

SCHOOL SAFETY REQUIREMENTS

Phone: (517) 373-8080
<http://www.house.mi.gov/hfa>

House Bill 4222 (H-3) as passed by the House
Sponsor: Rep. Kathy Schmaltz
Committee: Education and Workforce
Complete to 10-7-25

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

SUMMARY:

House Bill 4222 would amend the Revised School Code to modify several school safety requirements, including newly requiring that schools have a school crisis team and that nonpublic schools have an emergency operations plan. The bill also would change the required interval for emergency preparedness plan review from every two years to every three years and require nonpublic schools to perform the periodic review as well.

The bill would allow the governing board of a nonpublic school to exempt that school from the requirements of the bill, so the requirements described below would apply to nonpublic schools unless their governing board has opted out.

All public schools are currently required to conduct a biennial review with a local law enforcement agency that has jurisdiction over the area where the school is located, with this requirement starting in the 2019-2020 school year. The bill would instead require all schools (public and nonpublic) to conduct a review of their respective plans with local law enforcement by July 1, 2026, and update their emergency operations plan at least once every three years thereafter. This initial date would coincide with the deadline for nonpublic schools to adopt such a plan.

The bill would add a requirement that an emergency preparedness plan must include guidelines and procedures that address the use of temporary locking devices or systems (if installed by the school), as described in section 1d of 1937 PA 306.¹ Public schools that do not already account for this would have to update their plans and notify the Michigan Department of Education (MDE) of that plan update within 30 days of its adoption. The same timeline that presently exists for notifying MDE of a plan adoption would also apply to plan updates under the bill. Nonpublic schools would have the same 30-day notice requirement for adoption and subsequent updates of a preparedness plan.

Finally, the bill would require the applicable governing board or body of a public school district or intermediate school district (ISD), a public school academy (PSA, also commonly referred to as a charter school), or a nonpublic school to ensure that each school that falls under its respective oversight has a school crisis team. This team would consist of the following individuals and would be responsible for handling a crisis in the event of a safety incident:

- The school's principal.

¹ MCL 388.851d: <https://www.legislature.mi.gov/Laws/MCL?objectName=MCL-388-851D>

- The school's assistant principal, if available.
- A school resource officer, if available.
- School safety or security personnel who work at or for the public school or nonpublic school, if available.
- Any other appropriate school personnel, as determined by the school principal.

The school crisis team's responsibilities would include at least all of the following:

- Initiating a lockdown procedure.
- Assisting in the evacuation of pupils and staff from the school building.
- Overseeing parent and pupil reunification.

The requirement for a school crisis team would have to be met by July 1, 2026.

MCL 380.1308b

FISCAL IMPACT:

The bill could increase costs for the state and for certain local school districts, PSAs, ISDs, and local law enforcement agencies.

MDE and the Department of State Police (MSP) could incur increased administrative costs to maintain information about emergency operations plans (EOPs) for over 600 nonpublic schools in the state, in addition to the EOPs for districts, PSAs, and ISDs they currently track. Any fiscal impact to MDE and MSP would depend on how these changes affect administrative and operation expenses incurred by MDE and the Office of School Safety within MSP.

At the local level, districts, PSAs, and ISDs that do not currently have temporary locking devices or systems installed would be required to do so. The magnitude of these costs would depend on the number of devices or systems required to be installed.

In addition, the bill would require each district, PSA, and ISD to form a school crisis team responsible for responding to safety incidents. This cost would likely be absorbed using existing staff time.

Local law enforcement agencies could incur increased costs to develop, implement, and conduct reviews of nonpublic schools' emergency operations plans. These costs would vary based on factors including, but not limited to, the number of nonpublic schools and law enforcement agencies in each area and the resources required to bring existing nonpublic school EOPs into compliance by July 1, 2026, or to create new EOPs for these entities.

POSITIONS:

The following entities indicated support for the bill:

- Michigan Association of School Psychologists (3-26-25)

- Michigan Association of School Social Workers (3-26-25)
- Michigan Parent Teacher Association (4-16-25)
- Michigan Catholic Conference (4-16-25)
- Michigan Association of Non-public Schools (4-16-25)

Legislative Analyst: Josh Roesner
Fiscal Analysts: Jacqueline Mullen
Noel Benson
Aaron A. Meek

■ 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.