



THOMPSON SCHOOL DISTRICT
ADMINISTRATIVE / PROFESSIONAL/TECHNICAL
JOB DESCRIPTION

Job Title: Safety and Security Co-Responder (2 positions)
Prepared Date: April 2025
Work Year: 205 days
Department: Operations
Reports to: Director of Safety and Security
Salary: APT Salary Schedule B - Range 6

- The salary for Range 6 is \$72,210 - \$104,565
- The posted salary range is what an employee would expect to reach with longevity in the District. New employees would expect an offer between the beginning to midrange of the salary range depending on relevant experience.

Benefits include: Health, Dental and life insurance, PERA retirement, paid time off, extended leave bank, we well as other optional benefit elections

ABOUT THOMPSON SCHOOL DISTRICT:

The Thompson School District is the 17th largest school district in Colorado, encompassing 362 square miles and serving approximately 15,000 students. The district's territory includes Loveland and Berthoud, plus sections of Fort Collins, Windsor, Johnstown and unincorporated land in Larimer, Weld and Boulder counties. TSD serves students in Pre-K through 12th grade with thirteen school-based preschool programs, a dedicated preschool building, three K-8 buildings, sixteen elementary schools, five middle schools, five high schools, two charter schools and one career campus. Teachers and administrators collaborate with families and community partners to ensure that students are college, career and community ready. Visit the district website at tsd.org to learn more.

SUMMARY: The Safety and Security Co-Responder will work within the Safety and Security Department of the Thompson School District. Co-Responders will be assigned to work directly with Deputies and Officers from the Larimer County Sheriff's Office and the Loveland Police Department. The Co-Responder will work in tandem with School Resource Officers and district Safety and Security personnel in responding to crisis situations, and district calls for service. Co-Responders will frequently work with school mental health professionals, administrators, and community stakeholders to improve prevention methods within the district and provide on-going support for students and families.

ESSENTIAL DUTIES AND RESPONSIBILITIES:

- Co-response clinicians will respond, with School Resource Officers and district Safety and Security personnel to behavioral health incidents in the school district and district community.
- The clinician is responsible for providing assessment and crisis intervention, which may include interviewing and evaluating persons who are presenting in crisis, placing persons in crisis on a mental health hold (MA) or emergency commitment (EC), consulting with other care providers, and linking persons with other community services.

- Responsible for ensuring that cases presenting with multiple, complex clinical issues have the appropriate risk assessments and case coordination with internal and external resources to ensure student and safety.
- Will provide consultation, coordination, and support to affiliated law enforcement agencies and other members of the criminal justice system.
- Will provide consultation, coordination, and support to school staff, and school administration.
- Will Respond to District Calls for service to support district staff and sites as needed.
- Will meet and collaborate with identified district staff to increase district prevention and safety processes.
- Maintain clinical and educational records in accordance with organization, State, and Federal compliance requirements
- Participate in clinical supervision as assigned by district
- Participate and facilitate designated district training
- Other duties as assigned
- Participate in the Threat Assessment Processes
- Successful completion of Background investigation through the Larimer County Sheriff's Office or the Loveland Police Department.
- Respond to emergent and crisis situations as identified through the school district and law enforcement.
- Perform other duties as assigned

JOB QUALIFICATIONS:

To perform this job successfully, an individual must be able to perform each essential duty satisfactorily. The requirements listed below are representative of the knowledge, skill, and/or ability required. Reasonable accommodations may be made to enable individuals with disabilities to perform the essential functions.

KNOWLEDGE, SKILLS, and ABILITY:

SUPERVISION:

This position does not have any supervisory duties.

EDUCATION AND TRAINING:

- Bachelor's degree in psychology, social work, and counseling
- Master's degree in psychology, social work, counseling, with clinical certification is preferred.
- Professional licensure.
- Experience in working with students in the educational setting
- Experience in behavioral intervention
- Experience with Trauma-Informed Care.
- Bilingual/bi-cultural preferred

EXPERIENCE:

- 2 years working in mental health profession
- Experience working with Law Enforcement- Preferred
- Experience working with Juveniles- Preferred
- Experience in Crisis Response- Risk Assessment, Safety Assessment, and suicide Risk Assessment.

SKILLS, KNOWLEDGE, & ABILITIES:

- Crisis Response knowledge
- Threat Assessment Practices
- Suicide and Risk Assessment
- Working in a k-12 Education Environment

SAFETY TO SELF AND OTHERS:

- In order to safely perform this position, you must familiarize yourself with the safety rules of your job and participate in all safety training provided by your building. You must wear personal protective equipment whenever required, ask for assistance if the task requires more than one person and, if you're unsure how to perform a task safely, stop and ask your supervisor for instruction before continuing.
- All employees of the district are responsible for maintaining a safe and healthy workplace and ensuring that safety precautions and practices are followed.
- We expect you to immediately report any unsafe working conditions or safety problems to your supervisor. Until corrective action is taken, be sure that the area or condition is restricted and that cautionary devices, i.e., cones, temporary fencing, floor signs, etc. are in place so that others are not affected or injured.

The physical demands described below are representative of those that must be met by an employee to successfully perform the essential functions of this job.

Reasonable accommodations may be made to enable individuals with disabilities to perform the essential functions

PHYSICAL DEMANDS:

While performing the duties of this job, the employee is regularly required to use hands to finger, handle, or feel. Candidate is regularly required to speak and listen. The employee frequently is required to stand; walk; sit and reach with hands and arms. The employee must regularly lift and/or move up to 10 pounds, frequently lift and/or move up to 25 pounds and occasionally lift and/or move more than 50 pounds. Specific vision abilities required by this job include close vision, distance vision, color vision, peripheral vision, depth perception, and ability to adjust focus

EQUAL EMPLOYMENT OPPORTUNITY:

Thompson School District shall not discriminate in its employment or hiring practices on the basis of race, ethnicity, religion, sex, sexual orientation, age, marital status or disability. The Superintendent is committed to cultural diversity among district personnel as a means of enriching educational experience. The District shall identify, solicit, and consider applicants for employment from a broad spectrum of qualified individuals who will contribute to that effort.

NOTE: This job description is not intended to be an exhaustive list of all duties, responsibility, or qualifications associated with the job.

Employment is contingent upon successful completion of the post-offer screening process, including a background check.