



Options for Employing School Safety Personnel in Texas Public Schools

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Texas school districts have several options for employing school safety personnel. School districts are authorized by state law to use one or more of the following options. For statistical information about Texas districts' choices, see the Texas School Safety Center's [District Audit Report](#) for 2017-2020.

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	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	Median salary, OT, and benefits \$62,066. Plus cost of establishing PD (vehicles, training,

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

			enforcement per TEC 37.205 Required training per TEC 37.0812	equipment, etc.) ²
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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 on person or in locked, secure location per written regulations See Policy CKE	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

² Based on TASB HR Services annual salary survey.

<p>Local authorization of selected staff (“Guardian Plan”)</p>	<p>Tex. Att’y Gen. Op. No. GA-1051 (2014); TPC 46.03</p>	<p>Local school board action to authorize individuals to engage in concealed carry, often in policy CKC(LOCAL)</p>		<p>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</p>
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This document is continually updated at tasb.org/Services/Legal-Services/TASB-School-Law-eSource/Business/documents/options-for-employing-sch-safety-personnel.pdf. For more information on school law topics, visit TASB School Law eSource at schollawesource.tasb.org.

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