

**School Resource Officer MOU Commission**  
**Meeting Minutes**  
**Wednesday, April 28, 2021**  
**9:00 a.m. – 11:00 a.m.**  
**Zoom Virtual Meeting**

**Commission Members Present:**

Angela Davis (Co-Chair), Anne Gilligan (Co-Chair), Angela Brooks, Melissa Threadgill, Glenn Daly, Michael Bradley, Matt Sonnabend, Robert Ferullo, Phillip Kassel, Jon Evans, Dyana Boutwell, Leon Smith, Tammy Mello, Amanda Weber, Ellen Holmes, Mechilia Salazar, Sean Tobin, Henry Thomas, James Cobbs, and Barbara Meyer.

**The meeting was called to order 9:01 a.m.**

**1. Welcome and Introductions**

The Commission Co-Chairs welcomed Commission members. All members of the Commission have been confirmed except the seat for the Certification Director of the Division of Police Certification as that position is currently vacant. The Certification Director will be joining the Commission when the position is filled. Commission Members introduced themselves, briefly described their professional roles, and the entity that they represent on the Commission.

**2. Vote to Accept March Meeting Minutes**

Motion to accept March meeting minutes as distributed was approved unanimously by Commission Membership.

**3. Stakeholder Feedback System**

Commission Members discussed the importance of creating a system for stakeholder feedback to ensure that interested individuals have opportunities to provide feedback on the proposed MOU.

**4. Public Input Process Review**

The Co-chairs described the mechanism set up for the public to submit input/questions to the Commission on the Executive Office of Public Safety and Security website. The link below was provided to the Commission members prior to today's meeting and members were asked to provide feedback.

[Submit public comments to the Model School Resource Officer Memorandum of Understanding \(SRO-MOU\) Review Commission | Mass.gov](#)

During this discussion, Commission members expressed concerns for individuals in all geographic regions across the Commonwealth. Members want to ensure that limited access to technology and language barriers will not prevent the public from having the ability to provide public input or seek information. Commission Member Mello volunteered to lead a sub-committee created to address these concerns. Commission Members will be asked to respond to an email request for their participation in this subcommittee.

Commission Members agreed to the proposal that public individuals who would like to provide comments may do so starting with the May 26 Commission meeting. Each public individual interested in speaking will be allotted a maximum time period of 3 minutes for their comments with the public comment period not to exceed a total of 15 minutes per meeting.

## **5. MOU Key Elements Discussion**

Commission member participated in a conversation regarding trainings for SROs. Proposed themes for these trainings included child and adolescent development, the best approach to children with special needs, being trauma informed and how trauma impacts a child's behavior, and de-escalation training. Commission Member Threadgill suggested trainings be structured around Legislation Chapter 253 of the Act 2020, [An Act Relative to Justice, Equity and Accountability in Law Enforcement in the Commonwealth](#) which states:

*Section 116H. (a) The municipal police training committee shall establish and develop an in-service training program designed to train school resource officers, as defined in section 37P of chapter 71. Such program shall include training on: (i) the ways in which legal standards regarding police interaction and arrest procedures differ for juveniles compared to adults; (ii) child and adolescent cognitive development, which shall include instruction on common child and adolescent behaviors, actions and reactions as well as the impact of trauma, mental illness, behavioral addictions, such as gaming and gambling disorder, and developmental disabilities on child and adolescent development and behavior; (iii) engagement and de-escalation tactics that are specifically effective with youth; and (iv) strategies for resolving conflict and diverting youth in lieu of making an arrest. Such program shall also include training related to: (i) hate crime identification and prevention training curriculum including acquisition of practical skills to prevent, respond to and investigate hate crimes and hate incidents and their impacts on victim communities; (ii) anti-bias, anti-racism and anti-harassment strategies; (iii) bullying and cyberbullying; and (iv) comprehensive training to help school resource officers interact effectively with school personnel, victim communities and build public confidence with cooperation with law enforcement agencies.*

*(b) The course of instruction, the learning and performance objectives and the curriculum and standards for training developed pursuant to this section shall be developed in consultation with experts on child and adolescent development and child trauma and with educators and attorneys experienced in juvenile and education law and preventing and addressing youth hate crimes.*

Chief Ferullo proposed delivering, at minimum, the Legislative required trainings through the [Massachusetts Juvenile Police Officer Association](#). Commission members discussed the value of establishing clear communication processes between SRO's and school personnel. Discussions emphasized the critical need for the Commission to take an in depth look at what elements should be incorporated into the development of a shared information process between the SRO and the school district. The language used in the model MOU was discussed as needing to be understood by all parties for all as well the need for a timetable for revisiting and discussing the MOU at the local level.

## **6. Open Session, Topics not Reasonably Anticipated within 48 Hours of the Meeting**

Co-chairs encouraged Commission members to submit examples of model MOU's, other related documents, and comments/edits to the existing draft MOU to the co-chairs for discussion at the May meeting.

**A motion was made and approved to adjourn at 9:53 a.m.**

The next meeting will be held on Wednesday, **May 26, 2021, from 9:00 a.m. to 11:00 a.m.** via Zoom.