

GIRARD SCHOOL DISTRICT
PART-TIME SCHOOL SECURITY PERSONNEL
EMPLOYMENT AGREEMENT

THIS AGREEMENT is made this 27th day of July, 2026, by and between the Board of School Directors of the **GIRARD SCHOOL DISTRICT** (the “School District”) and Earl J. Jones (hereinafter referred to as “Employee”).

WHEREAS, the Board of School Directors of the School District did appoint Employee as a part-time School Security Personnel and Armed Security Guard by Resolution on July 27, 2026; and

WHEREAS, the parties have agreed upon certain terms and conditions of the appointment and desire to reduce said terms and conditions to writing.

NOW THEREFORE, the parties, intending to be legally bound hereby, and in consideration of the mutual covenants contained herein, agree as follows:

1. Term. The Board, in consideration of the promises herein contained, appointed Employee and the Employee hereby accepts said appointment to a part-time Girard School District School Security Personnel and Armed Security Guard for an initial term commencing on August 1, 2026, and ending on June 30, 2027.

2. Authority of School District and School District Superintendent. The School District on its own behalf and on behalf of the electors of the School District hereby retains and reserves all powers, rights, authority, duties, and responsibilities conferred upon and invested in it by the laws and the Constitution of the Commonwealth of Pennsylvania save for any power or rights limited by the express terms of the Agreement.

3. Job Title and Functions. Upon execution of this agreement, Employee will serve as an Armed Security Guard. The duties of this position include but are not limited to:

- (a) Function as an Armed Security Guard pursuant to 24 P.S. § 13-1314-C (c).
- (b) Provide security with visibility and presence in all buildings.
- (c) Build positive relationships with students, faculty and staff.
- (d) Act as an advisor and provide assistance to school administrators in traffic, parking, and bus drop off/boarding related issues.
- (e) Act as the liaison with the Pennsylvania State Police and local police departments.

4. Necessary Authorizations/Certifications. The Employee agrees to:

- (a) Maintain current Act 34, Act 151, and Federal Criminal History Record Information clearances.
- (b) Complete NASRO Basic SRO Training.
- (c) Maintain current First Aid and CPR Training Certifications.
- (d) Maintain current Weapons Licensing and Lethal Weapons Certification Cards.
- (e) Maintain current Driver's License.
- (f) Upon approval from the Board, Girard School District will reimburse Employee for NASRO – Basic SRO training completed by Employee on July 6-10, 2026.
- (g) Complete any necessary or relevant trainings. The Employee agrees to complete all mandatory yearly-certified training, firearms training, first-aid training, and all other mandated trainings to maintain the required certifications as an armed security guard. All costs and expenses for these trainings shall be paid by the School District.
- (h) Provide his own standard firearm. The District will provide office space, uniforms, badge, computer, two-way radio, and cell phone at the District's expense. Equipment is only to be used for school-related purposes.

5. Duties. The Employee shall be scheduled to work 8-hour daily shifts three days per week (24 hours per week) 156 work days when school is in session, and the hours and days may be adjusted as needed. The Employee shall have the opportunity to work extracurricular activities and other evening events as needed. The Employee shall report to the School District's Superintendent or designee.

6. Compensation and Benefits.

- (a) The Employee will be compensated on an hourly basis at the rate of \$28.00 per hour as worked and submitted on time slips.
- (b) The Employee may be asked to work security for School District dances, games, and other School District events if requested by the Superintendent.
- (c) Compensation shall be made in accordance with the School District's payroll procedures.
- (d) The Employee shall be entitled to overtime compensation for all hours worked in excess of 40 in a work week.

- (e) The Employee will be entitled to those benefits to which he may be eligible pursuant to the Public School Employees' Retirement System ("PSERS").
- (f) The School District will pay for any training classes/courses which are necessary and required for the Employee to serve in his position and perform the duties described herein. Additional training/classes which are not necessary or required of the Employee may be paid by the District, in its discretion. However, for these additional training/classes, if the Employee resigns his employment or is terminated for cause within one (1) year after completing the training/classes, he must repay the District for 100% of all monies paid or reimbursed by the District. If the Employee resigns or is terminated for cause after one (1) year and before the end of the second year after completing the training/classes, he must repay 75% of the amount the District paid or reimbursed him. If the Employee resigns or is terminated for cause after two (2) years and before the end of the third year after completing the training/classes, he must repay 50% of the amount the District paid or reimbursed him.
- (g) The Employee is not entitled to any other fringe benefits.

7. Termination.

- (a) This Agreement may be terminated prior to the end of the term of this Agreement for the following reasons:
 - (i) Mutual agreement of the parties.
 - (ii) Disability of Employee making him unable to perform the essential functions of an Armed Security Guard with or without reasonable accommodation.
 - (iii) Death of Employee.
 - (iv) Resignation of Employee, in which the Employee agrees to provide at least ninety (90) days advance written notice of his resignation.
 - (v) Discharge of Employee in accordance with the Pennsylvania Public School Code of 1949, as amended.

8. Modification. This Agreement contains the entire agreement between the parties and may not be changed or altered except in writing with signature of all parties concerned.

9. Severability. If during the term of this Agreement it is found that a specific clause of the Agreement is illegal under federal or state law, the remainder of the Agreement not effected by such ruling shall remain in force.

10. Statutory References. All references to the Pennsylvania Public School Code of 1949 contained herein shall also refer to and incorporated any amendment or recodification of such code.

11. Applicable Law. This Agreement shall be construed in accordance with the laws of the Commonwealth of Pennsylvania.

IN WITNESS WHEREOF and intending to be legally bound hereby, the parties have caused this Agreement to be duly executed the day and year first above written.

GIRARD SCHOOL DISTRICT

Earl J. Jones

Rich Brown - Board President

Date

Date

Jacob Hagmaier - Board Secretary

Date

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