

SCHOOL SAFETY TRAININGS

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House Bill 4228 as introduced
Sponsor: Rep. Carol Glanville
Committee: Education and Workforce
Revised 4-23-25

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

SUMMARY:

House Bill 4228 would amend the Revised School Code to require the Department of State Police (MSP) and their Office of School Safety to develop school safety and security training material and provide annual training on those topics. The Michigan Department of Education (MDE) and the Department of the Attorney General would also be required to develop certain training materials and provide annual training based on the topics specified in the bill. These materials and training would be provided to school resource officers, school safety or security personnel, and all school staff, in both public and nonpublic schools.

For MSP, the topics would be all of the following:

- For school resource officers, position-specific training that is in addition to any training received by the school resource officer to become a law enforcement officer.
- An operational guide that provides actionable steps that schools can take to develop comprehensive targeted violence prevention plans for conducting threat assessments in schools created by the U.S. Secret Service National Threat Assessment Center (NTAC).
- Target hardening.
- Familiarity with law enforcement response to school emergencies.
- 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.
- Incident command systems.

For MDE, the topics would be all of the following:

- Communication skills.
- De-escalation tactics and techniques.
- Physical controls for K to 12 educational institutions.
- Cultural competence.
- Mandatory reporting protocols.
- Crisis intervention and prevention.
- Mental health services.

For the Department of the Attorney General, the topics would be all of the following:

- Coverage of legal updates to aid in an officer's understanding of the limits and scope of the officer's authority in the school environment.
- The legal authority and limitations of security personnel who are not licensed under the Michigan Commission on Law Enforcement Standards (MCOLES) Act.

Proposed MCL 380.1308f

FISCAL IMPACT:

House Bill 4228 would have an indeterminate fiscal impact on the Department of State Police and no fiscal impact on local law enforcement agencies. The department 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 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.

The bill would likely result in the need for additional resources and costs for the Department of Attorney General (AG). Actual costs to the AG would depend on the manner in which the department implements the training and could vary greatly. The bill does not specify how the training must be conducted, apart from including the two topics described above, which would be narrowly limited. Costs would vary depending on factors such as the standard number of training hours and whether it would be in-person instruction, remote instruction, through online modules, or through third-party vendors. Development of training programs does not fall within the scope of current activities of existing staff, and additional staff may be required to implement it. The cost of hiring an individual staff member to develop, implement, and update training on an ongoing basis would cost approximately \$150,000 or more per year. The number of new staff and resources required would depend on implementation.

The AG reports that costs could be comparable to or greater than those for Continuing Professional Education training of Michigan law enforcement officers. Approximately \$18.3 million and 7.0 FTE positions are annually appropriated to the Michigan Commission on Law Enforcement Standards for this purpose. This training provides up to \$1,000 per law enforcement officer trained for at least 24 training hours per year for various training-related costs. The AG also reports that it would likely incur additional costs to identify all school resource officers, maintain rosters of those personnel, and track their training to ensure compliance with the bill.

The bill would require MDE to develop school safety and security training materials and provide annual training. MDE has noted that this would fall outside the department's existing scope of work and would require additional staffing and funding. An exact cost estimate was not available.

The bill would have no fiscal impact on local school districts, public school academies, and intermediate school districts.

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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.