutions+

Law Enforcement +

Behavioral Solutions +

The EBI approach includes an integrated stance, in which public safety professionals (generally former law enforcement officers) work collaboratively *with* social workers and school counselors. This is in an effort to recognize early signs of bullying, isolating behavior, and changes in student's behaviors, to ensure some type of intervention can be attempted as a preventive measure.

Talk to An Expert Today

**Toll Free: 888.621.1900**

Or take an online assessment today.

A truly meaningful, preventive program must include a partnership between public safety and mental health; oftentimes, these groups do not properly interact or share information with one another. EBI has created a solution which facilitates this relationship to ensure better outcomes when there is a threat or potential for violent behavior.

Choose an Assessment

For more information about Evidence-Based, Inc. call us directly at (888) 621-1900.

## Campus Safety Solutions

A Holistic Approach  
Public Safety & Mental Health  
Campus Safety Officers  
Campus Built Solutions  
Training and Partnerships

## Campus Built Solutions

Evidence-Based, Inc. works diligently with teachers and staff to develop a safety plan specific for each individual location. Our Campus Safety Officers provide on-going training for students and staff members in the form of drills to ensure all safety plans are implemented and are in place should an incident occur. Using a plan designed and developed in cooperation with your school district, students and staff members are prepared to respond quickly, efficiently and properly to different threats on campuses, including lock-downs initiated by Law Enforcement Agencies to an Active Shooter on campus.

Campus Safety Solutions+

Law Enforcement +

Behavioral Solutions +

Evidence-Based, Inc. Campus Safety solutions are designed with the specific needs of each school district. EBI takes into account that within the same school district various campuses present with unique needs and requirements. We also realize that every individual campus will have a culture of its own.

Talk to An Expert Today

**Toll Free: 888.621.1900**

Or take an online assessment today.

In partnership with various school districts, EBI delivers services that are appropriate, effective and meaningful based on research-based models. EBI may offer recommendations from time to time, or as requested, to address specific campus safety needs; however, EBI knows this partnership is most effective when communication is clear, concise, and transparent. We anticipate many of the recommendations or service adjustments can be made with no additional cost to the district.

Choose an Assessment

For more information about Evidence-Based, Inc. please call us directly at (888) 621-1900.

## Campus Safety Solutions

- A Holistic Approach
- Public Safety & Mental Health
- Campus Safety Officers
- Campus Built Solutions
- Training and Partnerships

### Campus Safety Solutions+

Law Enforcement +

Behavioral Solutions +

Talk to An Expert Today

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Choose an Assessment

## Training and Partnerships

Evidence-Based, Inc.'s Campus Safety Program for your school district is a partnership between several stakeholders. This partnership includes a public-private relationship with Golden West College Criminal Justice Training Center. The Golden West College partnership ensures quality training of each Campus Safety Officer. Golden West College is the leading source for public safety training and is an exclusive benefit to the EBI Campus Safety program.

EBI maintains a high degree of regard in the Law Enforcement community and strives to incorporate local law enforcement in their partnerships with local school districts. EBI assigns a direct contact person to the local law enforcement agency management team, to ensure the agency is aware of all EBI activities. Our team of former law enforcement managers enables us to readily identify and relate to the concerns of the local law enforcement agency and ensures EBI, the school district and other stakeholders provide evidence-based solutions to the specialized area of campus safety.



[www.goldenwestcollege.edu/cjtc/](http://www.goldenwestcollege.edu/cjtc/)

# **Attachment 5**

**SCHOOL RESOURCE OFFICER SURVEY  
RESULT SUMMARY**

	<b>County</b>	<b>City</b>	<b>Provides SROs to Public Schools</b>	<b>School Resource Officers</b>	<b>Shared Funding</b>	<b>District Name</b>
1	Los Angeles	Santa Monica	Yes	2	No	Santa Monica-Malibu Unified School District
2	Los Angeles	Redondo	Yes	1	No	Redondo Unified School District
3	Los Angeles	Torrance	Yes	4	No	Torrance Unified School District
4	Los Angeles	Signal Hill	Yes	1	No	Long Beach Unified School District
5	Los Angeles	Glendale	Yes	2	No	Glendale Unified School District
6	Los Angeles	Culver City	Yes	1	No	Culver City Unified School District
7	Los Angeles	Manhattan Beach	Yes	1	No	Manhattan Beach Unified School District
8	Los Angeles	Azusa	Yes	1	Yes	Azusa Unified School District
9	Los Angeles	Hawthorne	Yes	1	Yes	Centinela Valley School District
10	Los Angeles	Pomona	Yes	2	Yes	Pomona Unified School District
11	Los Angeles	Long Beach	Yes	5	Yes	Long Beach Unified School District.
12	Los Angeles	Alhambra	Yes	2	Yes	Alhambra Unified School District
13	Los Angeles	Downey	Yes	3	Yes	Downey Unified School District
14	Los Angeles	Covina	Yes	3	Yes	Covina Valley Unified School District, Charter Oak Unified School District and Azusa Unified School District
15	Los Angeles	Claremont	Yes	1	Yes	Claremont Unified School District
16	Los Angeles	El Monte	Yes	6	Yes	Mountain View School District and El Monte City School District.
17	Los Angeles	Whittier	Yes	1	Yes	Whittier Union High School District
18	Los Angeles	West Covina	No	N/A	N/A	N/A
19	Los Angeles	San Gabriel	No	N/A	N/A	N/A
20	Los Angeles	Monterey Park	No	N/A	N/A	N/A
21	Los Angeles	Montebello	No	N/A	N/A	N/A
22	Los Angeles	Hermosa	No	N/A	N/A	N/A
23	Los Angeles	Irwindale	No	N/A	N/A	N/A
24	Los Angeles	Bell	No	N/A	N/A	N/A
25	Orange	Buena Park	Yes	2	Yes	Fullerton joint High School and Buena Park School District
26	Orange	Fullerton	Yes	3	Yes	Fullerton joint High School district
27	Orange	Los Alamitos	Yes	1	Yes	Los Alamitos Unified School District
28	Orange	Newport Beach	Yes	2	Yes	Newport Mesa Unified School District
29	Orange	Huntington Beach	Yes	2	No	Huntington Beach Unified, Ocean View and Huntington Beach High School Districts
30	Orange	Fountain Valley	Yes	1	No	Fountain Valley, Huntington Beach, and Garden Grove
31	Orange	Garden Grove	Yes	4	No	Garden Grove Unified School District
32	Orange	Brea	Yes	1	No	Brea Olinda Unified School Dist
33	Orange	Costa Mesa	Yes	1	No	Newport Mesa Unified School District
34	Orange	Anaheim	Yes	6	No	Centralia, Savanna, Magnolia, Anaheim City School, Anaheim Union High, Placentia-Yorba Linda and Orange Unified School Districts
35	Orange	Dana Point	Yes	1	No	Capistrano Valley School District
36	Orange	Cypress	No	N/A	N/A	N/A