

# Proposal to Devine ISD School Board

## Proposal for Additional School Resource Officer

**Presented to: Board of Trustees**

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### Purpose

The purpose of this proposal is to recommend the addition of one (1) additional School Resource Officer (SRO) to Devine ISD in order to enhance campus safety, increase law enforcement visibility, and strengthen proactive security measures across all campuses.

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### Recommendation

Devine ISD currently operates with one School Resource Officer serving the district. It is recommended that the district add a second SRO, allowing for:

- **One SRO assigned to Junior High/High School campus**
- **One SRO assigned to Elementary/Intermediate campuses**

This structure aligns with the geographic layout of our district and ensures consistent law enforcement presence across all grade levels.

### Rationale

#### 1. Increased Visibility = Increased Safety

The presence of a **marked patrol unit and uniformed officer** is one of the most effective deterrents to potential threats.

- Provides a **visible security presence** to deter unwanted activity
- Reinforces to students, staff, and visitors that safety is a top priority
- Supports rapid response in the event of an emergency

Visibility is not just reactive—it is a **preventative strategy** that reduces risk before incidents occur.

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#### 2. Proactive Approach to Student Safety

Adding an additional SRO allows the district to shift further from reactive responses to **proactive safety measures**:

- Daily campus presence builds familiarity and trust with students
- Early identification of potential safety concerns or behavioral issues
- Support for Behavioral Threat Assessment (BTA) processes
- Increased monitoring during high-traffic times (arrival, lunch, dismissal)

This aligns with best practices in school safety and state expectations for preparedness.

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### 3. Strategic Campus Coverage

The proximity of Devine ISD campuses makes this model both efficient and effective:

- One officer can focus on **secondary campuses (JH/HS)**, where student population size and activities require increased supervision
  - One officer can focus on **elementary/intermediate campuses**, providing age-appropriate support and visibility
  - Allows for **immediate response coverage** without delay from traveling between campuses
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### 4. Strengthening Relationships and School Culture

SROs are not only law enforcement officers—they are also mentors and relationship builders:

- Builds positive relationships between students and law enforcement
  - Supports campus administration with discipline and safety education
  - Assists with safety drills, emergency preparedness, and staff training
  - Enhances overall campus climate by promoting a sense of security
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### 5. Alignment with District Safety Priorities

This proposal supports ongoing district safety efforts, including:

- Implementation and monitoring of safety protocols
- Weekly door checks and facility security measures
- Emergency Operations Plan (EOP) alignment and drills
- Collaboration with local law enforcement agencies

Adding an SRO is a **natural next step** in strengthening an already solid safety foundation.

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## Cost Analysis

Based on the current Interlocal Agreement with the City of Devine, the financial impact for **one additional SRO** is as follows:

### Annual Personnel Costs (Per Officer)

- Devine ISD pays:
    - **75% of wages (capped at \$65,000 salary portion)**
    - **75% of employment taxes and retirement benefits**
    - **50% of health insurance premiums**
  - Devine ISD is also responsible for:
    - **100% of overtime costs** related to school activities
    - **100% of costs for extracurricular event coverage**
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## Equipment & Training

- Devine ISD pays:
    - **50% of equipment and training costs, up to \$3,000 annually per officer**
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## Vehicle Cost (One-Time)

- Devine ISD contribution:
    - **\$50,000 one-time payment** toward a dedicated SRO vehicle
  - The City of Devine:
    - Purchases and owns the vehicle
    - Covers fuel, maintenance, insurance, and upkeep
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## Estimated Summary (Per Additional SRO)

### One-Time Cost:

- Vehicle contribution: **\$50,000**

### Annual Ongoing Costs:

- Salary/benefits (district share): up to ~\$65,000 (plus benefits share)
- Equipment/training: up to \$3,000
- Overtime/extracurricular: variable based on usage

### Potential funding sources to explore:

- Safety and security allotments
  - Local budget prioritization
  - Partnerships with local law enforcement agencies
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## Conclusion

The addition of a second School Resource Officer represents a high-impact, proactive investment in student and staff safety. The increased visibility of a marked unit and uniformed officer, combined with strategic campus assignment, will significantly enhance our ability to prevent, deter, and respond to potential threats.

This recommendation reflects our commitment to ensuring that Devine ISD remains a safe, secure, and supportive learning environment for all students.

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## Action Requested

Approval to move forward with:

- Exploring funding options
- Coordinating with local law enforcement agencies
- Developing an implementation timeline for the addition of a second SRO