



Options for Employing School Safety Personnel in Texas Public Schools

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Abbreviations:

Texas Commission on Law Enforcement (TCOLE)

Texas Education Code (TEC)

Texas Occupations Code (TOC)

Texas Penal Code (TPC)

Texas School Safety Center (TxSSC)

Options for Commissioned Peace Officers

Type	Authority	Jurisdiction	Qualifications	Cost
School resource officer (SRO)	Under federal Department of Justice See TxSSC website for a history of SROs in Texas	Local city police department (PD) or sheriff through memorandum of understanding (MOU)	TCOLE licensure and ongoing training TxSSC school safety courses for law enforcement per TEC 37.205 Required training per TEC 37.0812	Depending on % of time in agreement, \$60-100,000 per officer per year with overtime(OT) ¹
School district commissioned peace officer	TEC 37.081	Determined by local school district MOU with other local PDs required	TCOLE licensure and ongoing training TxSSC school safety courses for law enforcement per TEC 37.205	Median salary, OT, and benefits \$62,066. Plus cost of establishing PD (vehicles, training, equipment, etc.) ²

¹ Based on informal review of MOUs from around the state.

² Based on TASB HR Services annual salary survey.

			Required training per TEC 37.0812	
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Options for Security Officers

Type	Authority	Jurisdiction	Qualifications	Cost
School security officer	TEC 37.081(a)	Determined by local district, but unless officer is commissioned peace officer, cannot carry firearm	May be licensed per TOC ch. 1702	By agreement with district
School security contractor	TEC 37.2091	Determined by contract	To provide school safety or security consulting, a person must be registered and verified by the TxSSC	By contract

Options for Arming Other Personnel

Type	Authority	Jurisdiction	Qualifications	Cost
School marshal	TEC 37.0811	May carry concealed handgun per written regulations; except if primary duty involves regular, direct contact with students, may possess only in a locked and secured safe within the marshal's immediate	TCOLE licensing and certification per Tex. Code Crim. Pro. art. 2.127(d). Psychological exam and 80 hours of instruction per TOC 1701.260	Free from TCOLE Other authorized providers charge \$250-600 per class

		reach. See Policy CKE		
Local authorization of selected staff (“Guardian Plan”)	Tex. Att’y Gen. Op. No. GA-1051 (2014); TPC 46.03	Local school board action to authorize individuals to engage in concealed carry, often in policy CKC(LOCAL)		Handgun license as minimum. With additional 15-20 hours of specialized training by DPS, a qualified handgun instructor may provide school safety training to district employees per Tex. Gov’t Code § 411.1901

This document is continually updated, and references to online resources are hyperlinked, at tasb.org/Services/Legal-Services/TASB-School-Law-eSource/Business/documents/options-for-employing-sch-safety-personnel.pdf. For more information on this and other school law topics, visit TASB School Law eSource at schoollawesource.tasb.org.

This document is provided for educational purposes only and contains information to facilitate a general understanding of the law. It is not an exhaustive treatment of the law on this subject nor is it intended to substitute for the advice of an attorney. Consult with your own attorneys to apply these legal principles to specific fact situations.

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