

Legislative Analysis



SCHOOL SAFETY TRAININGS

Phone: (517) 373-8080
<http://www.house.mi.gov/hfa>

House Bill 4223 (proposed substitute H-1)
Sponsor: Rep. Mike Harris

Analysis available at
<http://www.legislature.mi.gov>

House Bill 4315 (proposed substitute H-1)
Sponsor: Rep. Phil Pavlov

Committee: Education and Workforce
Complete to 4-23-25

SUMMARY:

House Bills 4223 and 4315 would amend the Revised School Code to require school safety and security training for school personnel.

House Bill 4315 would require the Department of State Police (MSP) and their Office of School Safety, in coordination with the Department of the Attorney General and the Michigan Department of Education (MDE), to develop school safety and security training materials and best practices and provide annual training resources on those topics. The materials and training would have to be provided to school resource officers, school safety or security personnel, and all school staff, in both public and nonpublic schools. As described below, the specific training topics would be based on an individual's role at the school.

House Bill 4223 would require that, starting with the 2026-27 school year, the governing body of a public school or nonpublic school develop or adopt a school safety and security training plan that ensures that certain school personnel annually complete the training described in HB 4315. As described below, the trainings would have to be completed by all school resource officers placed in a public school, school safety or security personnel who work at or for the school, all members of a school's crisis response team, and all school staff of the school.

Under the bills, school resource officers would have to complete position-specific training that is in addition to any training they received to become a law enforcement officer as well as coverage of legal updates to aid in an officer's understanding of the limits and scope of authority in the school environment.

School safety and security personnel would have to complete training on the legal authority and limitations of security personnel who are not licensed under the Michigan Commission on Law Enforcement Standards (MCOLES) Act.

Members of a crisis response team¹ would have to complete training on all of the following:

- Target hardening.
- Familiarity with law enforcement response to school emergencies.
- Incident command systems.

¹ [House Bill 4222](#) outlines the proposed membership and obligations of a school crisis team.

School personnel who have regular contact with pupils would have to complete training on all of the following:

- Mandatory threat reporting protocols, including how to report concerns, what is appropriate to report, and warning signs that may indicate that someone is at risk for potential harm to themselves or others.
- The confidential safety tip line process administered by the OK2Say program or a successor state program. (The OK2Say program is Michigan's student safety program that allows students to confidentially report tips on potential harm or criminal activities directed at students, school employees, and schools.)
- Emergency operations plans and emergency response procedures.

House Bill 4315 is tie-barred to House Bill 4222, which means that it will take effect only if HB 4222 is also enacted.

House Bill 4223 is tie-barred to House Bills 4222 and 4315, which means that it will take effect only if those other two bills are also enacted.

Proposed MCL 380.1308f (HB 4315) and proposed MCL 380.1308g (HB 4223)

FISCAL IMPACT:

House Bill 4315 could create costs for the state and would have no fiscal impact on local law enforcement agencies or local school districts. The Department of State Police currently provides a wide variety of resources and professional development programs related to school safety, many of which are similar to the materials and trainings that would be expressly required by the bill. Any fiscal impact to MSP, the Department of Attorney General, and MDE would depend on the costs, if any, associated with creating new materials and training programs, or updating existing materials and training programs, in order to comply with the provisions of the bill.

House Bill 4223 would have no impact on the state and could create administrative costs for local school districts, PSAs, and intermediate school districts (ISDs) to ensure that all school safety personnel complete annual school safety training. This cost would likely be absorbed using existing staff time.

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■ This analysis was prepared by nonpartisan House Fiscal Agency staff for use by House members in their deliberations and does not constitute an official statement of legislative intent.