

Legislative Analysis



SCHOOL SAFETY TRAININGS

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<http://www.house.mi.gov/hfa>

House Bill 4223 (H-1) as adopted
Sponsor: Rep. Mike Harris

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

House Bill 4315 (proposed substitute H-2)
Sponsor: Rep. Phil Pavlov

Committee: Education and Workforce
Complete to 4-30-25

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 its Office of School Safety, in coordination with the Department of 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, starting with the 2026-2027 school year, that 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 the officer's understanding of the limits and scope of authority in the school environment. Materials, best practices, and training related to position-specific items would have to be developed by MSP and its Office of School Safety, while the Department of Attorney General would be responsible for materials, best practices, and content related to coverage of legal updates.

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. These materials, best practices, and training would have to be developed by the Department of Attorney General.

Members of a crisis response team¹ would have to complete training on all of the following, which would be developed by MSP and its Office of School Safety:

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

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. (These materials, best practices, and training resources would have to be developed by MDE.)
- 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. These materials, best practices, and training resources would be developed by MSP and its Office of School Safety.)
- Emergency operations plans and emergency response procedures. (These materials, best practices, and training resources would have to be developed by MSP and its Office of School Safety.)

All materials, best practices, and training materials developed by MDE or the Department of Attorney General would have to be provided to the Office of School Safety, which would then be responsible for posting those items, along with all those developed by MSP, to its website so they are publicly accessible.

The bills are tie-barred to each other and to House Bill 4222, which means that they will take effect only if all three bills are 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 training that would be expressly required by the bill. Any fiscal impact to MSP would depend on the costs, if any, associated with creating or updating materials and training programs related to position-specific training for school resource officers, target hardening, law enforcement response to school emergencies, incident command systems, the OK2SAY reporting program, emergency operations plans, and emergency response procedures. MSP could also incur incidental administrative costs associated with keeping record of the materials, best practices,

¹ House Bill 4222 outlines the proposed membership and obligations of a school crisis team.
<https://www.legislature.mi.gov/Bills/Bill?ObjectName=2025-HB-4222>

and training resources developed and submitted by MDE and the Department of Attorney General and posting these submitted materials on the Office of School Safety's public website.

Training requirements pertaining to legal aspects of school safety would require MSP to coordinate with the Department of Attorney General. The Department of Attorney General would be required to develop the materials and training resources related to legal matters of school safety officers. The Department of Attorney General would likely charge additional service fees to MSP to cover these related costs. Costs would likely be marginal and be able to be absorbed within the Department of Attorney General's ongoing budget.

MDE would be required to develop the materials and training resources related to mandatory threat reporting protocols for all school personnel. Costs would likely be absorbed using existing staff time.

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.