



BOARD/COMMISSION: City Council

DATE: 3/11/2026

**ADDRESS: Hamilton Southeastern School Corporation, Central Office,
13485 Cumberland Rd, Fishers, IN 469038**

The public may [stream the meeting online](#). Members of the public may [submit comments online](#) before 12pm on the day of the meeting.

See the list of council members at FishersIN.gov/CityCouncil.

City of Fishers Joint Board Meeting: - City of Fishers and HSE School District , 5:00 p.m.

HSE School Board Meeting Called to Order with the Pledge of Allegiance by HSE School Board President

Public Comment

Members from the community who signed up according to Policy/Procedures B05.07 may address the board regarding a posted agenda item.

City of Fishers and HSE School District Partnerships

Joint City - School Board Meeting 2026 - SURVEYS

Joint City - School Board Meeting 2026 - PARTNERSHIPS

Joint City - School Board Meeting 2026 - FPD PARTNERSHIPS

Action Items

a, Mayor Fadness will present information about the Interlocal Agreement and respond to questions from board members.

Joint City - School Board Meeting 2026 - YOUTH ATHLETICS

Interlocal Agreement - Athletic Director - Final - 03-05-2026

b, SRO Agreement - Chief Ed Gebhart will present the MOU between HSE Schools and the Fishers Police Department for board approval.

Joint City - School Board Meeting 2026 - SRO-SSO

Final Proposal FPD HSE MOU 2026 - 03-05-2026

Signed Adoption - Final Proposal FPD HSE MOU 2026 - 03-05-2026

Mayor Scott Fadness

Mayor Fadness will address board members about the Youth Sports Structure Partnership

Regular Items - Meeting Adjournment

City of Fishers Joint Board Meeting Minutes - 03-11-2026

[MEET_FOOT]

SEEKING *EXPERIENTIAL* EXCELLENCE

PARKS ARE THE #1 INVESTMENT SIGNAL

49.4% of residents say parks and recreation should be a very important focus area.

COMMUNITY CONNECTION

48.2% of residents indicated prioritization of residents' "connection and engagement" in their responses.

HEALTH & WELLNESS INTEGRATION

46% of residents prioritize health & wellness opportunities.

SHORT TERM RECOMMENDED ACTIONS (1-3 Years)

- Parks Enhancement & Expansion
- Community Engagement Initiatives
- Wellness Programming
- Environmental Resilience
- Public Space Activation

Community Survey Results

Residents are satisfied with core service delivery, and have **high expectations for investments in:**

EXPERIENCE, CONNECTIVITY, LIFESTYLE AMENITIES, ENVIRONMENTAL QUALITY, & CIVIC ENGAGEMENT

90% of residents would recommend **Hamilton Southeastern Schools** to someone who asks

92% of residents would recommend living in Fishers to someone who asks

93% of residents feel safety in Fishers is exceptionally strong.

93% of residents feel the quality of life in Fishers is exceptionally strong

City of Fishers & HSE Partnership Updates



Community Based Learning

8,323
Students Annually

7
Active Programs (K-5th)

New Programs
Arts Center (Kindergarten),
Box City (3rd Grade)



Joint Information Network

**Student-led
Storytelling**

**Hands-On
Externship**



Innovation Grants

\$384,586
Awarded Since January 2024

24 Grants
ALL Grade Levels,
13 Schools

Top Awards:
Virtual Reality, STEM,
Media & Filmography



Public Health Partnership

Youth Mental Health
Family Navigator
Position

Open Gyms
**School Nurse
Liaison**

Club Grants



FPD Partnership

SROs

**Cadet & Teen
Academy**

**More Info
Next Slide**



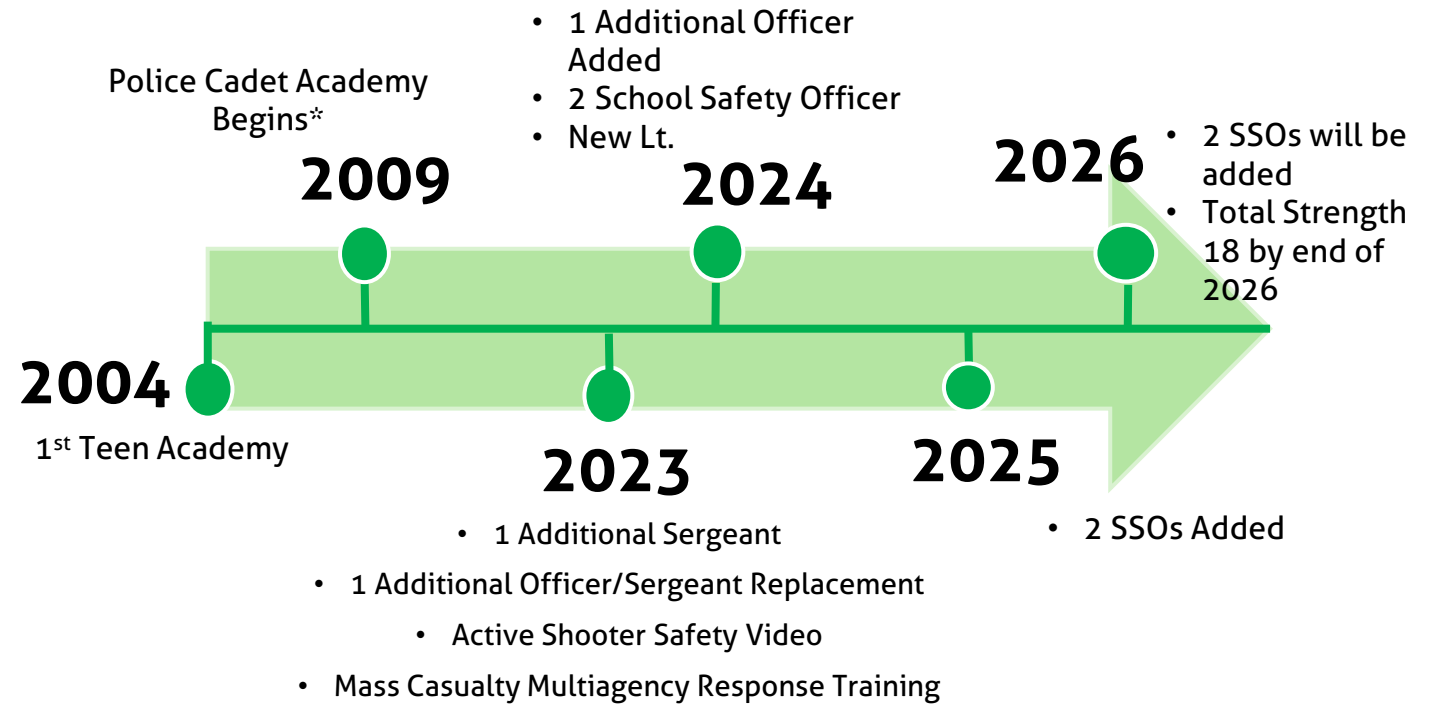


FISHERS PD PARTNERSHIP

Ed Gebhart, Chief of Police

SCHOOL SAFETY, MENTAL HEALTH, CRIME PREVENTION

In 2002, two officers were assigned to the SRO Unit



2026

16

CURRENT STAFFING

SRO + SSO

31

POLICE CADET ACADEMY PARTICIPANTS

23rd

TEEN ACADEMY SESSION

*Two cadets have been hired out of the program

YOUTH ATHLETICS PARTNERSHIP

Key Points:

Interlocal (Joint Athletic Director)

- 5 Year Term
- School Employee
- City to reimburse for salary

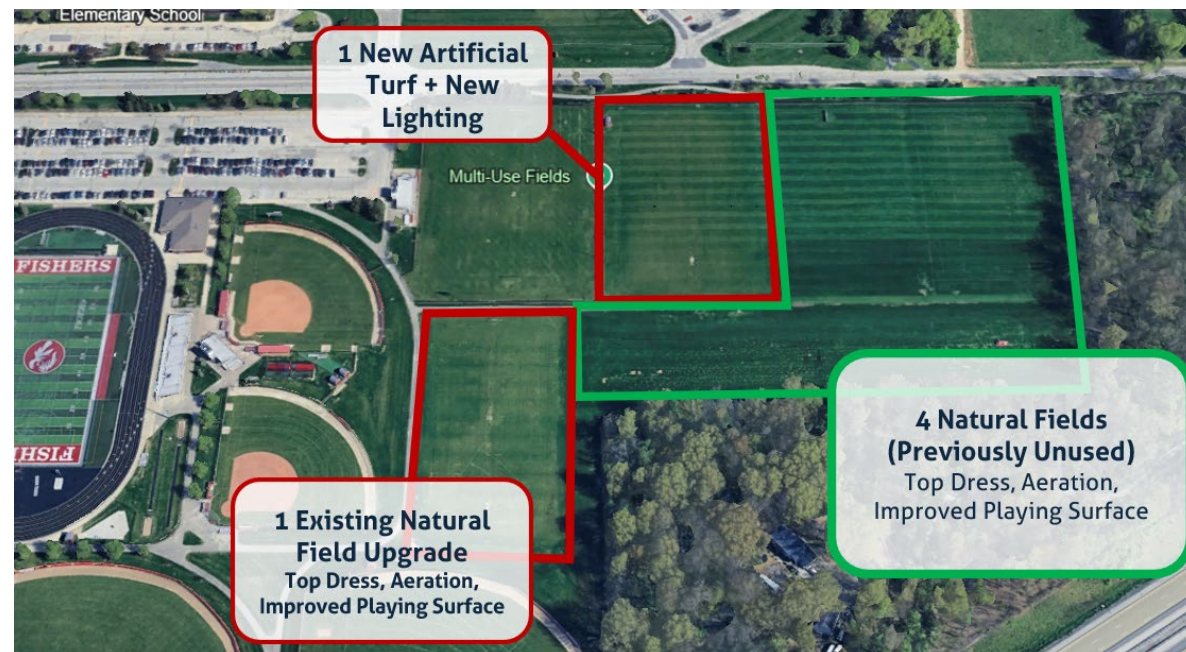
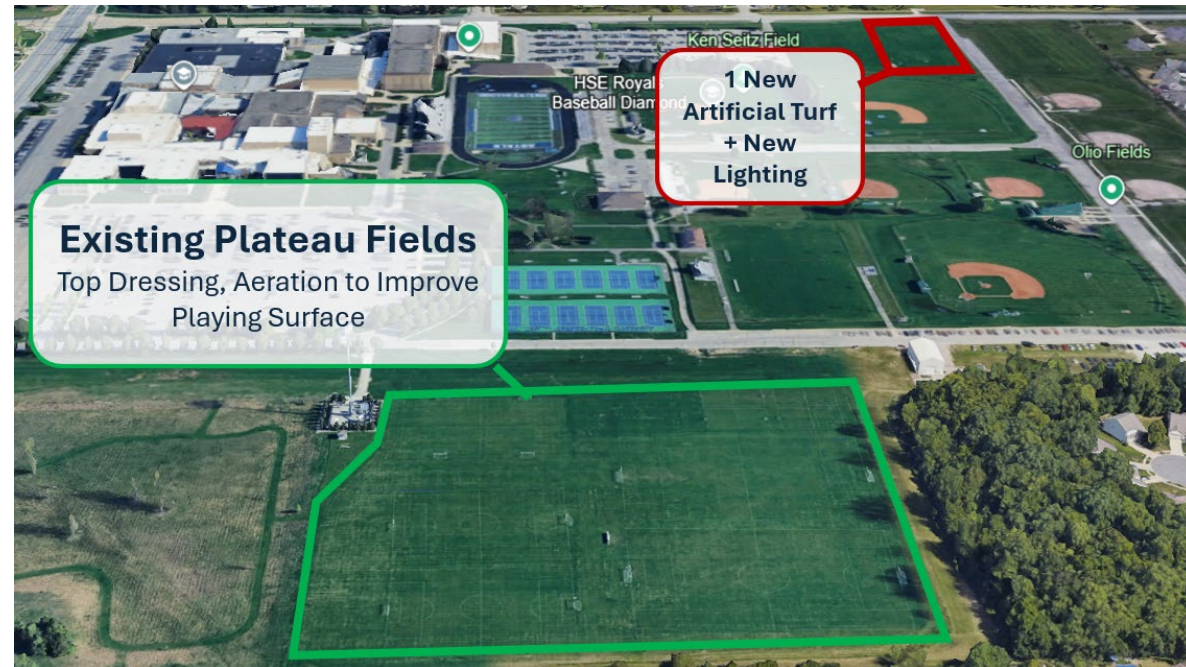
Centralized Scheduling Infrastructure

- Improve booking data and drive efficient use of facilities

Field Investments

- \$3.6M of improvements at HSE & Fishers High Schools

Ordinance Revision



**INTERLOCAL AGREEMENT BY AND BETWEEN
THE CITY OF FISHERS, HAMILTON COUNTY INDIANA, AND
HAMILTON SOUTHEASTERN SCHOOL CORPORATION
CONCERNING THE CREATION OF A CITY & DISTRICT
ATHLETIC DIRECTOR AND MATTERS RELATED THERETO**

This Interlocal Cooperation Agreement (“Agreement”) is entered into this 11th day of March, 2026, by and between the City of Fishers, Hamilton County, Indiana (“City”) and Hamilton Southeastern School Corporation, Hamilton County, Indiana (“School”, and together with the City, the “Parties”) related to the creation of the City and District Athletic Director and related matters.

RECITALS

WHEREAS, the City and School have enjoyed long-standing partnerships that provide for efficient government and enhance the community, including, without limitation, snow removal, experiential learning, student resources officers, and field maintenance;

WHEREAS, as an example of this partnership, the City is preparing to invest approximately Three Million Six Hundred Thousand Dollars (\$3,600,000) to make certain improvements to certain athletic fields at Fishers High School and Hamilton Southeastern High School, as further described in Article VI herein; (collectively, the “High School Project”)

WHEREAS, the Parties desire to create the City & District Athletic Director position (the “Director”) to provide strategic oversight of athletic programming across the School, develop alignment among school-based youth, and community athletics within the City, and generally serve as a conduit between the School and City on matters related to athletics and facilities;

WHEREAS, the Director will seek opportunities to support and expand exceptional youth sports experiences within the City; optimize use of and improve City and School athletic facilities; and support the local youth sports economy, all as further defined herein; and

WHEREAS, the Parties now desire to enter into this Agreement pursuant to the authority of Ind. Code §36-1-7-2 to share in the administration, cost, and organizational oversight of the Director position necessary to drive further efficiencies within our community.

NOW THEREFORE, in consideration of the foregoing premises and the terms and conditions contained herein, the parties agree as follows:

ARTICLE I. RECITALS

The Recitals are an integral part of this Agreement and are specifically incorporated by reference herein.

ARTICLE II. REPRESENTATIONS AND WARRANTIES

Each party represents to the other party that:

- a. It will submit this Agreement for approval by the party’s fiscal body as required by Ind. Code § 36-1-7-4;
- b. Subject to approval by the party’s fiscal body, it has all requisite power, authority and legal right to enter into and carry out the obligations set forth in this Agreement; and
- c. Subject to approval by the party’s fiscal body, it will execute this Agreement by an authorized representative, upon which execution this Agreement will constitute a valid, legally binding obligation of the party, enforceable by its terms, and the party is estopped from making a claim based upon the unenforceability of this Agreement.

ARTICLE III. THE CITY AND DISTRICT ATHLETIC DIRECTOR

The Director position shall contain the following minimum terms:

- A. The Director shall be considered an employee of the School and shall report to the School Superintendent and the City’s Chief of Staff, or their designees.
- B. The Director shall be compensated at One Hundred Thirty Thousand and no/100 Dollars (\$130,000) per year (the “Director’s Salary”), and shall be eligible for any applicable benefits offered to administrative employees by the School (the “Benefits”). Benefits shall be provided and paid for by the School. The Director’s Salary shall be eligible for annual cost of living adjustment offered by the School to all administrative positions.
- C. The Director shall oversee the School’s Scheduling Coordinator, who shall be jointly utilized by the School and City to execute the scheduling and prioritization of field use for both School and City facilities.
- D. The Director shall be responsible for performing (or causing to be performed) the Joint Services (as further defined herein).

ARTICLE IV. SCOPE OF SERVICES

A. School Services. The Director shall be responsible for performing (or causing to be performed) the following services for the School:

- i. Athletic Leadership & Program Oversight.
 - a) Ensure appropriate oversight and alignment of affiliated travel and club programs with School expectations;
 - b) Provide direct support and guidance to high school and junior high athletic directors;

- c) Establish and lead School and Mudsock Youth Athletics Head Coach Mentoring Program to promote professional growth and alignment across programs.
 - d) Design and sustain a comprehensive community-wide onboarding and professional support program for lay coaches.
 - e) Recruit, hire, develop, and retain high-quality coaches and teacher-coaches across the City and School.
- ii. Governance, Compliance, & Professional Development
- a) Ensure School compliance with all IHSAA and NFHS rules, regulations, and policies;
 - b) Oversee and support NFHS and IHSAA coach education initiatives;
 - c) Serve on the IHSAA Board of Directors or act as the School’s representative, as required.
- iii. Sponsorship and Revenue Generation
- a) Create and manage athletic sponsorship opportunities across the district, including naming rights, signage, and game-day sponsorships;
 - b) Collaborate with district leadership to ensure sponsorship aligns with School policies, branding standards, and community values;
- iv. Student-Athlete Well-Being & Inclusion
- a) Lead district-wide mental health initiatives for coaches and student-athletes;
 - b) Implement and expand Unified Sports opportunities at junior high and intermediate school levels;
 - c) Promote inclusive, safe, and supportive athletic environment for all students.

(subsections (i) through (iv) collectively referred to as the “School Services”).

B. City Services. The Director shall be responsible for performing (or causing to be performed) the following services for the City:

- i. Scheduling & Facilities Oversight.
 - a) Oversee the scheduling of all School and City-owned sports facilities ensuring City Objectives and School Objectives are met;
 - b) Provide consultation on athletic facility planning, construction, and renovation projects in collaboration with City and School; and
 - c) Plan and Prepare for future athletic facility needs and improvements.
- ii. Community & Organizational Partnerships.

- a) Develop and maintain relationships with community sports partners, including Mudsock, third-party youth sports organizations, and the School to ensure efficient facility usage, promote and expand travel sports opportunities where appropriate, and resolve conflict where necessary ensuring alignment with City Objectives.
- b) Coordinate between School and City, to advise on capital investments and maintenance of athletic facilities and reevaluate scheduling strategies to increase efficient use facilities.
- c) Collaborate with other City-departments to support large-scale events and tournaments related to youth sports

iii. Alignment of Youth Sports. The Director shall perform the following:

- a) Collaborate with district head coaches to develop youth sports instructional guidelines that promote consistent philosophy, skill development, and long-term program continuity;
- b) Coordinate alignment and communication between School-based athletic programs and travel sports organizations;
- c) Expand and promote travel sports opportunities within Fishers, including practices, competitions, and tournaments, including, but not limited to soccer, volleyball, and lacrosse;
- d) Coordinate alignment and communication between School-based athletic programs and travel sports organizations.

(subsections (i) through (iii) collectively referred to as the “City Services”, and together with the School Services, the “Joint Services”).

ARTICLE V. OBLIGATIONS OF THE PARTIES

A. City Obligations. Throughout the Term of this Agreement, the City shall perform the following services:

- i. Reimburse the School for the Director’s Salary;
- ii. Reimburse the School for any additional compensation provided to the Scheduling Coordinator due to the increased workload associated with the Joint Services;
- iii. In connection with the School Superintendent, oversee the management of the Director; and
- iv. Provide funds to improve and maintain athletic facilities throughout the district, including, without limitation, the High School Project.

B. School Obligations Throughout the Term of this Agreement, the School shall perform the following services:

- i. Create the Director Position;
- ii. Manage the Director's Salary and provide Benefits;
- iii. Provide office space for the Director;
- iv. In connection with the City's Chief of Staff, oversee the management of the Director; and
- v. Provide funds to improve and maintain athletic facilities throughout the district.

ARTICLE VI. THE HIGH SCHOOL PROJECT

The City plans to invest approximately Three Million Six Hundred Thousand Dollars (\$3,600,000) to make certain improvements at Fishers High School and Hamilton Southeastern High School as follows:

A. Fishers High School (approximately \$1,850,000)

- i. 1 new artificial turf field and lighting;
- ii. Upgrading the 4 existing natural fields with aeration and top dressing; and
- iii. Building crosswalk to connect Sand Creek Intermediate to Fishers High School,

all as further depicted on Exhibit A, attached hereto.

B. Hamilton Southeastern High School (approximately \$1,770,000)

- i. 1 new artificial turf field and adding light on field; and
- ii. Upgrading existing fields at the plateau with aeration and top dressing,

all as further depicted on Exhibit A, attached hereto.

ARTICLE VII. JOINT BOARD

The parties hereby acknowledge and agree that the purpose and intent of this Agreement is not to undertake the joint exercise of power within the meaning of Ind. Code § 36-1-7-2(a) and, therefore, this Agreement need not address other matters related to the financing, staffing, budget, administration through a joint board or separate legal entity, or the manner of acquiring, holding and disposing of real and personal property of a joint undertaking.

ARTICLE VIII. DISPUTE RESOLUTION

Any disputes that may arise under this Agreement shall be resolved by the parties' respective executive officers or their designees.

In the event the parties are unable to resolve their claims through the executive officers or their designees, the parties shall endeavor to resolve their claims by mediation administered pursuant to the Indiana Rules for Alternative Dispute Resolution in effect on the date of the Agreement. The parties shall equally share the mediator's and any filing fees. The mediation shall

be held in Fishers, Indiana, unless another location is mutually agreed upon. Agreements reached in mediation shall be enforceable as settlement agreements in any court having jurisdiction thereof.

The parties agree that the exclusive and sole venue for any claim arising out of or relating to this Agreement shall be any court of competent jurisdiction located in Hamilton County, Indiana.

ARTICLE IX. RECORDING AND FILING

This Agreement shall be recorded in the Office of the Recorder of Hamilton County, Indiana and filed with the Indiana State Board of Accounts within sixty (60) days of execution.

ARTICLE X. EFFECTIVE DATE

This Agreement shall be effective upon the occurrence of the following:

- a. Signing by the parties hereto;
- b. The passage of appropriate resolutions and ordinances, recordation of this Agreement with the Hamilton County Recorder; and
- c. Filing of this Agreement with the Indiana State Board of Accounts, Hamilton County Auditor, and Auditor of the State.

ARTICLE XI. TERM OF AGREEMENT

The initial term of this Agreement shall for five (5) years (the "Term"). This Agreement may be terminated or extended only by a written agreement signed by all parties.

ARTICLE XII. NOTICE

All notices, requests, demands, and other communications that are required or may be given under this Agreement shall be in writing and shall be deemed given or delivered when (i) delivered by hand, (ii) mailed by prepaid express overnight mail service, such as "Federal Express" or similar mail service, or (iii) mailed by registered or certified U.S. mail, return receipt requested, and in any case addressed to the respective party at its address set forth below, or at such other address as either party to this Agreement has designated by notice in writing to the other party as provided in this Agreement:

If to City:

Jordin Alexander, Chief of Staff
One Municipal Drive
Fishers, IN 46038

With a copy to:

Lindsey Bennett, Corporation Counsel

One Municipal Drive
Fishers, IN 46038

If to School:

Pat Mapes, Superintendent
13485 Cumberland Road
Fishers, IN 46038

ARTICLE XIII. INDEMNIFICATION

City agrees to indemnify, defend, exculpate, and hold harmless the School, and their respective officers and employees, from and against any and all claims, suits, and liabilities of any kind or character, including reasonable attorneys' fees, which result or arise from any negligent acts or omissions of said party, or those for whom said party is responsible, arising from or connected with the performance of any of the duties or responsibilities of said party under this Agreement. School agrees to indemnify, defend, exculpate, and hold harmless the City, and their respective officers and employees, from and against any and all claims, suits, and liabilities of any kind or character, including reasonable attorneys' fees, which result or arise from any negligent acts or omissions of said party, or those for whom said party is responsible, arising from or connected with the performance of any of the duties or responsibilities of said party under this Agreement.

Notwithstanding the foregoing or anything to the contrary contained herein, each party hereby acknowledges and agrees that each party's financial exposure for certain claims is limited by the Indiana Tort Claims Act, and each party's obligation to indemnify and save the other party, its agents and employees harmless from and against any and all claims, damages, demands, penalties, costs, liabilities, losses, and expenses (including reasonable attorneys' fee and expenses at the trial and appellate levels) arising out of or related to claims subject to the Indiana Tort Claims Act shall be limited to the amount of damages available pursuant to Indiana Code section 34-13-3-4, as amended.

ARTICLE XIV. GOVERNING LAW & VENUE

This Agreement is governed by the laws of the State of Indiana. City and School, to the extent provided by law, WAIVE THEIR RIGHT TO A JURY TRIAL IN ANY MATTER ARISING OUT OF THIS AGREEMENT AND THIS WAIVER IS ABSOLUTE AND UNCONDITIONAL. The Parties hereby submit to the jurisdiction of Hamilton County, Indiana courts, and waive any objection to venue with respect to actions brought in such courts.

ARTICLE XV. MODIFICATION/ NO WAIVER

District Athletic Director
City of Fishers – HSE Schools

The terms and conditions set forth in this Agreement may be modified only by the express, written consent of both parties. Except for changes made in accordance with this Article, no deviation, whether intentional or unintentional, shall constitute an amendment or modification of this Agreement, nor constitute a waiver by Fishers of any rights in this Agreement.

ARTICLE XVI. ASSIGNMENT

City and School may only assign their rights and obligations under this Agreement with the prior written consent of the other party. This Assignment shall be binding upon and inure to the benefit of the parties hereto and their respective legal representatives, successors, and permitted assigns.

ARTICLE XVII. INTERPRETATION AND INTENT

This Agreement constitutes the entire agreement between the parties. Any representations, promises or conditions in connection therewith not set forth in the foregoing or in a writing signed by both parties will not be binding.

ARTICLE XVIII. SEVERABILITY

If any provision of this Agreement is held to be invalid, illegal, or unenforceable by a court of competent jurisdiction, the provision shall be stricken, and all other provisions of this Agreement which can operate independently of such stricken provisions shall continue in full force and effect.

[Signatures on Following Pages]

IN WITNESS WHEREOF, the Parties hereto have executed this Agreement on the date first written above.

**HAMILTON SOUTHEASTERN
SCHOOL CORPROATION**

Patrick Mapes, Superintendent

STATE OF INDIANA)
) SS:
COUNTY OF HAMILTON)

Before me, the undersigned, a Notary Public in and for said County and State, personally appeared **Patrick Mapes**, personally known to me to be the Superintendent of **Hamilton Southeastern School Corporation**, and acknowledged the execution of the foregoing Interlocal Agreement for and on behalf of said party.

WITNESS my hand and notarial seal this _____ day of _____, 2026.

Notary Public

(Printed Signature)

My Commission Expires: _____

My County of Residence: _____

**CITY OF FISHERS, HAMILTON
COUNTY, INDIANA**

Scott Fadness, Mayor

STATE OF INDIANA)
) SS:
COUNTY OF HAMILTON)

Before me, the undersigned, a Notary Public in and for said County and State, personally appeared **Scott Fadness**, personally known to me to be the Mayor of **the City of Fishers, Indiana** and acknowledged the execution of the foregoing Interlocal Agreement for and on behalf of said party.

WITNESS my hand and notarial seal this _____ day of _____, 2026.

Notary Public

(Printed Signature)

My Commission Expires: _____

My County of Residence: _____

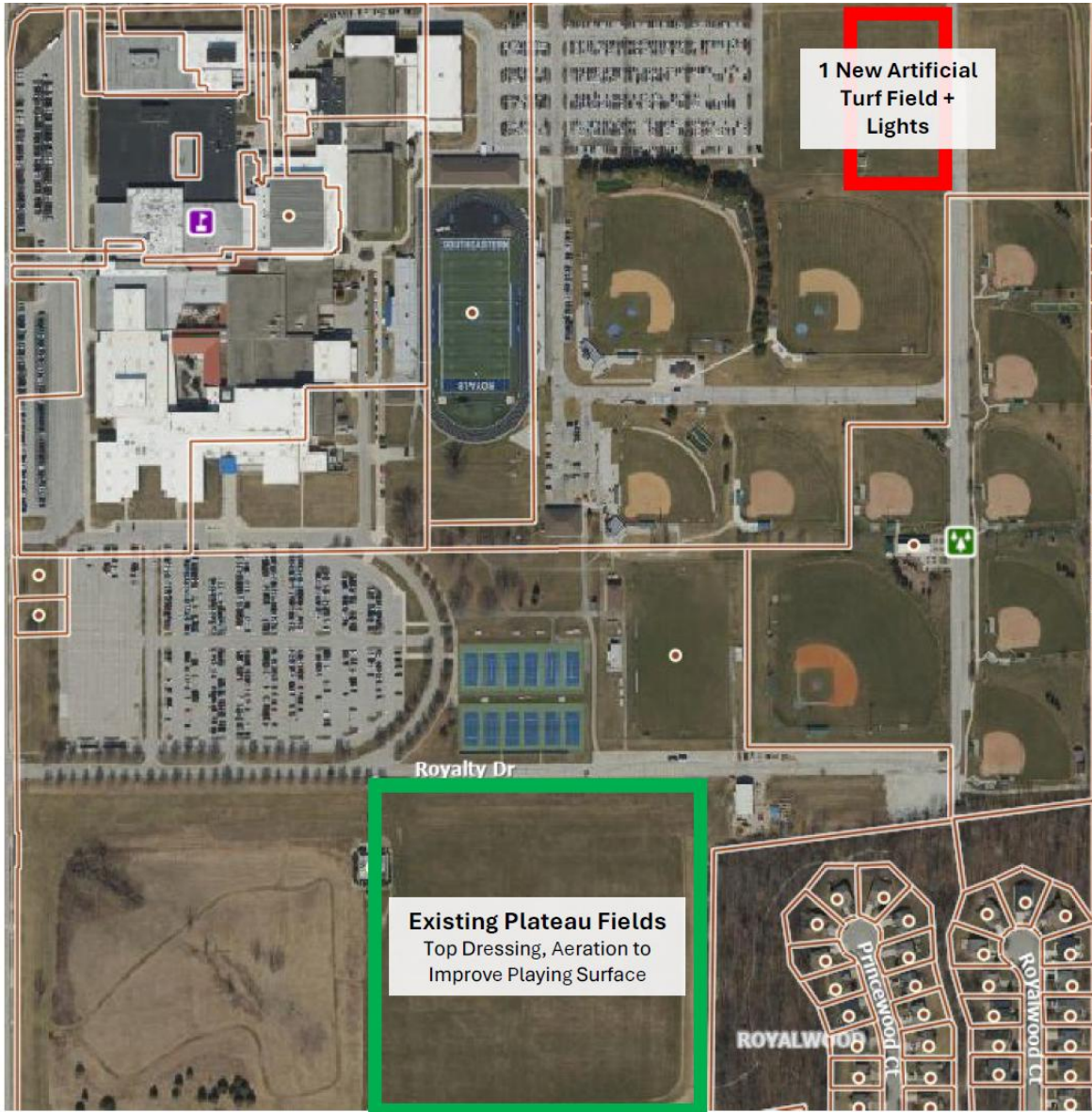
This instrument prepared by: Christopher P. Greisl, Esq., Barnes & Thornburg LLP, 11 S. Meridian Street, Indianapolis, IN 46204.

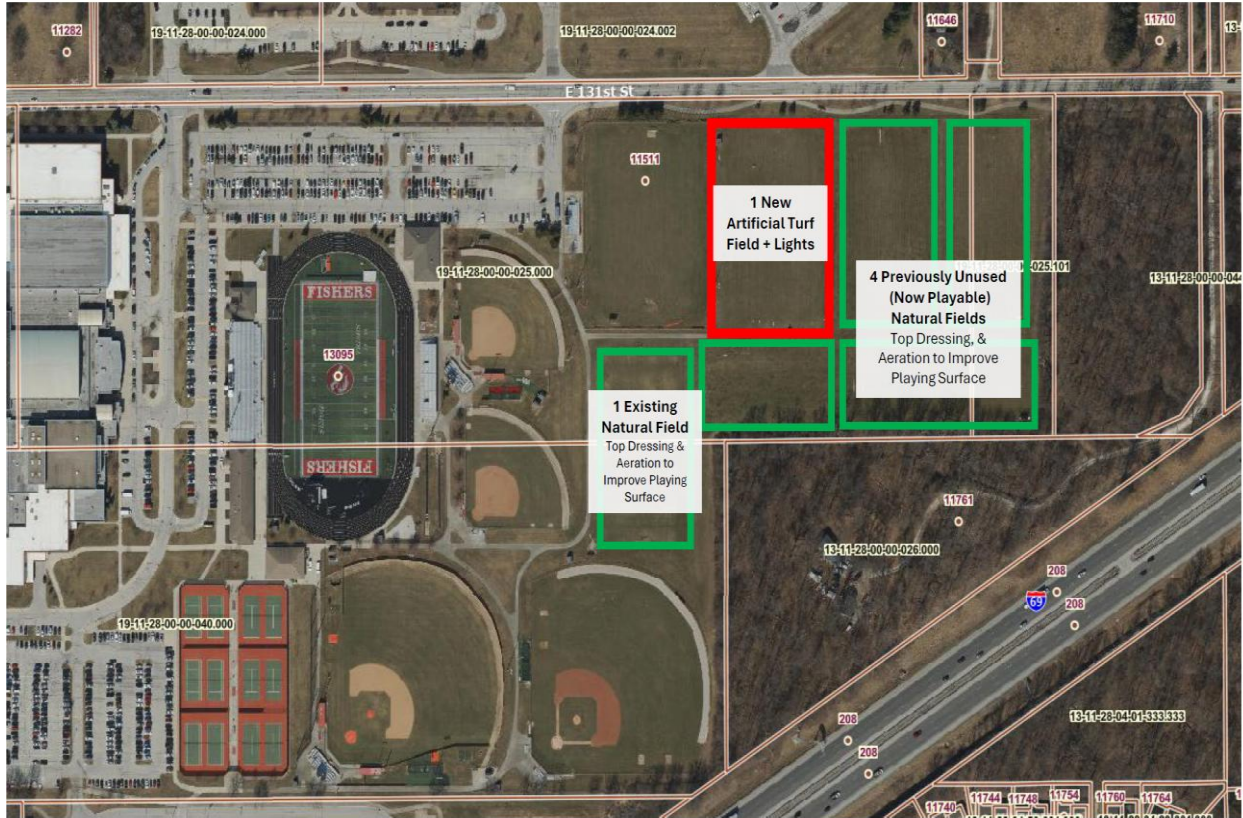
“I affirm, under the penalties for perjury, that I have taken reasonable care to redact each Social Security number in this document, unless required by law.” /s/ Christopher P. Greisl

District Athletic Director
City of Fishers – HSE Schools

Exhibit A

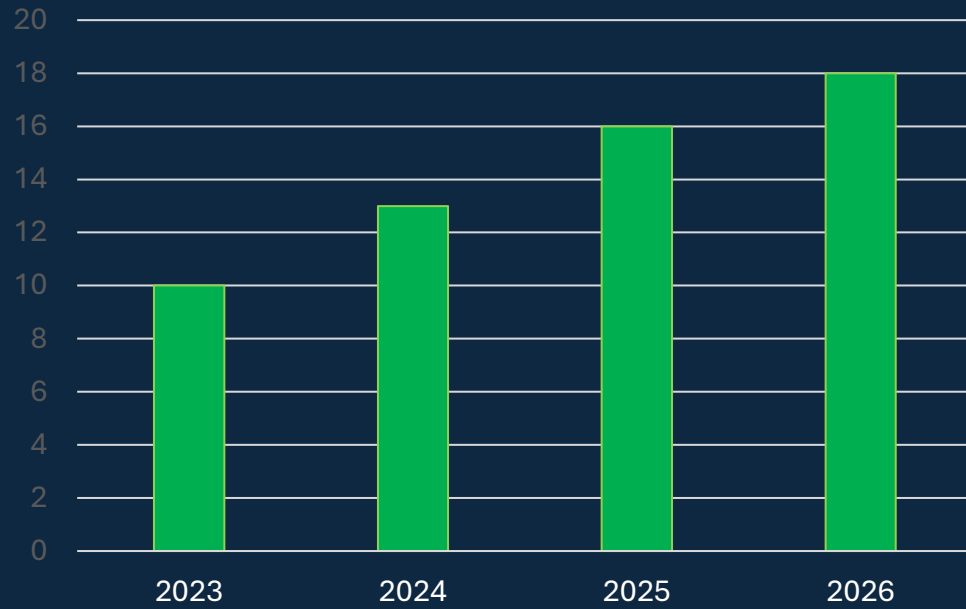
[High School Project]





District Athletic Director
City of Fishers – HSE Schools

Safety Staffing



Homegrown Officers

Officer Jamie Alvis

Officer Bri Guy

Officer Anthony Chavez

Officer Matt Madden

Officer Ben McGinnis

Officer Cam Theobald

CFI Jenna Mungovan

FPD PARTNERSHIP

Ed Gebhart, Chief of Police

SCHOOL SAFETY, MENTAL HEALTH, CRIME PREVENTION

A letter from a student about a life changing conversation with an SRO that led him to pursue a career in law enforcement.

"If it hadn't been for that one small conversation. I would not be where I am now if it wasn't for you," an HSE High School Student said. "Back then, I was a shy, skinny kid with no real goals or passions. I had no idea what I wanted to do after high school. Most of the experiences I've had, the friends I've made, the things I've achieved would not have happened if not for that one small conversation with you."

"I enlisted into the Army National Guard as a combat medic, mainly because I thought it'd be useful for the future career as a cop."

SCHOOL RESOURCE OFFICERS



SCHOOL RESOURCE OFFICERS

Hamilton Southeastern Schools
Fishers Police Department



Lt Kevin Kobli
Unit Commander



Sgt Chris Owens
West Supervisor/FHS



Sgt. Pierre Berry
East Supervisor/HSE



Ofc. Kevin Sutton
TCE, DCE, SES



Ofc. Alicia Ahnert
FJH, CRE



Ofc Adam Shanks
BSE, FCE, GES



Ofc. Matt Madden
LRE, SCE, HRE



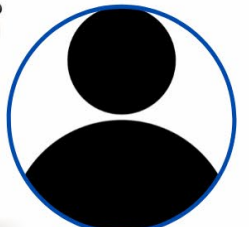
Ofc. Kyle Johns
FHS



Ofc. Brandon Noel
HSE HS



Ofc. Alex Clausius
NBE, HPE, FES



SRO Opening
Schools



Ofc. Dave Pyle
FOCUS, FHSE Academy



Ofc. Greg Dewald
FCI



Ofc. Shane Stephens
SCI



Ofc. Jeff Krider
FCJH



Ofc. Scott Spillman
HIJH



SSO Opening
Riverside



SSO Opening
Schools

INTERLOCAL AGREEMENT BY AND BETWEEN THE CITY OF FISHERS POLICE DEPARTMENT AND HAMILTON SOUTHEASTERN SCHOOLS REGARDING STUDENTS, EMPLOYEES, SCHOOL RESOURCE OFFICERS, SCHOOL SAFETY OFFICERS, AND THE EXCHANGE OF INFORMATION AND RECORDS

This Interlocal Agreement ("Agreement") by and between the City of Fishers, Hamilton County, Indiana, an Indiana municipal corporation ("Fishers"), acting by and through its Police Department ("Police Department"), and the Hamilton Southeastern Schools ("HSE") is entered into on this 11th day of March, 2026 ("Execution Date") upon the following terms and conditions:

WHEREAS, the Police Department is the duly authorized law enforcement agency for Fishers;

WHEREAS, HSE is a duly authorized school corporation located in Fall Creek, Wayne and Delaware Townships, Hamilton County, Indiana, inclusive of Fishers;

WHEREAS, in the best interest of families served by HSE and the broader community, HSE and the Police Department desire to work together to help provide for the safety of HSE students, HSE employees and the greater community;

WHEREAS, pursuant to Ind. Code §36-1-7 *et. seq.*, the Police Department and HSE desire to enter into an Agreement that establishes the relationship of the parties and how they will collaboratively work to best serve HSE and the broader community;

WHEREAS, the Police Department and HSE believe it is in the best interest of HSE students, employees and the community that HSE and the Police Department, to the fullest extent allowed by state and federal law, exchange and share certain information concerning HSE employees and students;

WHEREAS, Indiana statutes provide for, and in some instances, require the exchange of information between schools and law enforcement personnel;

WHEREAS, HSE and the Police Department desire to maintain the confidentiality of any information or records which may be made available or exchanged pursuant to this Agreement;

WHEREAS, Indiana statutes also provide for the presence of law enforcement personnel in schools;

WHEREAS, HSE and the Police Department desire that Fishers police officers serve as School Resource Officers ("SROs") and School Safety Officers ("SSOs") as specified herein; and

WHEREAS, the Police Department and HSE desire to set forth the law enforcement services that the Police Department will provide to HSE;

WHEREAS, HSE and FPD executed an Interlocal Agreement in April 2023 ("2023 Interlocal Agreement") and since that time, certain state laws have been amended and those amendments have been reflected herein so that this Agreement shall replace the 2023 Interlocal Agreement in full.

NOW, THEREFORE, in consideration of the mutual promises contained herein, the mutual covenants set forth below, and other consideration, the receipt and sufficiency of which are hereby acknowledged, HSE and the Police Department agree as follows:

ARTICLE I. RECITALS

The representations, covenants and recitations set forth in the foregoing recitals are material to this Agreement and are hereby incorporated into and made a part of this Agreement as if fully set forth in this Article I.

ARTICLE II. MUTUAL ASSISTANCE

The parties agree, subject to further proceedings required by law, to take such actions, including the execution and delivery of such documents, instruments, petitions and certifications, as may be necessary or appropriate, from time to time, to carry out the terms, provisions and intent of this Agreement and to aid and assist each other in carrying out said terms, provisions and intent.

ARTICLE III. TERM

The term of this Agreement shall be for four (4) *year(s)*, commencing on the Execution Date. The Agreement, however, may be terminated without cause by either party upon thirty (30) days prior written notice. Additionally, this Agreement will automatically renew from year to year unless HSE or the Police Department provides written notice of the intention to decline renewal to the other party at least ten (10) days prior to any renewal.

ARTICLE IV. SCHOOL RESOURCE OFFICERS AND SCHOOL SAFETY OFFICERS

A. SRO and SSO Responsibilities. SROs and SSOs shall perform regular law enforcement duties as determined by Fishers Chief of Police or the Chief's designee and as set forth herein. Specific duties of SROs and SSOs shall be determined by the Police Department with input from HSE. School may slightly adjust SRO and SSO duties based on the school's specific needs. Any records created concerning the performance of the services provided by the Police Department pursuant to this Agreement will be maintained by the school's principal and shared with the Chief of Police or the Chief's designee.

As more specifically described in Appendix A which is attached hereto and incorporated herein, duties of SROs and SSOs may generally include, but not be limited to the following:

1. Providing follow-up home visits when needed as a result of school-related student issues;
2. Attending school sponsored or related activities when SRO or SSO participation is requested by the school and approved by the Police Department;
3. Responding to emergency law enforcement activities which may include:
 - i. making arrests;
 - ii. conducting search and seizure of person or property;
 - iii. carrying a firearm on or about school property; and

- iv. exercising other police powers with respect to enforcement of Indiana law; and
- 4. Attending Police Departmental training or other administrative duties.

B. SRO and SSO Training. SROs and SSOs shall meet minimum training standards as set forth in Indiana Code. A SRO is defined as a law enforcement officer who has completed the training required under Indiana Code §5-2-1-9, including Tier 1 Training provided by the Indiana Law Enforcement Academy.

SROs and SSOs must also receive at least forty (40) hours of school resource officer training through the National Association of School Resource Officers. School Resource Officer Training shall occur within one hundred eighty (180) days from the date the individual is initially assigned the duties of a school resource officer.

A SRO or SSO has jurisdiction as authorized by state law for any Tier 1 trained Law Enforcement Officer. This includes but may not be limited to Delaware, Fall Creek and Wayne Townships in Hamilton County. This subsection does not restrict the jurisdiction that a SRO or SSO may possess due to the officer's employment by the Fishers Police Department.

A SSO is for all intents and purposes the same as a SRO as it relates to the safety operations of the school district. A SSO shall be granted the same responsibilities and duties as SROs. Any differences between SROs and SSOs shall be administrative in nature as determined by the Police Department. HSE intends to use the SSOs as assigned the same as the assigned SROs.

C. School Safety Plan. SROs and SSOs shall consult with other local law enforcement officials and first responders to assist HSE's Chief Operations Officer or designee with the development, implementation and effective operation of a school safety plan that protects against inside and outside threats to the physical safety of students; prevents unauthorized access to school property; and secures schools against violence and natural disasters. Although SROs and SSOs are not generally involved in school disciplinary measures, SROs and SSOs shall help maintain a safe and effective learning environment.

D. Consideration. In consideration for placing SROs and SSOs in HSE schools, HSE will pay Fishers compensation equal to one half of the salary and benefits for each full-time officer assigned to the SRO Unit. SROs and SSOs will be on duty during normal school hours in HSE schools while school is in session. Upon terms mutually agreeable to both parties, SROs may also provide services outside of normal school hours. HSE will also pay Fishers compensation equal to one half of the cost of equipment and training required for an SRO or SSO including but not limited to new uniforms when hired, ballistic vest, duty belt, weapons with ancillary equipment, duty and training ammunition, and the required SRO course.

E. SRO and SSO Uniforms. SROs and SSOs will wear their department assigned uniform during their school schedule as mutually agreed upon in consultation with school officials. While on duty, SROs and SSOs shall maintain regular routine patrol and supervision duties within the building and school grounds. Further, consistent with state law, SROs and SSOs shall wear their on-duty, weapon issued by the Police Department while serving as a SRO or SSO.

F. SSO Patrol Vehicles. SSOs with one year of service to the Fishers Police Department will be issued a marked patrol vehicle to use while they are on duty status. The patrol vehicle shall be owned, insured and in Fishers' discretion, replaced, at Fishers' cost and shall be parked at the school when the SSO is off duty. The patrol vehicle will be fueled and maintained by HSE. H

G. Enforcement of School Disciplinary Procedures. The SRO/SSO shall assist the superintendent, principals, faculty, and staff in enforcing the campus code of conduct and other school rules in order to maintain a safe learning environment in the following manner: 1) When it pertains to preventing a disruption that would, if ignored, place students, faculty, and staff at risk of harm, the SRO or SSO will intervene/resolve the problem to preserve the school climate, and 2) In all other cases involving school discipline, the SRO or SSO will appropriately alert administrators and/or escort students to the office where school discipline can be meted out. SROs and SSOs are to be considered "School Officials" for their role in school safety and assisting the school in furthering the educational goals of the district. SROs and SSOs shall not be responsible for instituting or enforcing school disciplinary measures. SROs and SSOs will not generally act as a school disciplinarian nor make recommendations regarding school discipline. Notwithstanding the foregoing, SROs and SSOs may, from time-to-time, remind students of school rules; however, SROs and SSOs shall not be required to perform or take such disciplinary action.

Further, this Agreement does not alter the relationship or duties of the assigned officer or the Police Department beyond the general duties that exist for law enforcement officers within the State of Indiana. Therefore, SROs and SSOs will not be assigned regular lunchroom duties, bus monitor responsibility, or supervision typically associated with school administration. However, within the scope of their roles, SROs and SSOs may act on their own initiative to further educationally related goals.

H. Transporting Students. SROs and SSOs shall not transport students in Police Department vehicles except:

1. When students are victims of a crime, under arrest, or some other child welfare, safety or emergency circumstances exist; or
2. When students are suspended or sent home from school following school disciplinary action, if the student's parent or guardian has refused or is unable to pick up the student within a reasonable time period and the student is disruptive or disorderly and his or her continued presence on campus is a threat to the safety and welfare of other students and school personnel.
3. When the student being transported is a family member or friend of the SRO or SSO and is otherwise eligible for transportation in a Police Department vehicle pursuant to Fishers' policies and procedures, as amended.

Notwithstanding the foregoing, SROs and SSOs shall not transport a student to any location unless it is determined that the student's parent, guardian, or custodian is at the destination to which the student is being transported. SROs and SSOs shall not transport students in their personal vehicles. SROs and SSOs shall notify school personnel upon removing a student from campus.

I. Resources. HSE will provide SROs and SSOs secure office space and other reasonable resources as necessary to carry out their duties at their assigned schools.

J. Communication. SROs and SSOs shall coordinate and communicate with the principal or the principal's designee of the school to which they are assigned.

K. Relationship of the Parties. This Agreement provides for contractual law enforcement services and the exchange of information. SROs and SSOs are employees of the Police Department and are subject to Police Department control and supervision. SROs and SSOs will follow the current operating procedures, rules, and regulations of the Police Department, including attendance at all mandated training and testing to maintain law enforcement certification. The Police Department and HSE are not a partnership or joint venture and shall not make representations to third parties indicating

a partnership or joint venture relationship. When there are updates in law related to SROs, SSOs, and schools, HSE and the Police Department will confer to determine whether it is appropriate to update the relationship between the parties.

ARTICLE V. STUDENT INFORMATION AND RECORDS

The Chief of the Fishers Police Department and the Superintendent of HSE believe that it is in the best interest of HSE's students and also in the best interests of the safety and welfare of the community to provide each other with information. Hamilton Southeastern Schools designates the Fishers Police Department SRO Unit as the Law Enforcement Unit for HSE Schools. When students are displaying behavior that causes police intervention, providing that student with appropriate services is essential. Student assistance teams, guidance counselors and other school administrators can help identify when patterns begin to develop.

The Department may provide information to the School regarding HSE students that are taken into custody or when they have reasonable suspicion to believe the student has committed any crime or delinquent offense or have been victimized.

To the extent permitted by Indiana and Federal law, the School grants designated officers from FPD direct access to its student and employee records. If a health or safety emergency and knowledge of potential information contained in records is necessary to protect the health and safety of anyone, FPD will immediately access and obtain copies of any records that may contain information necessary to protect the health and safety of anyone. If access to records is made in a health or safety emergency, the access is tracked electronically, and written description will be available for review.

A. Juvenile Arrest, Detention or Immediate Detentions. Pursuant to Ind. Code § 31-37-4-3, as amended, in the arrest or detention of juveniles involving allegations of delinquency that would be a crime if committed by an adult or in an event of immediate detention pursuant to Ind. Code § 12-26-4-1, the investigating officer shall determine which school the juvenile attends. The Police Department shall contact HSE and determine whether the juvenile attends an HSE school. If the juvenile is an HSE student, the Police Department shall provide the principal of the school the juvenile attends or the HSE school superintendent or designee with written notice (1) that the child was taken into custody; and (2) of the reason why the child was taken into custody.

In addition to immediate detentions pursuant to Ind. Code § 12-26-4-1, the alleged crimes that require notification to HSE, as specified above, include the following:

- I. Murder (IC 35-42-1-1).
2. Attempted murder (IC 35-41-5-1).
3. Voluntary manslaughter (IC 35-42-1-3).
4. Involuntary manslaughter (IC 35-42-1-4).
5. Reckless homicide (IC 35-42-1-5).
6. Aggravated battery (IC 35-42-2-1.5).
7. Battery (IC 35-42-2-1).
8. Kidnapping (IC 35-42-3-2).
9. A sex crime listed in IC 35-42-4-1 through IC 35-42-4-8.
10. Sexual misconduct with a minor (IC35-42-4-9).
11. Incest (IC 35-46-1-3).
12. Robbery as a Level 2 felony or a Level 3 felony (IC 35-42-5-1).
13. Burglary as a Level 1 felony, Level 2 felony, Level 3 felony, or Level 4 felony (IC 35-43-2-1).
14. Assisting a criminal as a Level 5 felony (IC 35-44.1-2-5).

15. Escape (IC 35-44.1-3-4) as a Level 4 felony or Level 5 felony.
16. Trafficking with an inmate as a Level 5 felony (IC 35-44.1-3-5).
17. Causing death when operating a vehicle (IC 9-30-5-5).
18. Criminal confinement (IC 35-42-3-3) as a Level 2 or Level 3 felony.
19. Arson (IC 35-43-1-I) as a Level 2 felony, Level 3 felony, or Level 4 felony.
20. Possession, use, or manufacture of a weapon of mass destruction (IC 35-47-12-1).
21. Terroristic mischief (IC 35-47-12-3) as a Level 2 or Level 3 felony.
22. Hijacking or disrupting an aircraft (IC 35-47-6-1.6).
23. A violation of IC 35-47.5 (controlled explosives) as a Level 2 felony, Level 3 felony, or Level 4 felony.
24. A controlled substances offense under IC 35-48.
25. A criminal organization offense under IC 35-45-9.
26. Domestic battery (IC 35-42-2-1.3).
27. A felony terrorist offense (as defined in IC 35-50-2-18).

B. Suspension Or Expulsion Related to Criminal Activity, Firearms or Destructive Devices. If a juvenile is suspended or expelled because of involvement in an activity or allegation of delinquency that would be a crime if committed by an adult, or, pursuant to Ind. Code § 20-33-8-16, suspended or expelled for bringing a firearm or destructive device to school or onto school property or for being in possession of a firearm or destructive device while on school property, HSE shall advise the juvenile and his or her parents that HSE will immediately advise the Police Department regarding the suspension or expulsion. HSE will then submit the following information to the SRO assigned to the school the student attends with the following information;

1. The name, age, address and sex of the juvenile
2. The nature of the offense, or activity allegedly committed and the circumstances immediately surrounding it, including the time, location and property involved;
3. A description of the method of apprehension; and
4. Any instruments of physical force used.

Upon receiving notification under this subsection, the Police Department shall begin an investigation and take appropriate action. A student with disabilities (as defined in I.C. 20-357-7) who possesses a firearm on school property is subject to procedural safeguards under 20 U.S.C. 1415.

C. Drug And Alcohol Offenses. Pursuant to Ind. Code § 20-33-9-6, if HSE has reason to believe that a student has committed an offense related to controlled substances or alcoholic beverages while in, on, or within one thousand (1,000) feet of school property, then HSE shall immediately advise an SRO assigned to the school the student attends with the following information:

1. a general description of the violation;
2. the name or a general description of each violator known to the member;
3. the date, time, and place of the violation;
4. the name or a general description of each person who the member knows witnessed any part of the violation; and
5. a general description and the location of any property that the member knows was involved in the violation.

D. Drug Testing. Notwithstanding any other provision of this Agreement, results of HSE 's random drug tests shall not be provided to the Police Department. HSE has adopted a policy of

random drug testing for its student athletes and student drivers. The purpose of this policy is not punitive in nature but is aimed at furthering the safety of the student population. The policy requires that the results of drug testing are to be held with the very strictest confidentiality and that the consequences of a failed drug test are not to be punitive. Providing the Police Department with the confidential results of random drug tests would contravene the policy, would result in punitive consequences, and would violate Fourth Amendment jurisprudence.

E. Children In Need Of Services And Delinquent Children. If a student is found to be a child in need of services or has been determined to be a delinquent pursuant to Ind. Code§ 31-37-1-2, the Police Department and HSE shall exchange the records of such student, provided sharing the information is permitted under state or federal law. Within 48 hours of receipt of such records, the receiving agency (either the Police Department or HSE) shall forward a copy to the other *agency*.

F. Students with Disabilities. Pursuant to 511 IAC 7-44-10, when HSE makes a report to the Police department under this Article about a student with a disability, HSE will ensure that copies of the education and disciplinary record of the student are also transmitted to the Police Department to the extent the transmission is permitted by the Family Educational Rights and Privacy Act (FERPA).

ARTICLE VI. HSE EMPLOYEE INFORMATION AND RECORDS

A. Drug and Alcohol-Related Offenses. Pursuant to Ind. Code§ 20-33-9-6, if HSE has reason to believe that an HSE employee has committed a crime involving alcoholic beverages or controlled substances in, on, or within 1,000 yards of school property, HSE shall immediately notify an SRO or SSO assigned to the school/ building with the following information:

1. a general description of the violation;
2. the name or a general description of each violator known to the reporter; (c) the date, time, and place of the violation;
3. the name or a general description of each person who the member knows witnessed any part of the violation; and
4. a general description and the location of any property that the member knows was involved in the violation.

B. Threats, Battery, Intimidation, and Harassment. Pursuant to Ind. Code § 2033-9-13, if HSE has reason to believe that an HSE employee has received a threat or is the victim or intimidation, battery, or harassment, HSE shall notify an SRO or SSO assigned to the school/ building with the following information:

1. The name, age, address and sex of the employee;
2. The nature of the offense, or activity allegedly committed and the circumstances immediately surrounding it, including the time, location and property involved; and
3. Any instruments of physical force used or threatened.

C. Arrest Information. If the Police Department receives information concerning an HSE employee and that information is subject to public access laws and the limitations thereof, the Police Department has the authority to advise HSE of such information.

D. Non-Disclosure of Random Drug Testing. Results of random drug tests of employees shall not be provided to the Police Department. HSE has adopted a policy of random drug

testing for its potential employees. The purpose of this policy is not punitive in nature but is aimed at furthering the safety of the student population. The policy requires that the results of drug testing are to be held with the very strictest confidentiality and that the consequences of a failed drug test are not to be punitive. Providing the Police Department with the confidential results of random drug tests would contravene the policy, would result in punitive consequences, and would violate Fourth Amendment jurisprudence.

E. Information related to school employees. The Fishers Police Department may share information with HSE Schools related to investigations involving HSE Employees when the actions being investigated jeopardizes in any way the shared mission to create a safe school by maintaining a safe and effective learning environment. The information shared will be based on the appropriate timeline relative to the investigation as determined by the investigator overseeing the specific case. Information that can be shared may include, but not be limited to initial reports, detective supplements and/or PC affidavits. HSE shall not, disclose this information to a member of the public unless required in order to defend itself in litigation, or pursuant to a lawfully issued subpoena or court order. HSE will treat this material as if it were disciplinary or confidential HR file materials and will maintain it in accordance with school policies.

ARTICLE VII. HSE CONTACT

HSE shall designate a contact person to receive information from the Police Department. The default contact shall be the Chief Operations Officer or designee. HSE will then treat the material as if it were disciplinary file material and will maintain it in accordance with school policies.

ARTICLE VIII. CONFIDENTIALITY

It is the desire and intent of HSE and the Police Department to maintain the confidentiality of juveniles and employees as required by law. Nothing in this Agreement shall be construed to violate the requirement of confidentiality with respect to juvenile or employee records and information exchanged or shared by HSE and the Police Department. As permitted by law, HSE will share records and information protected by FERPA with the Police Department including where the disclosure is intended to effectively serve, prior to adjudication, the student whose records are released pursuant to 34 CFR 99.38 and IC 20-33-8-3. Student records received from the district, to include video files, will strictly adhere to the federal Family Educational Rights and Privacy Act (FERPA) and Indiana Code 20-33-7-3. FPD shall not disclose any educational records, to include video files, to a third party other than another juvenile justice agency to effectively serve, prior to adjudication, the student whose records are released, without the consent of Hamilton Southeastern Schools. A juvenile justice agency is defined under IC 5-2-6-1 as an agency or department of any level of government, the functions of which include the following juvenile justice activities:

1. the prevention or reduction of juvenile delinquency;
2. the apprehension and adjudication of juvenile offenders;
3. the disposition of juvenile offenders including protective techniques and practices;
4. the prevention of child abuse and neglect; and
5. the discovery, protection, and disposition of children in need of services.

ARTICLE IX. COURT ORDERS

HSE and the Police Department acknowledge that a Court may require the destruction, surrender, or expungement of information exchanged pursuant to this Agreement. HSE and the Police

Department agree that they shall comply with any such order for the destruction, surrender, or expungement of such information or records as soon as practicable.

ARTICLE X. GENERAL PROVISIONS

A. Agreement Not Restrictive. HSE and the Police Department agree that this Agreement does not eliminate or limit the independence of HSE or the Police Department's ability to proceed in either the school system or in the criminal justice system, or both, as circumstances may require. Subject to applicable state and federal laws, this Agreement shall not be interpreted to limit or restrict the exchange and sharing of information and documents between the parties.

B. Assignment. Except as otherwise provided within this Agreement, neither party hereto may transfer or assign this Agreement without prior written consent of the other party.

C. Insurance Coverage. Unless a party certifies that it is self-insured and provides reasonable assurance as to its ability to provide such self-insurance, each party shall maintain comprehensive general liability insurance during the term of this Agreement. Each party will provide a copy of the insurance policy upon request of the other party.

D. Indemnification. Each party agrees to indemnify and hold the other party, its deputies, agents, employees, assignees, and other vendors harmless from any liability, loss or damage each may suffer as a result of claims, demands, costs or judgments, including legal fees, against each of them arising out of the duties and obligations pursuant to this Agreement.

E. Amendment. This Agreement may be amended only by the mutual consent of the parties, by the adoption of an ordinance or resolution of Fishers approving said amendment, as provided by law, and by the execution of said amendment by the parties or their successors in interest.

F. No Other Agreement. Except as otherwise expressly provided herein, this Agreement supersedes all prior agreements, negotiations and discussions relative to the subject matter hereof and is a full integration of the agreement of the parties.

G. Severability. If any provision, covenant, agreement or portion of this Agreement or its application to any person, entity or property, is held invalid, such invalidity shall not affect the application or validity of any other provisions, covenants, agreements or portions of this Agreement and, to that end, any provisions, covenants, agreements or portions of this Agreement are declared to be severable.

H. Legal Fees. In the event any party brings an arbitration, suit or action under this Agreement to enforce any of its terms, or in any appeal there from, it is agreed that each party shall bear their own expenses, including legal fees. Notwithstanding the foregoing, legal fees shall be available for claims made pursuant to Section D above concerning Indemnification.

I. No Third Party Beneficiaries. By entering into this Agreement, the parties do not intend to confer a benefit on a third party. Rather, it is the exclusive intention of the parties for the Agreement to benefit only the parties to this Agreement. Therefore, the parties shall not communicate to any person or entity that this Agreement benefits any person or entity other than the parties.

J. Applicable Law and Venue. This Agreement shall be interpreted, construed, and enforced pursuant to, and *in* accordance with Indiana law. Further, the parties consent to venue in Hamilton County, Indiana.

IN WITNESS WHEREOF, the parties hereto have caused this Agreement to be executed by their duly authorized representatives as of the date first set forth.

CITY OF FISHERS by and through its
POLICE DEPARTMENT

HAMILTON SOUTHEASTERN SCHOOLS

Chief Ed Gebhart

By: _____
Its: _____

INTERLOCAL AGREEMENT BY AND BETWEEN THE CITY OF FISHERS POLICE DEPARTMENT AND HAMILTON SOUTHEASTERN SCHOOLS REGARDING STUDENTS, EMPLOYEES, SCHOOL RESOURCE OFFICERS, SCHOOL SAFETY OFFICERS, AND THE EXCHANGE OF INFORMATION AND RECORDS

This Interlocal Agreement ("Agreement") by and between the City of Fishers, Hamilton County, Indiana, an Indiana municipal corporation ("Fishers"), acting by and through its Police Department ("Police Department"), and the Hamilton Southeastern Schools ("HSE") is entered into on this 11th day of March, 2026 ("Execution Date") upon the following terms and conditions:

WHEREAS, the Police Department is the duly authorized law enforcement agency for Fishers;

WHEREAS, HSE is a duly authorized school corporation located in Fall Creek, Wayne and Delaware Townships, Hamilton County, Indiana, inclusive of Fishers;

WHEREAS, in the best interest of families served by HSE and the broader community, HSE and the Police Department desire to work together to help provide for the safety of HSE students, HSE employees and the greater community;

WHEREAS, pursuant to Ind. Code §36-1-7 *et. seq.*, the Police Department and HSE desire to enter into an Agreement that establishes the relationship of the parties and how they will collaboratively work to best serve HSE and the broader community;

WHEREAS, the Police Department and HSE believe it is in the best interest of HSE students, employees and the community that HSE and the Police Department, to the fullest extent allowed by state and federal law, exchange and share certain information concerning HSE employees and students;

WHEREAS, Indiana statutes provide for, and in some instances, require the exchange of information between schools and law enforcement personnel;

WHEREAS, HSE and the Police Department desire to maintain the confidentiality of any information or records which may be made available or exchanged pursuant to this Agreement;

WHEREAS, Indiana statutes also provide for the presence of law enforcement personnel in schools;

WHEREAS, HSE and the Police Department desire that Fishers police officers serve as School Resource Officers ("SROs") and School Safety Officers ("SSOs") as specified herein; and

WHEREAS, the Police Department and HSE desire to set forth the law enforcement services that the Police Department will provide to HSE;

WHEREAS, HSE and FPD executed an Interlocal Agreement in April 2023 ("2023 Interlocal Agreement") and since that time, certain state laws have been amended and those amendments have been reflected herein so that this Agreement shall replace the 2023 Interlocal Agreement in full.

NOW, THEREFORE, in consideration of the mutual promises contained herein, the mutual covenants set forth below, and other consideration, the receipt and sufficiency of which are hereby acknowledged, HSE and the Police Department agree as follows:

ARTICLE I. RECITALS

The representations, covenants and recitations set forth in the foregoing recitals are material to this Agreement and are hereby incorporated into and made a part of this Agreement as if fully set forth in this Article I.

ARTICLE II. MUTUAL ASSISTANCE

The parties agree, subject to further proceedings required by law, to take such actions, including the execution and delivery of such documents, instruments, petitions and certifications, as may be necessary or appropriate, from time to time, to carry out the terms, provisions and intent of this Agreement and to aid and assist each other in carrying out said terms, provisions and intent.

ARTICLE III. TERM

The term of this Agreement shall be for four (4) *year(s)*, commencing on the Execution Date. The Agreement, however, may be terminated without cause by either party upon thirty (30) days prior written notice. Additionally, this Agreement will automatically renew from year to year unless HSE or the Police Department provides written notice of the intention to decline renewal to the other party at least ten (10) days prior to any renewal.

ARTICLE IV. SCHOOL RESOURCE OFFICERS AND SCHOOL SAFETY OFFICERS

A. SRO and SSO Responsibilities. SROs and SSOs shall perform regular law enforcement duties as determined by Fishers Chief of Police or the Chief's designee and as set forth herein. Specific duties of SROs and SSOs shall be determined by the Police Department with input from HSE. School may slightly adjust SRO and SSO duties based on the school's specific needs. Any records created concerning the performance of the services provided by the Police Department pursuant to this Agreement will be maintained by the school's principal and shared with the Chief of Police or the Chief's designee.

As more specifically described in Appendix A which is attached hereto and incorporated herein, duties of SROs and SSOs may generally include, but not be limited to the following:

1. Providing follow-up home visits when needed as a result of school-related student issues;
2. Attending school sponsored or related activities when SRO or SSO participation is requested by the school and approved by the Police Department;
3. Responding to emergency law enforcement activities which may include:
 - i. making arrests;
 - ii. conducting search and seizure of person or property;
 - iii. carrying a firearm on or about school property; and

- iv. exercising other police powers with respect to enforcement of Indiana law; and
- 4. Attending Police Departmental training or other administrative duties.

B. SRO and SSO Training. SROs and SSOs shall meet minimum training standards as set forth in Indiana Code. A SRO is defined as a law enforcement officer who has completed the training required under Indiana Code §5-2-1-9, including Tier 1 Training provided by the Indiana Law Enforcement Academy.

SROs and SSOs must also receive at least forty (40) hours of school resource officer training through the National Association of School Resource Officers. School Resource Officer Training shall occur within one hundred eighty (180) days from the date the individual is initially assigned the duties of a school resource officer.

A SRO or SSO has jurisdiction as authorized by state law for any Tier 1 trained Law Enforcement Officer. This includes but may not be limited to Delaware, Fall Creek and Wayne Townships in Hamilton County. This subsection does not restrict the jurisdiction that a SRO or SSO may possess due to the officer's employment by the Fishers Police Department.

A SSO is for all intents and purposes the same as a SRO as it relates to the safety operations of the school district. A SSO shall be granted the same responsibilities and duties as SROs. Any differences between SROs and SSOs shall be administrative in nature as determined by the Police Department. HSE intends to use the SSOs as assigned the same as the assigned SROs.

C. School Safety Plan. SROs and SSOs shall consult with other local law enforcement officials and first responders to assist HSE's Chief Operations Officer or designee with the development, implementation and effective operation of a school safety plan that protects against inside and outside threats to the physical safety of students; prevents unauthorized access to school property; and secures schools against violence and natural disasters. Although SROs and SSOs are not generally involved in school disciplinary measures, SROs and SSOs shall help maintain a safe and effective learning environment.

D. Consideration. In consideration for placing SROs and SSOs in HSE schools, HSE will pay Fishers compensation equal to one half of the salary and benefits for each full-time officer assigned to the SRO Unit. SROs and SSOs will be on duty during normal school hours in HSE schools while school is in session. Upon terms mutually agreeable to both parties, SROs may also provide services outside of normal school hours. HSE will also pay Fishers compensation equal to one half of the cost of equipment and training required for an SRO or SSO including but not limited to new uniforms when hired, ballistic vest, duty belt, weapons with ancillary equipment, duty and training ammunition, and the required SRO course.

E. SRO and SSO Uniforms. SROs and SSOs will wear their department assigned uniform during their school schedule as mutually agreed upon in consultation with school officials. While on duty, SROs and SSOs shall maintain regular routine patrol and supervision duties within the building and school grounds. Further, consistent with state law, SROs and SSOs shall wear their on-duty, weapon issued by the Police Department while serving as a SRO or SSO.

F. SSO Patrol Vehicles. SSOs with one year of service to the Fishers Police Department will be issued a marked patrol vehicle to use while they are on duty status. The patrol vehicle shall be owned, insured and in Fishers' discretion, replaced, at Fishers' cost and shall be parked at the school when the SSO is off duty. The patrol vehicle will be fueled and maintained by HSE. H

G. Enforcement of School Disciplinary Procedures. The SRO/SSO shall assist the superintendent, principals, faculty, and staff in enforcing the campus code of conduct and other school rules in order to maintain a safe learning environment in the following manner: 1) When it pertains to preventing a disruption that would, if ignored, place students, faculty, and staff at risk of harm, the SRO or SSO will intervene/resolve the problem to preserve the school climate, and 2) In all other cases involving school discipline, the SRO or SSO will appropriately alert administrators and/or escort students to the office where school discipline can be meted out. SROs and SSOs are to be considered "School Officials" for their role in school safety and assisting the school in furthering the educational goals of the district. SROs and SSOs shall not be responsible for instituting or enforcing school disciplinary measures. SROs and SSOs will not generally act as a school disciplinarian nor make recommendations regarding school discipline. Notwithstanding the foregoing, SROs and SSOs may, from time-to-time, remind students of school rules; however, SROs and SSOs shall not be required to perform or take such disciplinary action.

Further, this Agreement does not alter the relationship or duties of the assigned officer or the Police Department beyond the general duties that exist for law enforcement officers within the State of Indiana. Therefore, SROs and SSOs will not be assigned regular lunchroom duties, bus monitor responsibility, or supervision typically associated with school administration. However, within the scope of their roles, SROs and SSOs may act on their own initiative to further educationally related goals.

H. Transporting Students. SROs and SSOs shall not transport students in Police Department vehicles except:

1. When students are victims of a crime, under arrest, or some other child welfare, safety or emergency circumstances exist; or
2. When students are suspended or sent home from school following school disciplinary action, if the student's parent or guardian has refused or is unable to pick up the student within a reasonable time period and the student is disruptive or disorderly and his or her continued presence on campus is a threat to the safety and welfare of other students and school personnel.
3. When the student being transported is a family member or friend of the SRO or SSO and is otherwise eligible for transportation in a Police Department vehicle pursuant to Fishers' policies and procedures, as amended.

Notwithstanding the foregoing, SROs and SSOs shall not transport a student to any location unless it is determined that the student's parent, guardian, or custodian is at the destination to which the student is being transported. SROs and SSOs shall not transport students in their personal vehicles. SROs and SSOs shall notify school personnel upon removing a student from campus.

I. Resources. HSE will provide SROs and SSOs secure office space and other reasonable resources as necessary to carry out their duties at their assigned schools.

J. Communication. SROs and SSOs shall coordinate and communicate with the principal or the principal's designee of the school to which they are assigned.

K. Relationship of the Parties. This Agreement provides for contractual law enforcement services and the exchange of information. SROs and SSOs are employees of the Police Department and are subject to Police Department control and supervision. SROs and SSOs will follow the current operating procedures, rules, and regulations of the Police Department, including attendance at all mandated training and testing to maintain law enforcement certification. The Police Department and HSE are not a partnership or joint venture and shall not make representations to third parties indicating

a partnership or joint venture relationship. When there are updates in law related to SROs, SSOs, and schools, HSE and the Police Department will confer to determine whether it is appropriate to update the relationship between the parties.

ARTICLE V. STUDENT INFORMATION AND RECORDS

The Chief of the Fishers Police Department and the Superintendent of HSE believe that it is in the best interest of HSE's students and also in the best interests of the safety and welfare of the community to provide each other with information. Hamilton Southeastern Schools designates the Fishers Police Department SRO Unit as the Law Enforcement Unit for HSE Schools. When students are displaying behavior that causes police intervention, providing that student with appropriate services is essential. Student assistance teams, guidance counselors and other school administrators can help identify when patterns begin to develop.

The Department may provide information to the School regarding HSE students that are taken into custody or when they have reasonable suspicion to believe the student has committed any crime or delinquent offense or have been victimized.

To the extent permitted by Indiana and Federal law, the School grants designated officers from FPD direct access to its student and employee records. If a health or safety emergency and knowledge of potential information contained in records is necessary to protect the health and safety of anyone, FPD will immediately access and obtain copies of any records that may contain information necessary to protect the health and safety of anyone. If access to records is made in a health or safety emergency, the access is tracked electronically, and written description will be available for review.

A. Juvenile Arrest, Detention or Immediate Detentions. Pursuant to Ind. Code § 31-37-4-3, as amended, in the arrest or detention of juveniles involving allegations of delinquency that would be a crime if committed by an adult or in an event of immediate detention pursuant to Ind. Code § 12-26-4-1, the investigating officer shall determine which school the juvenile attends. The Police Department shall contact HSE and determine whether the juvenile attends an HSE school. If the juvenile is an HSE student, the Police Department shall provide the principal of the school the juvenile attends or the HSE school superintendent or designee with written notice (1) that the child was taken into custody; and (2) of the reason why the child was taken into custody.

In addition to immediate detentions pursuant to Ind. Code § 12-26-4-1, the alleged crimes that require notification to HSE, as specified above, include the following:

- I. Murder (IC 35-42-1-1).
2. Attempted murder (IC 35-41-5-1).
3. Voluntary manslaughter (IC 35-42-1-3).
4. Involuntary manslaughter (IC 35-42-1-4).
5. Reckless homicide (IC 35-42-1-5).
6. Aggravated battery (IC 35-42-2-1.5).
7. Battery (IC 35-42-2-1).
8. Kidnapping (IC 35-42-3-2).
9. A sex crime listed in IC 35-42-4-1 through IC 35-42-4-8.
10. Sexual misconduct with a minor (IC35-42-4-9).
11. Incest (IC 35-46-1-3).
12. Robbery as a Level 2 felony or a Level 3 felony (IC 35-42-5-1).
13. Burglary as a Level 1 felony, Level 2 felony, Level 3 felony, or Level 4 felony (IC 35-43-2-1).
14. Assisting a criminal as a Level 5 felony (IC 35-44.1-2-5).

15. Escape (IC 35-44.1-3-4) as a Level 4 felony or Level 5 felony.
16. Trafficking with an inmate as a Level 5 felony (IC 35-44.1-3-5).
17. Causing death when operating a vehicle (IC 9-30-5-5).
18. Criminal confinement (IC 35-42-3-3) as a Level 2 or Level 3 felony.
19. Arson (IC 35-43-1-I) as a Level 2 felony, Level 3 felony, or Level 4 felony.
20. Possession, use, or manufacture of a weapon of mass destruction (IC 35-47-12-1).
21. Terroristic mischief (IC 35-47-12-3) as a Level 2 or Level 3 felony.
22. Hijacking or disrupting an aircraft (IC 35-47-6-1.6).
23. A violation of IC 35-47.5 (controlled explosives) as a Level 2 felony, Level 3 felony, or Level 4 felony.
24. A controlled substances offense under IC 35-48.
25. A criminal organization offense under IC 35-45-9.
26. Domestic battery (IC 35-42-2-1.3).
27. A felony terrorist offense (as defined in IC 35-50-2-18).

B. Suspension Or Expulsion Related to Criminal Activity, Firearms or Destructive Devices. If a juvenile is suspended or expelled because of involvement in an activity or allegation of delinquency that would be a crime if committed by an adult, or, pursuant to Ind. Code § 20-33-8-16, suspended or expelled for bringing a firearm or destructive device to school or onto school property or for being in possession of a firearm or destructive device while on school property, HSE shall advise the juvenile and his or her parents that HSE will immediately advise the Police Department regarding the suspension or expulsion. HSE will then submit the following information to the SRO assigned to the school the student attends with the following information;

1. The name, age, address and sex of the juvenile
2. The nature of the offense, or activity allegedly committed and the circumstances immediately surrounding it, including the time, location and property involved;
3. A description of the method of apprehension; and
4. Any instruments of physical force used.

Upon receiving notification under this subsection, the Police Department shall begin an investigation and take appropriate action. A student with disabilities (as defined in 1.C. 20-357-7) who possesses a firearm on school property is subject to procedural safeguards under 20 U.S.C. 1415.

C. Drug And Alcohol Offenses. Pursuant to Ind. Code § 20-33-9-6, if HSE has reason to believe that a student has committed an offense related to controlled substances or alcoholic beverages while in, on, or within one thousand (1,000) feet of school property, then HSE shall immediately advise an SRO assigned to the school the student attends with the following information:

1. a general description of the violation;
2. the name or a general description of each violator known to the member;
3. the date, time, and place of the violation;
4. the name or a general description of each person who the member knows witnessed any part of the violation; and
5. a general description and the location of any property that the member knows was involved in the violation.

D. Drug Testing. Notwithstanding any other provision of this Agreement, results of HSE's random drug tests shall not be provided to the Police Department. HSE has adopted a policy of

random drug testing for its student athletes and student drivers. The purpose of this policy is not punitive in nature but is aimed at furthering the safety of the student population. The policy requires that the results of drug testing are to be held with the very strictest confidentiality and that the consequences of a failed drug test are not to be punitive. Providing the Police Department with the confidential results of random drug tests would contravene the policy, would result in punitive consequences, and would violate Fourth Amendment jurisprudence.

E. Children In Need Of Services And Delinquent Children. If a student is found to be a child in need of services or has been determined to be a delinquent pursuant to Ind. Code § 31-37-1-2, the Police Department and HSE shall exchange the records of such student, provided sharing the information is permitted under state or federal law. Within 48 hours of receipt of such records, the receiving agency (either the Police Department or HSE) shall forward a copy to the other *agency*.

F. Students with Disabilities. Pursuant to 511 IAC 7-44-10, when HSE makes a report to the Police department under this Article about a student with a disability, HSE will ensure that copies of the education and disciplinary record of the student are also transmitted to the Police Department to the extent the transmission is permitted by the Family Educational Rights and Privacy Act (FERPA).

ARTICLE VI. HSE EMPLOYEE INFORMATION AND RECORDS

A. Drug and Alcohol-Related Offenses. Pursuant to Ind. Code § 20-33-9-6, if HSE has reason to believe that an HSE employee has committed a crime involving alcoholic beverages or controlled substances in, on, or within 1,000 yards of school property, HSE shall immediately notify an SRO or SSO assigned to the school/ building with the following information:

1. a general description of the violation;
2. the name or a general description of each violator known to the reporter; (c) the date, time, and place of the violation;
3. the name or a general description of each person who the member knows witnessed any part of the violation; and
4. a general description and the location of any property that the member knows was involved in the violation.

B. Threats, Battery, Intimidation, and Harassment. Pursuant to Ind. Code § 2033-9-13, if HSE has reason to believe that an HSE employee has received a threat or is the victim or intimidation, battery, or harassment, HSE shall notify an SRO or SSO assigned to the school/ building with the following information:

1. The name, age, address and sex of the employee;
2. The nature of the offense, or activity allegedly committed and the circumstances immediately surrounding it, including the time, location and property involved; and
3. Any instruments of physical force used or threatened.

C. Arrest Information. If the Police Department receives information concerning an HSE employee and that information is subject to public access laws and the limitations thereof, the Police Department has the authority to advise HSE of such information.

D. Non-Disclosure of Random Drug Testing. Results of random drug tests of employees shall not be provided to the Police Department. HSE has adopted a policy of random drug

testing for its potential employees. The purpose of this policy is not punitive in nature but is aimed at furthering the safety of the student population. The policy requires that the results of drug testing are to be held with the very strictest confidentiality and that the consequences of a failed drug test are not to be punitive. Providing the Police Department with the confidential results of random drug tests would contravene the policy, would result in punitive consequences, and would violate Fourth Amendment jurisprudence.

E. Information related to school employees. The Fishers Police Department may share information with HSE Schools related to investigations involving HSE Employees when the actions being investigated jeopardizes in any way the shared mission to create a safe school by maintaining a safe and effective learning environment. The information shared will be based on the appropriate timeline relative to the investigation as determined by the investigator overseeing the specific case. Information that can be shared may include, but not be limited to initial reports, detective supplements and/or PC affidavits. HSE shall not, disclose this information to a member of the public unless required in order to defend itself in litigation, or pursuant to a lawfully issued subpoena or court order. HSE will treat this material as if it were disciplinary or confidential HR file materials and will maintain it in accordance with school policies.

ARTICLE VII. HSE CONTACT

HSE shall designate a contact person to receive information from the Police Department. The default contact shall be the Chief Operations Officer or designee. HSE will then treat the material as if it were disciplinary file material and will maintain it in accordance with school policies.

ARTICLE VIII. CONFIDENTIALITY

It is the desire and intent of HSE and the Police Department to maintain the confidentiality of juveniles and employees as required by law. Nothing in this Agreement shall be construed to violate the requirement of confidentiality with respect to juvenile or employee records and information exchanged or shared by HSE and the Police Department. As permitted by law, HSE will share records and information protected by FERPA with the Police Department including where the disclosure is intended to effectively serve, prior to adjudication, the student whose records are released pursuant to 34 CFR 99.38 and IC 20-33-8-3. Student records received from the district, to include video files, will strictly adhere to the federal Family Educational Rights and Privacy Act (FERPA) and Indiana Code 20-33-7-3. FPD shall not disclose any educational records, to include video files, to a third party other than another juvenile justice agency to effectively serve, prior to adjudication, the student whose records are released, without the consent of Hamilton Southeastern Schools. A juvenile justice agency is defined under IC 5-2-6-1 as an agency or department of any level of government, the functions of which include the following juvenile justice activities:

1. the prevention or reduction of juvenile delinquency;
2. the apprehension and adjudication of juvenile offenders;
3. the disposition of juvenile offenders including protective techniques and practices;
4. the prevention of child abuse and neglect; and
5. the discovery, protection, and disposition of children in need of services.

ARTICLE IX. COURT ORDERS

HSE and the Police Department acknowledge that a Court may require the destruction, surrender, or expungement of information exchanged pursuant to this Agreement. HSE and the Police

Department agree that they shall comply with any such order for the destruction, surrender, or expungement of such information or records as soon as practicable.

ARTICLE X. GENERAL PROVISIONS

A. Agreement Not Restrictive. HSE and the Police Department agree that this Agreement does not eliminate or limit the independence of HSE or the Police Department's ability to proceed in either the school system or in the criminal justice system, or both, as circumstances may require. Subject to applicable state and federal laws, this Agreement shall not be interpreted to limit or restrict the exchange and sharing of information and documents between the parties.

B. Assignment. Except as otherwise provided within this Agreement, neither party hereto may transfer or assign this Agreement without prior written consent of the other party.

C. Insurance Coverage. Unless a party certifies that it is self-insured and provides reasonable assurance as to its ability to provide such self-insurance, each party shall maintain comprehensive general liability insurance during the term of this Agreement. Each party will provide a copy of the insurance policy upon request of the other party.

D. Indemnification. Each party agrees to indemnify and hold the other party, its deputies, agents, employees, assignees, and other vendors harmless from any liability, loss or damage each may suffer as a result of claims, demands, costs or judgments, including legal fees, against each of them arising out of the duties and obligations pursuant to this Agreement.

E. Amendment. This Agreement may be amended only by the mutual consent of the parties, by the adoption of an ordinance or resolution of Fishers approving said amendment, as provided by law, and by the execution of said amendment by the parties or their successors in interest.

F. No Other Agreement. Except as otherwise expressly provided herein, this Agreement supersedes all prior agreements, negotiations and discussions relative to the subject matter hereof and is a full integration of the agreement of the parties.

G. Severability. If any provision, covenant, agreement or portion of this Agreement or its application to any person, entity or property, is held invalid, such invalidity shall not affect the application or validity of any other provisions, covenants, agreements or portions of this Agreement and, to that end, any provisions, covenants, agreements or portions of this Agreement are declared to be severable.

H. Legal Fees. In the event any party brings an arbitration, suit or action under this Agreement to enforce any of its terms, or in any appeal there from, it is agreed that each party shall bear their own expenses, including legal fees. Notwithstanding the foregoing, legal fees shall be available for claims made pursuant to Section D above concerning Indemnification.

I. No Third Party Beneficiaries. By entering into this Agreement, the parties do not intend to confer a benefit on a third party. Rather, it is the exclusive intention of the parties for the Agreement to benefit only the parties to this Agreement. Therefore, the parties shall not communicate to any person or entity that this Agreement benefits any person or entity other than the parties.

J. Applicable Law and Venue. This Agreement shall be interpreted, construed, and enforced pursuant to, and *in* accordance with Indiana law. Further, the parties consent to venue in Hamilton County, Indiana.

IN WITNESS WHEREOF, the parties hereto have caused this Agreement to be executed by their duly authorized representatives as of the date first set forth.

CITY OF FISHERS by and through its
POLICE DEPARTMENT



Chief Ed Gebhart

HAMILTON SOUTHEASTERN SCHOOLS



By: Tiffany Pascoe
Its: Board President

**City of Fishers Joint Board Meeting:
HSE Schools and Fishers City Council
Meeting Minutes
March 11, 2026**

President Tiffany Pascoe called the meeting to order at 5:00 p.m. Present were Dawn Lang, Ben Orr, Latricia Shooley, Dr. Juanita Albright, Sarah Parks-Reese, Suzanne Thomas, Interim Superintendent Dr. Matt Kegley, Mark Scudder, Mayor Scott Fadness, Elliott Hultgren, John Weingardt, Brad DeReamer, Tiffanie Ditlevson, Selina Stoller, Pete Peterson, Todd Zimmerman, Bill Stuart, Lindsey Bennett, Jake Reardon-McSoley, Chief Ed Gebhart, Ashley Elrod, Jordin Alexander, Megan Baumgartner, Monica Heltz, City Clerk Jennifer Kehl, Pierre Berry, Danielle Thompson, Jason Urban, Ryan Taylor, Bryan Rausch, Tim Brown, and Larry Lannan. Cecilia Coble and John DeLucia were absent.

- Mayor Scott Fadness spoke briefly on City of Fishers and the HSE School's partnerships.
- Ashley Elrod came forward to discuss the city's survey that was promoted for Fishers' residents to complete. Approximately 3000 residents completed the survey. She also spoke on HSE partnerships.
- Jordin Alexander came forward and discussed the city investment in education.
- Monica Heltz came forward and the school nurse and educator that is in place in the school which serves about 20,000 children. She spoke on the school club grant program of \$500. This grant is for school clubs that are public health related. Her department is currently working with school staff on youth mental health and will be hiring a family navigator to assist students and parents in the school district. The Health Department is working with ASPIRE to assist with the youth mental health initiative
- Chief Ed Gebhart spoke briefly on the SRO and SSO officers in the school.

Youth Sports Structure Partnership

Mayor Fadness spoke on the Youth Athletic Sponsorships. The city will be hiring Jim Self as the City and District Athletic Director. The city will pay the salary, and the school district will pay the benefits. Jordin Alexander and Bryan Rausch, Assistant Superintendent of Operations, have been working together on this partnership.

- Suzanne Thomas appreciates the support, communication, and clarification on this contract.
- Sarah Parker-Reese will the staff have training on how to work with children, and will there be a child development program? Bryan Rausch responded yes. She asked if HSE Schools receive priority on the use of the fields. Bryan Rausch stated the schools will use the fields until 6:00PM. Mayor Scott Fadness stated that the school district already has an ordinance in place that stated schools will have the 1st priority. Sarah Parker-Reese also asked if there would be paths to get to the field areas. Mayor Scott Fadness said they will install a crosswalk and will install paths

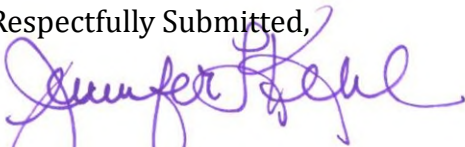
where needed for students' safety. She asked about the 5-year contract. When the contract is ready to expire, the city and school district will re-evaluate if they continue or amend the contract. Sarah asked who would be handling the bidding for the projects. Mayor Scott Fadness stated the city will and follow state guidelines. Sarah also asked if the turf will be of the standard that is currently in place at the schools. Brian Rausch stated the turf will meet the safety standards and be equivalent to the current standard. Mayor Scott Fadness stated the city will handle the standard maintenance. Brian Rausch stated the school district will keep all of the revenues from sponsorships and rentals.

- Dr. Juanita Albright, Ben Orr, Dawn Lang and Tiffany Pascoe had no further questions. They all thanked the city for their support.
- John Weingardt made a motion to approve the Interlocal Agreement between HSE School District and the City of Fishers. Brad DeReamer seconded the motion. There was no remonstrance, and all members voted yay. The motion passed.
- Dawn Lang made a motion to approve the Interlocal Agreement between HSE School District and the City of Fishers. Dr. Juanita Albright seconded the motion. There was no remonstrance, and all members voted yay. The motion passed.

Fishers Police Department and HSE MOU – SRO and SSO

- Chief Ed Gebhart presented his presentation to the school board members on the SRO and SSO program. They will be adding 2 officers this year.
- Sarah Parker-Reese asked what the difference was between SRO was and SSO officers. SRO Officers are full-time Fishers Police Department officers. SRO Officers and Tier-1 retired police officers. Sarah also asked, “is there anything different in this MOU?” Chief Ed Gebhart stated the only difference was the city could be providing the cars for these officers and the school district would pay for gas. The school district and the city will have a shared cost for training the officers. The growth in officers is open-ended.
- Mayor Scott Fadness stated the city will pay all expenses for the two officers being hired this year.
- Brad DeReamer made a motion to approve the MOU. Todd Zimmerman seconded the motion. There was no remonstrance, and all members voted yay.
- Suzanne Thomas made a motion to approve the MOU. Dawn Lang seconded the motion. There was no remonstrance, and all members voted yay.
- The meeting was adjourned at 6:00PM.

Respectfully Submitted,



Jennifer L. Kehl
Fishers City Clerk

HSE SCHOOLS + CITY OF FISHERS JOINT BOARD MEETING

3/11/2026



SEEKING *EXPERIENTIAL* EXCELLENCE

PARKS ARE THE #1 INVESTMENT SIGNAL

49.4% of residents say parks and recreation should be a very important focus area.

COMMUNITY CONNECTION

48.2% of residents indicated prioritization of residents' "connection and engagement" in their responses.

HEALTH & WELLNESS INTEGRATION

46% of residents prioritize health & wellness opportunities.

SHORT TERM RECOMMENDED ACTIONS (1-3 Years)

- Parks Enhancement & Expansion
- Community Engagement Initiatives
- Wellness Programming
- Environmental Resilience
- Public Space Activation

Community Survey Results

Residents are satisfied with core service delivery, and have **high expectations for investments in:**

EXPERIENCE, CONNECTIVITY, LIFESTYLE AMENITIES, ENVIRONMENTAL QUALITY, & CIVIC ENGAGEMENT

90% of residents would recommend **Hamilton Southeastern Schools** to someone who asks

92% of residents would recommend living in Fishers to someone who asks

93% of residents feel safety in Fishers is exceptionally strong.

93% of residents feel the quality of life in Fishers is exceptionally strong

City of Fishers & HSE Partnership Updates



Community Based Learning

8,323
Students Annually

7
Active Programs (K-5th)

New Programs
Arts Center (Kindergarten),
Box City (3rd Grade)



Joint Information Network

**Student-led
Storytelling**

**Hands-On
Externship**



Innovation Grants

\$384,586
Awarded Since January 2024

24 Grants
ALL Grade Levels,
13 Schools

Top Awards:
Virtual Reality, STEM,
Media & Filmography



Public Health Partnership

Youth Mental Health
Family Navigator
Position

Open Gyms

**School Nurse
Liaison**

Club Grants



FPD Partnership

SROs

**Cadet & Teen
Academy**

**More Info
Next Slide**



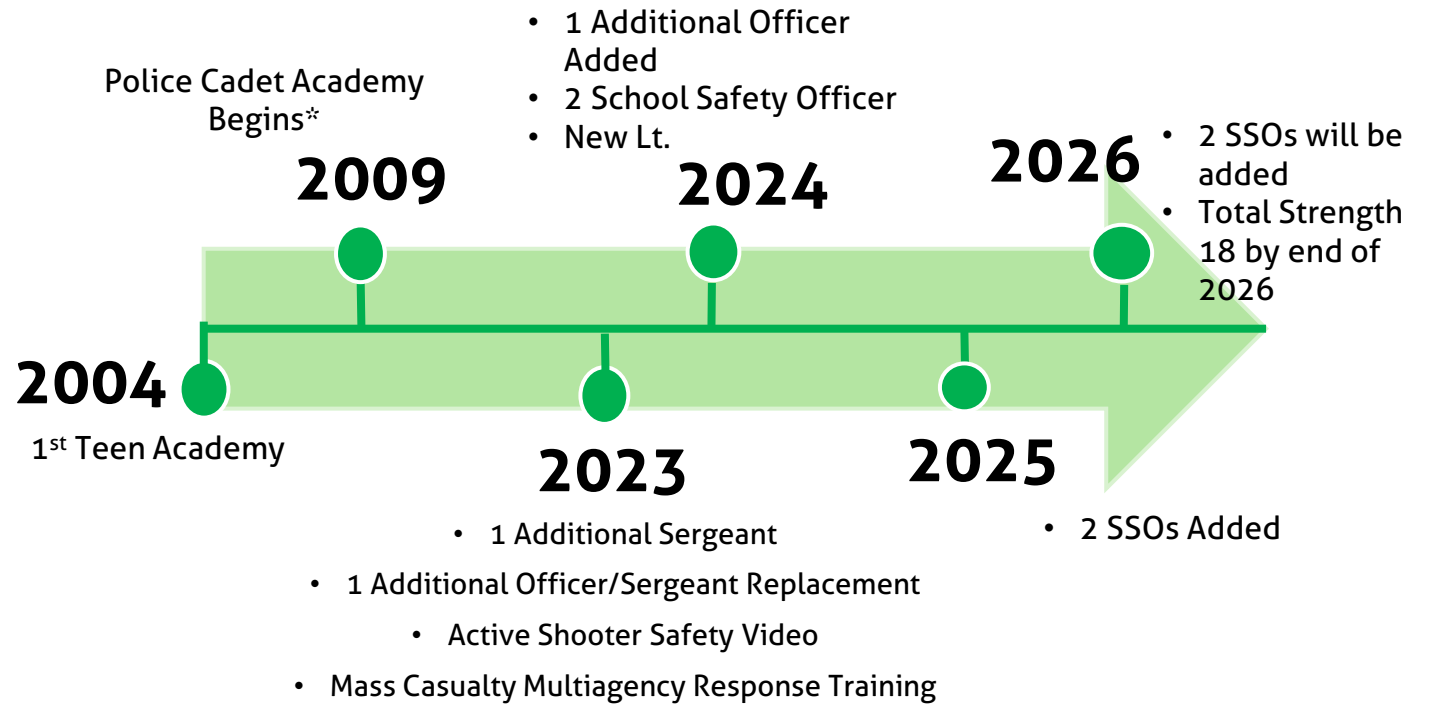


FISHERS PD PARTNERSHIP

Ed Gebhart, Chief of Police

SCHOOL SAFETY, MENTAL HEALTH, CRIME PREVENTION

In 2002, two officers were assigned to the SRO Unit



2026

16

CURRENT STAFFING

SRO + SSO

31

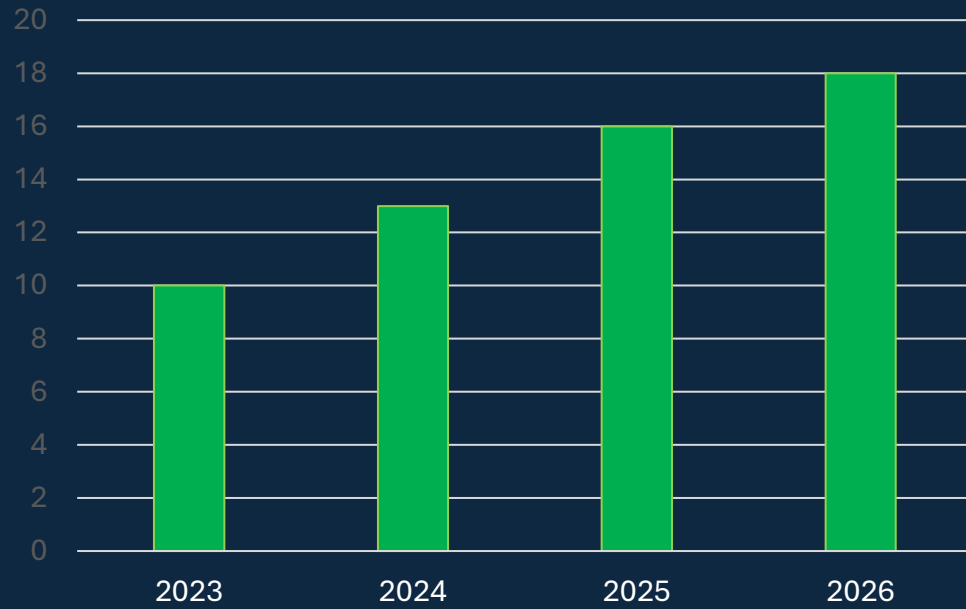
POLICE CADET ACADEMY PARTICIPANTS

23rd

TEEN ACADEMY SESSION

*Two cadets have been hired out of the program

Safety Staffing



Homegrown Officers

Officer Jamie Alvis

Officer Bri Guy

Officer Anthony Chavez

Officer Matt Madden

Officer Ben McGinnis

Officer Cam Theobald

CFI Jenna Mungovan

FPD PARTNERSHIP

Ed Gebhart, Chief of Police

SCHOOL SAFETY, MENTAL HEALTH, CRIME PREVENTION

A letter from a student about a life changing conversation with an SRO that led him to pursue a career in law enforcement.

"If it hadn't been for that one small conversation. I would not be where I am now if it wasn't for you," an HSE High School Student said. "Back then, I was a shy, skinny kid with no real goals or passions. I had no idea what I wanted to do after high school. Most of the experiences I've had, the friends I've made, the things I've achieved would not have happened if not for that one small conversation with you."

"I enlisted into the Army National Guard as a combat medic, mainly because I thought it'd be useful for the future career as a cop."

SCHOOL RESOURCE OFFICERS



SCHOOL RESOURCE OFFICERS

Hamilton Southeastern Schools
Fishers Police Department



Lt Kevin Kobli
Unit Commander



Sgt Chris Owens
West Supervisor/FHS



Sgt. Pierre Berry
East Supervisor/HSE



Ofc. Kevin Sutton
TCE, DCE, SES



Ofc. Alicia Ahnert
FJH, CRE



Ofc Adam Shanks
BSE, FCE, GES



Ofc. Matt Madden
LRE, SCE, HRE



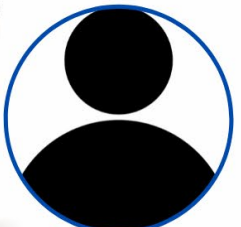
Ofc. Kyle Johns
FHS



Ofc. Brandon Noel
HSE HS



Ofc. Alex Clausius
NBE, HPE, FES



SRO Opening
Schools



Ofc. Dave Pyle
FOCUS, FHSE Academy



Ofc. Greg Dewald
FCI



Ofc. Shane Stephens
SCI



Ofc. Jeff Krider
FCJH



Ofc. Scott Spillman
HIJH



SSO Opening
Riverside



SSO Opening
Schools

YOUTH ATHLETICS PARTNERSHIP

Key Points:

Interlocal (Joint Athletic Director)

- 5 Year Term
- School Employee
- City to reimburse for salary

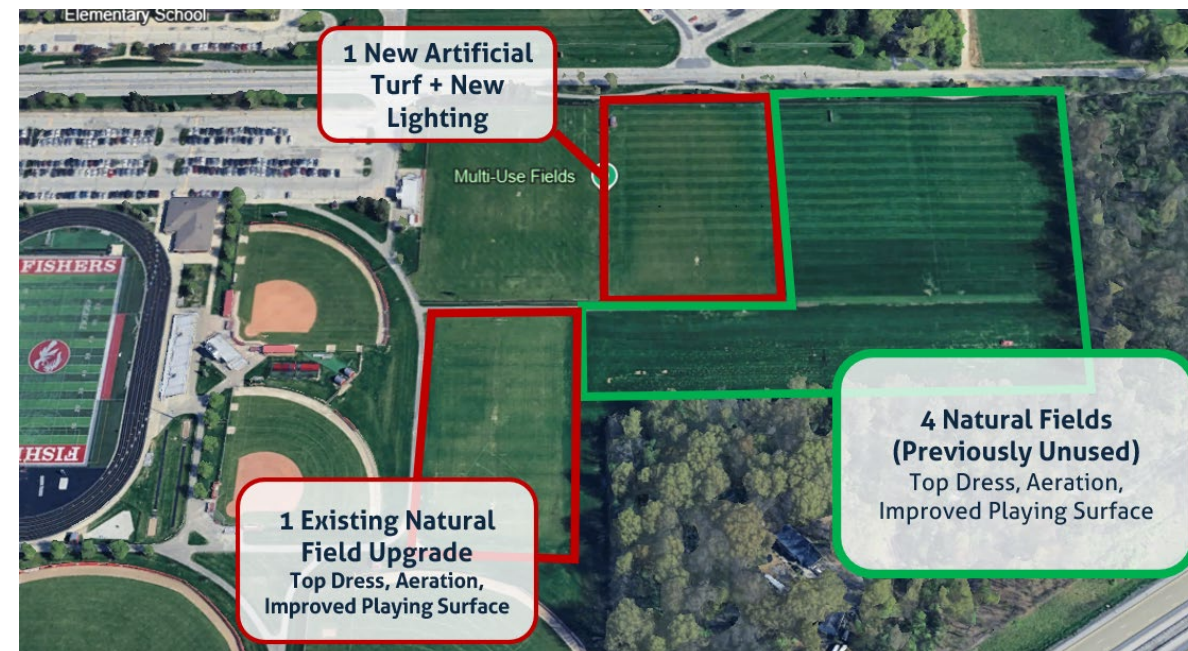
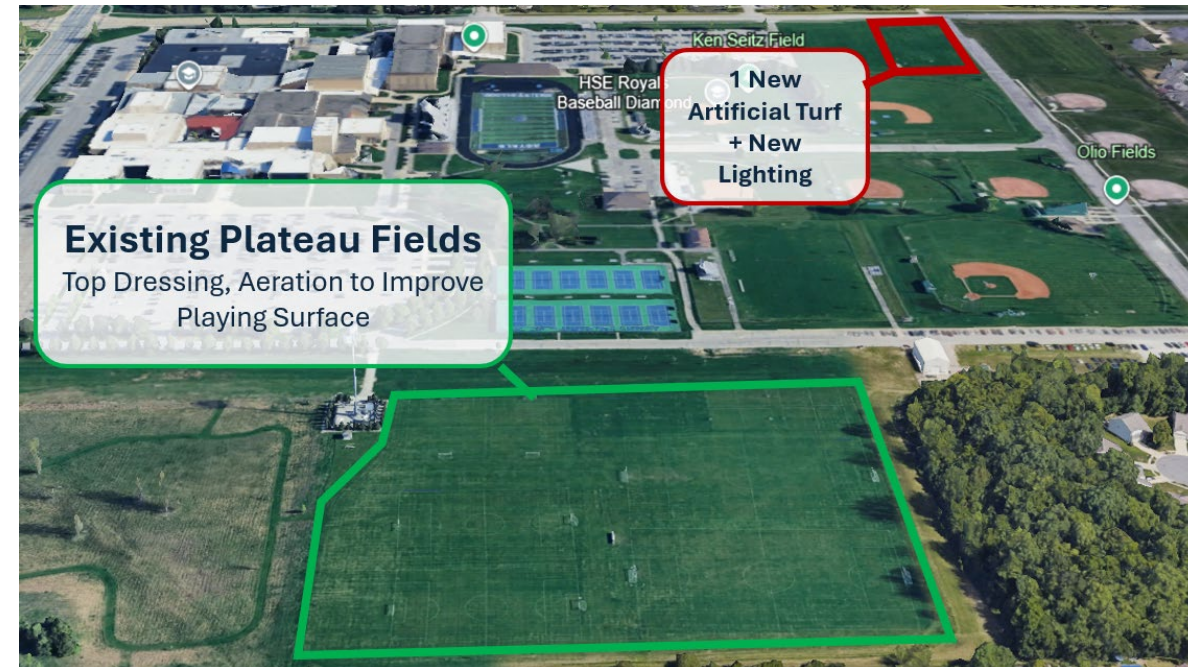
Centralized Scheduling Infrastructure

- Improve booking data and drive efficient use of facilities

Field Investments

- \$3.6M of improvements at HSE & Fishers High Schools

Ordinance Revision



ACTION ITEMS

4.01 Interlocal Agreement

MOTION to Approve Interlocal Agreement

4.02 SRO MOU (Chief Ed Gebhart)

MOITION to Approve SRO MOU

