Kenton County School District | It's about ALL kids

Issue Paper

DATE:
10/20/2026

AGENDA ITEM (ACTION ITEM):
Consider / Approve a revision to the Interlocal School Resource Officer Extension Agreement to increase the District's contribution per School Resource Officer (SRO) beginning with the 2026-27 school year and adding one (1) training day to the existing SRO work schedule beginning with the 2027-28 school year.

APPLICABLE BOARD POLICY:
01.1 Legal Status of the Board; 04.31 Authority to Encumber and Expend Funds

HISTORY/BACKGROUND:
Safety is the number one priority in the Kenton County School District. A key piece of the District's commitment to safety is our investment in the SRO program at each school. There are currently three unfilled SRO positions within the District. After consultation with the five (5) law enforcement agencies who provide SRO coverage to our schools and after internal research on SRO recruitment and retention throughout Kentucky, data suggests the applicant pool for SRO vacancies is not sufficient to fill existing openings. In an effort to retain existing SROs and attract new SROs to the KCSD, the District proposes increasing the current 2026-27 school year contribution of $46,778.16 per SRO to a tiered model of $52,000 per elementary school SRO, $56,000 per middle school SRO, and $60,000 per high school SRO. The tiered model reflects increasing responsibilities at the middle and high levels. Future annual increases would continue per the terms of the extension agreement. Furthermore, it is proposed to add one additional work day to the SRO calendar beginning in the 2027-28 school year for a District created and provided training day with all SROs to occur within three weeks of the first student attendance day. The training day will allow District personnel and SROs to discuss processes and procedures so everyone involved in the SRO program are on the same page heading into each new school year. All five partner agencies are supportive of the proposed changes. Agencies who sign the revised agreement will pass the increased contribution amount directly to the base salary of the SRO. Agencies who cannot commit to passing the increased contribution amount directly to the base salary of the SRO would remain under the terms and contribution amount of the current extension agreement.

FISCAL/BUDGETARY IMPACT:
$137,993.12 additional expenditure from the general fund for SRO contributions to the District's partner law enforcement agencies in the 2026-27 school year.

RECOMMENDATION:
Approve a revision to the Interlocal School Resource Officer Extension Agreement to increase the District's contribution per School Resource Officer (SRO) beginning with the 2026-27 school year

and adding one (1) training day to the existing SRO work schedule beginning with the 2027-28 school year.

CONTACT PERSON:
Matt Rigg, Chief Operations Officer

Principal/Administrator	*District Administrator*	*Superintendent*

KCSD
KENTON COUNTY SCHOOL DISTRICT

BOARD PRESENTATION

SRO MOU Amendment Proposal

Strengthening recruitment, retention and uninterrupted school coverage

Kenton County Board of Education | 2026-27



Why action is needed now

Vacancies create immediate coverage risk across school levels.

The operating challenge

1	**Limited candidate pool**	Fewer qualified officers available for SRO assignments.
1	**Rising competition**	Local agencies compete for certified and experienced personnel.
	Agency cost gap	Current contribution does not cover each agency's full employment cost.

8% decline

in average sworn municipal officers in Kentucky since 2021

Recruitment and retention pressure is statewide, not unique to KCSD.

Recommended MOU changes

A tiered contribution model aligns support with assignment complexity and market conditions.

ELEMENTARY

$52,000

per SRO annually

+11.2%
$5,221.84 increase
to SRO base salary

10 locations

MIDDLE

$56,000

per SRO annually

+19.7%
$9,221.84 increase
to SRO base salary

5 positions*

HIGH

$60,000

per SRO annually

+28.3%
$13,221.84 increase
to SRO base salary

3 locations

Also recommended

- **Retroactive to start of 2026-27**
- **Future increases match certified salary schedule**
- **Add 1 KCSD training day beginning 2027-28**

**Two SRO positions at Summit View Academy*

Financial impact

A $137,993 annual increase strengthens the District's ability to maintain coverage.

CURRENT

$842,006.88

Annual contribution

PROPOSED

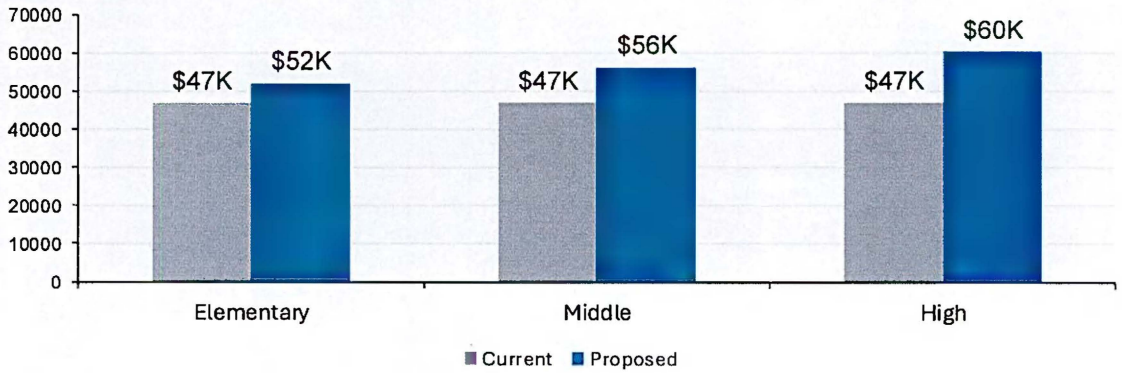
$980,000.00

Annual contribution

INCREASE

$137,993.12

16.4% investment



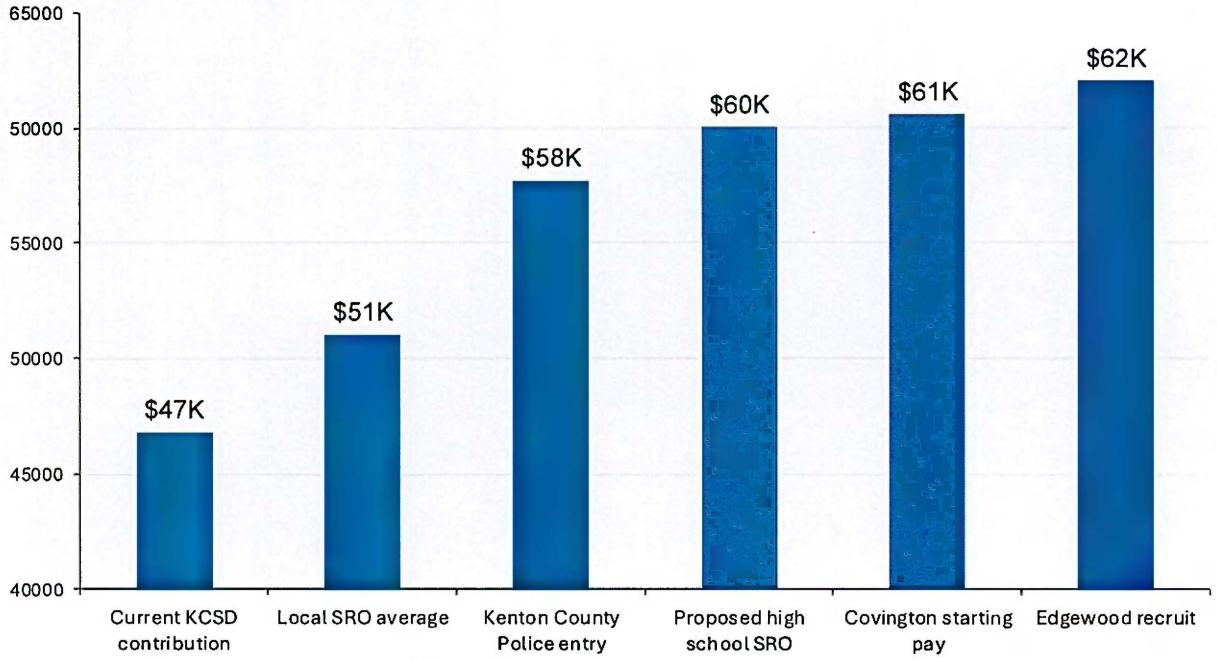
Funding outlook

Up to $20,000

potential reimbursement per eligible full-time certified SRO for FY 2026-27 and FY 2027-28, subject to availability and eligibility.

Market context

The proposed contributions move SRO compensation closer to regional police recruitment levels.



Direct salary impact

Partner agencies intend to pass the 2026-27 increase directly to each SRO's base salary.

Expected result

Moderate recruitment benefit
Moderate-to-high retention benefit

Board action requested

Approve the amended SRO MOU to strengthen uninterrupted coverage at all KCSD schools.

1. **APPROVE** — Tiered annual contributions of $52K / $56K / $60K
2. **ALIGN** — Future increases with the certified salary schedule
3. **TRAIN** — Add one KCSD-scheduled training day beginning 2027-28

The decision in one view

$137,993

additional annual investment

3 current vacancies

18 SRO positions supported

Goal: the best opportunity for uninterrupted SRO coverage throughout the school year.

INTERLOCAL SCHOOL RESOURCE OFFICER EXTENSION AGREEMENT

This Interlocal School Resource Officer Extension Agreement is made and entered into this _____ day of _____, 20~~24~~__ between the Kenton County School District ("School District") and the _____ ("the City").

WHEREAS, the parties have entered into an Interlocal Agreement regarding School Resource Officers ("IA"), which became effective July 25, 2022, and extended the term thereof by agreement through a previous extension agreement;

WHEREAS, the parties desire to extend the term of the IA as described by section 2. thereof, and

WHEREAS, the parties desire to account for increased payments for financing of the Administrative Expenses during this extension of the IA,

NOW, THEREFORE, in consideration of the mutual benefit and consideration provided herein, the parties agree as follows:

The term of the July 25, 2022 Interlocal Agreement between the parties is extended through June 30,~~2025~~2027. The parties further agree that the term of the IA shall renew automatically on an annual basis unless terminated in writing by either party prior to April 30 of the then current year.

The Payments described in Section 4 shall be ~~$43,500~~$52,000 per elementary school SRO, $56,000 per middle school SRO, and $60,000 per high school SRO, per school year, beginning with the 2026-27 school year, and increased annually for the extension periods by the percentage raise equal to the amount the School District provides to School District employees as negotiated between the School District and the Kenton County Education Association for each year of automatic renewal of the Interlocal Agreement. The payment increases described hereunto for the 2026-27 school year that are above and beyond the scheduled payment per SRO of $46,778.16 shall be provided to the base salary of each SRO in the 2026-27 school year.

The Services provided by SRO described in Section 3.1 shall include one (1) additional work day, or six (6) hours of the SRO's 1700 hour hours worked limit, for dedicated training, prepared and presented by the School District, in which all SROs attend within three weeks of the first day of the published academic school year beginning with the 2027-28 school year.

All other terms and conditions of the IA shall remain in force and effect during the extension periods provided for herein.

IN WITNESS WHEREOF, the parties have caused duplicate copies of this Extension Agreement to be signed by their duly authorized officers, each of which, for all purposes, is deemed to be an original.

KENTON COUNTY BOARD OF EDUCATION:

_____ ATTEST: _____

CHAIRPERSON SECRETARY

AGENCY:

_____ _____

Authorized Agency Head Signature Printed Name