**2015 FALL CONFERENCE NOTES**

Civilian Response to Active Shooter

With SGT Cody Paro

Outline

* Disaster Response Psychology
* Active Shooter Events (ASE)
* Civilian Response to ASE

Active Shooting Incidents the FBI statistics say “Incidents have tripled in recent years” Reporting the news has become quicker and better.

Video – Columbine 911 Call

Three Stages of Disaster Response

* Denial
* Deliberation
  + Human Brain vs Lizard Brain
  + Stress Response

Lizard Brain – Fight, Flight (run a way), Freeze (hide)

Human Brain - CALM YOURSELF, COMBAT BREATHING, SHIFT YOUR EMOTION

* Script and Practice “Keep calm and carry on”
* Decisive Moment

Rick Rescorla – Google his name… 9/11 World Trade Center Hero

Active Shooter Events

\* No “Profile”

\* Mindset

\* Some Broadcast

Video of Mumbia, India

Other incidents in Nebraska

October 12, 1992 – UNL Campus

February 8, 1995 – Chadron Jr High

December 5, 2007 Westroads Mall, Omaha

BREAK

DENIAL

3 Minutes Time

* Don’t Deny
* Hear Gunshots
* Go To Deliberation (the number one thing to go to)

DELIBERATION

Avoid: Situational Awareness; Leave ASAP; Know your Exits; Call 911; Consider secondary Exits (ex. Break a window)

Deny: Lock the doors; Lights out; Out of sight;

Barricade: Inward only, Heavier=Better, Doorstops=Awesome

Ropes; Tactical Cinch

Defend: Positioning; Grab a Gun; Fight

Example: Virginia Tech Data – Nothing done (more deaths and injuries) to Barricading doors (less deaths and injuries) Surviving an Active Shooter Event Video

Statistics: 4 or more deaths every 2-4 months; 20 mass shooting events in U.S. every year. So remember to Get Out; Use Cover; Look for Exits; Secure location most events such as this are over in 10 to 15 minutes.

YOU ARE NOT HELPLESS - WHAT YOU DO MATTERS - (You have to do something)

Have a script/plan

Follow Police commands

Personnel Issues (after a shooting or incident)

Expect mental issues

Develop a critical incident stress management plan

Active Shooter.LASD.org

Coming up with a script for a shooter on the bus?

Student riding a bus; Disgruntled parent getting on the bus.

LUNCH

And Round Table Discussions:

How does your district retain drivers?

* Offered single insurance to drivers (route drivers 20 hours per week)
* Maintenance drivers being part-time bus drivers
* 3rd party driver done by UNK-Safeety Center
* Lincoln is implementing a 6 hour minimum guarantee AM & PM Route, working with the school board to attract new drivers (115 route drivers with 15 substitute drivers $18 per hour with 17.5 hours they get insurance.) Receiving guaranteed overtime pay if they work an activity on the weekends.
* Keeping the school board abreast of the national driver shortage.
* Not having to rely on contract services
* (Rich C – OPS) Good benefits: $16.49 per hour plus benefit package (no guarantee of hours at least 5 hours per day); professionalism and nice facility, dress code standard; shape of school buses; and being valued as a professional – a people person.
* Husband and wife team, using Facebook
* Using a banner
* People being interviewed (ex. Culture, retention, people that works with children well, single moms, retired folks,)
* Retirement 101 match per $ through NPERS.
* Health insurance and DOT physicals making it tougher
* Summer school work about 4 hours a day, cleaning buses, painting etc…

Driver Shortage?

* Hiring drivers to drive MV (motor vehicles) cars not needing a CDL
* $300 bonus if driver stays for a certain amount of time
* Dispatcher
* Doubling up routes (with Trevis S)
* Trending to smaller vehicles so no need for CDL

Favorite spec items on Bus A and or C?

* Backup cameras installed on buses ex. $400 from Omaha Truck
* Large C2 added a lift to this bus
* Air Brakes on all Type C buses
* Child Checkmate
* Driver seat upgrades (air rides)

Bobby Truhe, School Attorney from Kearney

Legal Issues:

Avoiding Liability

Divorced Parent Issues

Driver Effectiveness Issues

Staff Behaving Badly

Most Common FLSA (Fair Labor Standards Act) Issues

Torts in Nebraska: Torts claim shall mean any claim against a political subdivision…

Neb Rev 13-

1. Procedure
   1. Tort claim filed with District within 1 year of incident
   2. Board has 6 months to respond
   3. If no response or if denied, claimant can file lawsuit with 2 years
2. Negligence
3. Negligent or Wrongful Act or Omission

4 Basic Elements of a TORT

1. Duty
2. Breach
3. Causation: Proximate Cause: policy question of where the law wants to cut off liability for a negligent actor.
4. Damages

Policies vs Practices

Avoid Liability:

Clear policies on “duty” time

Training based on policies

Verify insurance coverage for various types of transportation example: summer camps; who can drive; coach or bus driver?

Be careful with classified staff evaluations

Issues with Divorced Parents:

Obligations to parents who share custody of kids

School sits “in loco parents”

Custodial pare > Noncustodial parent > School

Generally honor requests of noncustodial, unless parental rights removed

Not required to make 2 different stops, routes, plans, etc

If in doubt, use your best judgment and contact law enforcement

Issues with (Aging) Drivers

Cannot discriminate based on age

Must consider the ADA

Can they perform the “essential functions”?

If not, are there “reasonable accommodations”?

Safety concerns are strongest

Best evidence of essential functions is a job description and/or contract

Break

State Advisory Council Overview and Update with Janet Eret:

Twice a year (April and October) they meet to talk about items of interst:

Issuing school bus permits from out-of-state drivers

Skills test portions of CDL – Sara O’Rouke will have dimensions in the next edition of the “Pupil Transportation Guide”

Bringing preschool into the K-12 school system from the Department of Education

Pupil Transportation Instructors:

Level 1 and 2 training

Using smaller vehicles for schools to be economically efficient

Implementing curriculum for smaller vehicles to transport students

Testing sites on DMV website

Pre-trip video specific to School Buses

Rewrite on Rule 91 and 92: getting feedback to Janet E.

Suggested Rule revisions due by March 1st to Janet

Annual training for school bus drivers:

In-house training yearly for school bus drivers

Table talk exercises

Janet.Eret@nebraska.gov