



Session 15 | School Police: Concerns, Strategies, and the Role of Oversight

August 13, 2020

3:00 p.m., - 4:30 p.m. EDT

The presence of uniformed police officers in the schools is a sign of the times – and means different things to different people. Recent events in the news have brought heightened attention to police in the schools without establishing clear consensus.

Parents, educators, and students all over the country are understandably looking for reassurance about school security in an era when gun violence recurs all too regularly. For them, a police presence represents deterrence and rapid response capability. But for others – especially groups and communities that are overrepresented in the justice system – police officers are too often associated with the “school to prison pipeline” and other forms of biased enforcement. Accordingly, they see keeping police away from schools as a priority worth rallying around.

This panel will bring together a school administrator, the chief of a large school district police department, and a well-known oversight professional who currently serves as the monitor of a court settlement relating to school policing. That settlement resolved years of litigation between the Stockton (CA) Unified School District and the state Department of Justice. The 2019 final judgment created 74 “tasks” for the District to achieve across a range of subject areas – from policy to use of force to deployment protocols to community relations. Oversight, in the form of the monitor team and local advisory groups, is a key component of the pending reforms.

With the Stockton case as a reference point, the panelists will identify key issues in this unique area of law enforcement. They will discuss priorities, challenges, and successes from their respective vantage points. And they will provide attendees a frame for better understanding the tensions that may be percolating in their own jurisdictions – and for developing the approaches that may help to resolve them.

Panelists:

- Stephen J. Connolly, Principal, OIR Group, Orange County, CA
- Dr. Philip D'Agostino, Director of Student Services, Newport Mesa Unified School District, Costa Mesa, CA
- Teresa Magula, CEO, 2Flames Consulting, Los Angeles, CA
- Joseph Paulino, Chief, San Bernardino City Unified School District Police Department, San Bernardino, CA

Moderator:

- Michael Gennaco, Moderator, Principal, OIR Group, Marina del Rey, CA

Speaker Biographies

Stephen Connolly | Mr. Connolly is an attorney and a principal in OIR Group, a team of experts in police practices that has worked in the oversight field since 2001. After several years as a teacher at the high



2020 Annual NACOLE Conference | *Oversight in Uncertain Times: The Path Ahead*

Please note, content and speakers subject to change.

school and community college levels, Mr. Connolly attended Loyola Law School in Los Angeles and graduated in 2000. One of his first roles as a new lawyer was to participate in the Rampart Independent Review Panel, which made findings and recommendations relating to a notorious pattern of misconduct within the Los Angeles Police Department. This experience helped shape his interest in civilian oversight as a vehicle for strengthening law enforcement accountability and effectiveness.

Mr. Connolly has served in a variety of oversight and monitoring capacities for jurisdictions throughout California and other parts of the U.S. As a member of OIR Group, he has contributed to a number of public reports relating to individual critical incidents and larger systemic dynamics within police agencies. He has presented at several NACOLE conferences over the years, and also serves as an instructor for law enforcement management classes, specializing in issues of personnel and risk management.

Among other duties, Mr. Connolly is currently part of the team that serves as Monitor for a judgment between the California Attorney General and the Stockton Unified School District; that case arose from an investigation into the practices of the district's Police Department.

Philip D'Agostino | Dr. Philip D'Agostino has been an educator for over 27 years and serves as the Director of Student Services and an Inter-Agency Liaison for the Newport Mesa Unified School District's (NMUSD) Emergency Operations Center and School Resource Officer Program. He received a Bachelor's and Master's Degree in Political Science from California State University, Long Beach and a Master's and Doctoral Degree in Educational Leadership from California State University, Fullerton. Prior to his current placement Dr. D'Agostino was a high school principal for eight years at two different high schools and was named District Administrator of the Year in 2004 and 2018. As the Director of Student Services, Dr. D'Agostino's day-to-day responsibilities include overseeing student discipline, interacting with school resource officers across multiple agencies, and advising principals on a variety of subjects including crisis management, threat assessment protocols and related professional development.

Dr. D'Agostino has presented at numerous local, state and national conferences and also serves as an adjunct faculty member for the California State University, Fullerton Doctoral Program in Educational Leadership. He has always made community building and school safety his top priorities and has worked closely with students, families, local and federal law enforcement agencies to improve school climate and security in the NMUSD.

Michael J. Gennaco | As a principal of OIR Group, Mr. Gennaco provides services in the field of independent oversight; serves as a monitor for negotiated agreements involving police reform; assists federal courts in developing remedial plans intended to cure defects in Constitutional policing; conducts independent reviews of critical incidents including officer-involved shootings and in-custody deaths; conducts audits of law enforcement departments focusing on review of internal investigative processes and policies; and undertakes independent internal investigations of allegations of police misconduct.

Mr. Gennaco headed up civilian oversight of the Los Angeles County Sheriff's Department for thirteen years and continues to provide ongoing oversight for the Anaheim, Fullerton, Palo Alto, and Burbank (CA) Police Departments and the Portland (OR) Police Bureau. Mr. Gennaco played a central role in creating independent oversight models for both the largest sheriff's department and prison system in the United States. Mr. Gennaco has also provided independent review of critical incidents, adverse civil verdicts and/or best practices audits and designed remedial recommendations for the cities of Madison, Westminster, Pasadena, Portland, Torrance, Spokane, Santa Monica, Santa Maria, Inglewood, Glendale,



Oxnard, Alhambra, Davis, Lompoc, and Oakland Police Departments, and the Orange County, San Diego County, King County, San Francisco, Ventura, Merced, and Denver Sheriff Departments as well as the California Department of Corrections and Rehabilitation and the Department of Juvenile Justice.

Prior to his work in police oversight, Mr. Gennaco served as an Assistant United States Attorney and was responsible for prosecuting police officers for excessive force.

Teresa Magula | Teresa is a public policy professional focused on improving the effectiveness of workplaces and government agencies. Her expertise includes change management, investigation, interviews and focus groups, legal case and policy review, mediation, and facilitation of community meetings.

Teresa's firm, 2Flames Consulting, LLC, conducts unbiased and in-depth assessments and investigations of workplace issues, including sexual harassment, hostile work environment, unpaid wages, and wrongful termination. 2Flames also assesses law enforcement agencies through detailed reviews of Department policies and procedures, use of deadly force cases, misconduct (Internal Affairs) investigations, and training protocols.

Prior to starting her own firm, Teresa worked for the LAPD Office of the Inspector General reviewing deadly uses of force and misconduct and completing Special Projects for the Police Commission. Teresa was loaned to Mayor Villaraigosa's Performance Management Unit, where she assessed and reported on the performance of the Mayor's homeland security and public safety initiatives. Teresa also worked for Deloitte Consulting supervising the implementation of large system implementations and for the Milken Institute as an Economist.

Teresa has been a member of NACOLE for over 15 years and recently joined AWI and SHRM. She is bilingual in Spanish and an endurance athlete. Teresa has a Master's Degree in Public Policy and a BA in Sociology and Women's Studies from UCLA.

Joseph Paulino | Chief Joseph Paulino has led the San Bernardino City Unified School District Police Department since 2010 – the culmination of his service in an agency that hired him as a “lateral” officer in 1997. He is a graduate of Rio Hondo Police Academy and started his career with the Los Angeles County Safety Police Department.

Prior to his law enforcement assignments, he served in the Army for 10 years; his last three years were as a Sergeant in the 10th Mountain Division, 1-87 Infantry.

Chief Paulino is currently in the process of working on his Doctoral Degree at Liberty University. He has earned a Master's Degree in Public Administration and a Bachelor of Science in Workforce Education from Southern Illinois University at Carbondale. In June 1998, he earned an Associate of Arts Degree in Administration of Justice at San Bernardino Valley College, San Bernardino, CA. His extensive law enforcement leadership training includes graduation from the prestigious FBI National Academy as well as various California Peace Officer certifications for executives.

In 1999, he was selected by his peers and the San Bernardino Area Chamber of Commerce as “Officer of the Year” and in 2013 received the National We Tip Award of “Chief of the Year.” He has also served as the Chair for the Safety Training Association Representing San Bernardino County (STARS). He is an



active member of several philanthropic groups. He and his wife, Elsie, reside in Colton and have three children - Jay, Joey and Zana.

