

SCHOOL RESOURCE OFFICER AGREEMENT

STATE OF TEXAS §
 §
COUNTY OF GALVESTON §

This School Resource Officer Agreement ("Agreement") is made and entered into on the 7th day of July, 2026 (the "Effective Date"), by and between the Friendswood Independent School District ("FISD"), and the City of Friendswood ("City").

WITNESSETH:

WHEREAS, FISD desires to have the City, through its Chief of Police ("Chief"), continue the School Resource Officer ("SRO") Program; and

WHEREAS, FISD and the City (individually a "Party" and collectively the "Parties") have jointly established written SRO guidelines and procedures under which the SRO Program ("SRO Program") will operate; and

WHEREAS, in accordance with Section 37.081 of the Texas Education Code, the FISD's Board of Trustees has established the SRO's jurisdiction as including all district properties, all district-sponsored activities, both on-campus and off-campus, and during all travel to and from district-sponsored activities; and

WHEREAS, the Parties desire to enter into this Agreement for the provision of police services by the City in Friendswood High School, Friendswood Junior High School, and other FISD campuses; and

WHEREAS, FISD and the City also desire to continue the Integrated Safety Response Program they commenced in 2022 with those technology improvements acquired and installed to provide additional response capabilities for FISD and the City (the "ISR Program"); and

WHEREAS, all obligations of the Parties will be funded from their respective current revenues;

NOW THEREFORE, in consideration of the mutual covenants, agreements and benefits to both Parties, it is agreed as follows:

1. Dates of Agreement.

- (1) Except for Section 4 hereof which will be effective on the Effective Date, this Agreement will commence on September 1, 2026, and expire on August 31, 2027. This Agreement may be extended or canceled by either of the Parties by giving ninety (90) days' written notice to the other Party. Any renewal or amendment of this Agreement shall be in writing and signed by both Parties.
- (2) Should either Party fail to appropriate funds necessary to fulfill the terms of this Agreement, it shall give immediate written notice to the other Party; and the Agreement shall expire upon close of the currently funded fiscal year or when current revenues are no longer available to fund this Agreement, whichever comes first.
- (3) It is expressly understood and agreed that this Agreement may be terminated by the City if FISD has defaulted in timely paying any obligation herein and fails to cure such default

within five (5) days of receiving written notice thereof. If FISD fails to cure the default within the five-day period, the City shall be relieved of its obligations under this Agreement and the Agreement shall be deemed terminated effective after the expiration of the five-day cure period. Likewise, FISD shall have the right to terminate this Agreement should the City default in its obligations and fail to cure such default within five (5) days of receiving written notice thereof.

2. Officers Provided for SRO Program.

a. School Year. For FISD's 2026-27 school year, the City will provide four (4) police officers to staff the SRO Program in accordance with the following schedule:

- (1) the normal workday of an SRO will be from 8:00 a.m. to 4:00 p.m., Monday through Friday;
- (2) the length and starting time of the day may be altered to meet special needs at the school; and
- (3) changes in work schedule will be reported to the principal and the Chief, including absences due to illness, injury, training, or vacation.

An SRO will report to the City on days when the students are not in school. Two (2) police officers will be assigned full-time to SRO duties at the Friendswood High School, one (1) police officer will be assigned full-time to SRO duties at the Friendswood Junior High School, and one (1) police officer will be assigned roving duties at all other FISD campuses during the days students are scheduled to be at school for the 2026-27 school year.

b. Summer School. For FISD's 2027 summer school session, the City will provide one (1) police officer to staff the SRO Program in accordance with the following schedule:

- (1) the normal workday of an SRO will be from 8:00 a.m. to 4:00 p.m., Monday through Thursday;
- (2) the length and starting time of the day may be altered to meet special needs at the school; and
- (3) changes in work schedule will be reported to the principal and the Chief, including absences due to illness, injury, training, or vacation.

The SRO will report to the City on days when the students are not in school. For FISD's summer school, the police officer will be assigned full-time to SRO duties at Friendswood High School during the days students are at summer school at Friendswood High School.

c. Summer Community Education Programs. For FISD's 2027 summer community education program, the City will provide one (1) police officer to staff the 2027 summer community education program in accordance with the following schedule:

- (1) the normal workday of an SRO will be from 8:00 a.m. to 4:00 p.m., Monday through Thursday;
- (2) the length and starting time of the day may be altered to meet special needs at the school; and

- (3) changes in work schedule will be reported to the principal and the Chief, including absences due to illness, injury, training, or vacation.

The SRO will report to the City on days when the summer community education program is not in session. For FISD's summer community education program, the police officer will be assigned full-time to SRO duties at Friendswood Junior High School.

3. Technology Provided ISR Program.

- (1) Maintenance. FISD and the City hereby agree to continue and maintain the ISR Program that it commenced in 2022 to provide additional response capabilities to both Parties. If the technology improvements of the ISR Program fail to perform as intended, the City shall make a good faith effort to resolve such operational issue(s) with its contracted vendor.
- (2) VPN Access. FISD will provide VPN access to its cameras. City shall ensure such VPN access is provided only to authorized personnel and shall immediately inform FISD if there is a security breach of its network connection. FISD does not guarantee that VPN access will be free from interference or interruption, and FISD shall not be liable in the event VPN access fails or is disrupted for any reason whatsoever. VPN access to FISD cameras is provided only for use in the event a safety response is required. Officers shall not utilize such VPN connection to access FISD cameras unless a safety response is required or unless otherwise requested by FISD.

4. Payment.

- (1) SRO Program. For the SRO Program, FISD shall pay the City the amounts as calculated below for salaries and vehicles.
 - a. Salaries. FISD shall pay the City the actual full cost of all salaries and benefits (retirement contributions, City's Medicare contributions, approved overtime, etc.) for three (3) full-time police officers and 50% for one (1) full-time sergeant, as estimated in Exhibit "A," which is attached hereto and incorporated herein for all intents and purposes.
 - b. Vehicles. FISD shall pay the City the annualized cost to the City of three (3) police vehicles pro-rated for a nine-month school year, based on a 6-year life cycle, as estimated in Exhibit "A."
- (2) ISR Program. Should any of the technology improvements of the ISR Program be in need of repair or replacement during the term of this Agreement, the City shall notify FISD; and the Parties agree to share in the cost of such repair or replacement as follows:

City2/3 of the actual cost
FISD..... 1/3 of the actual cost

If, due to reduced budgeted funds, either Party is unable to fund the needed repair or replacement, such Party will notify the other Party. Upon notification, the ISR Program will terminate and neither Party shall have any further obligation under such Program.

- (3) Appropriations by FISD. Payments to the City under this Agreement will be made from current revenues available to FISD. If FISD is required to reduce the number of SROs it

funds due to reduced budgeted funds, it will notify the City at the time the reduction in funding occurs, and the Agreement shall expire upon close of the currently funded fiscal year or when current revenues are no longer available to fund this Agreement, whichever comes first.

5. Method of Payment.

- (1) Estimates. A detailed annual estimate of the actual full cost of rendering the services set forth in this Agreement is attached as Exhibit "A." Based on this estimate, FISD shall pay the City in two (2) equal lump-sum payments – the first being on or before December 31, 2026, and the second being on or before May 31, 2027. Payment shall be made to the City and sent to the following address: Administrative Services Office, City of Friendswood, 910 S. Friendswood Drive, Friendswood, Texas 77546-4856, Attention: Finance Division. A copy of the remittance documentation shall be sent to the Chief and the City Manager.
- (2) True-up. Upon completion of the term of this Agreement, the actual full costs (including approved overtime) incurred during the year relating to the services rendered herein shall be calculated and a determination made of the variance between the amount paid during the year by FISD and the actual full cost incurred and owed by FISD. Any amount paid during the year by FISD in excess of those costs actually incurred shall be refunded to FISD by the City within thirty (30) days of a written request submitted by FISD. Any amount owed by the FISD as a result of such variance shall be remitted to the City within thirty (30) days of a written request submitted by the City. Request for a refund by FISD or a remittance by the City must be submitted to the other Party within thirty (30) days of the conclusion of this Agreement. Should the Agreement be terminated prior to expiration, said credit or debit shall be promptly paid by the responsible Party to the other.
- (3) Salary Increases. The current salary schedule will be at each officer's current salary rate. Each officer will receive merit increases on the anniversary date of hire by the City. The City will document the FISD billing to reflect this salary adjustment.

6. Substitute Officer. The City will provide a replacement or substitute SRO whenever it is anticipated that an officer will be away from normal SRO duties. FISD agrees to pay the substitute officer's overtime rate.

7. Vehicles provided by Friendswood Police Department. The Friendswood Police Department will provide sufficient marked police cars so that each SRO will have transportation. The SRO transportation will allow them to transport prisoners from the schools to the incarceration facilities located in Galveston County. The City will purchase and provide all fuel, maintenance, and insurance costs for vehicles as well as all other equipment normally provided to marked patrol cars. The City and the Department shall remain solely responsible for the officers' use of the police cars; and while not in use by the SROs, the police cars may be assigned to other officers for use during non-school hours.

8. Equipment Provided by Friendswood Police Department. The City will provide the SROs the following:

- a. uniforms, including bulletproof vests,
- b. law books and report forms needed,
- c. 800 MHz radios,
- d. patrol cars,
- e. training, and
- f. other miscellaneous police-related equipment and supplies.

9. Equipment Provided By FISD. FISD will provide an office and office equipment for the SROs on each campus, including desks, chairs, phones, copier (or access to), internet access for computer use, file cabinets on each campus, maps and personnel rosters of campuses, school policy manual and school district frequency radios. FISD will also provide sufficient security containers with key code access for the storage of weapons and other police-related supplies. Offices must be set up so that an officer can conduct an interview in privacy.
10. Independent Contractors of FISD. The SROs shall remain employees of the City and shall be at the control and supervision of the Chief. Subject to Sections 4 and 5 hereinabove, the City shall be solely responsible for the compensation, assignment, training, and supervision of the SROs, and shall ensure that the officers have completed all background checks as required by the Department and FISD under Texas law. Complaints or problems with SROs shall be directed through the Chief.
11. Police Trainings and Functions. The police officers shall be scheduled to attend and participate in mandatory training set out by law or policy and in reasonable training programs that directly impact their ability and skills as SROs. The City will strive to assign the SROs to training dates that match those days that school is out for teacher training. It will not be possible for the SROs training day to match each day as that of the teacher in-service, but every effort possible will be made. Joint annual training will occur each year either just before or just after the beginning of the school year for SROs and District administrative staff for District campuses to ensure that all personnel are familiar with operational protocols, limits of authority, and updated case law. The City agrees to compile data and report all Group A and Group B offenses to the FBI using the National Incident Based Reporting System.
12. Temporary Reassignment of Officers. It is expressly agreed and understood between FISD and the City that, if in the opinion of the Chief, it is necessary to use the officers assigned to carry out this Agreement for other duties due to an emergency, shortage of officers or other reasons as determined solely by the Chief, that the Chief may temporarily suspend the assignment of such officers. If the assignment is suspended for a temporary response as determined by the Chief, the officer will return after such response and/or the Chief may assign another officer as an SRO during such temporary assignment.
13. Non-SRO Services.
 - (1) For all events at FISD facilities, whether the same are sponsored by FISD or a third party, FISD shall be responsible for providing the adequate security, including security for crowd control, emergency response access, and safeguarding the attendees and FISD facilities. These security services are not covered by the obligations of the City or the SROs under this Agreement.
 - (2) To satisfy its obligations under subsection (1) of this section for school-approved functions, FISD may request the SROs to provide security as a part-time off-duty job, subject to the Police Department's policies, procedures, and general orders. FISD shall offer such work only as an independent assignment, separate from the officers' duties as an SRO. FISD shall not state or imply that such additional work is not voluntary or that any work condition as an SRO is dependent upon the officer's agreement to perform any off-duty job. Officers shall have the right to refuse to perform any off-duty work.
 - (3) To satisfy its obligations under subsection (1) of this section for the staffing of large events, such as after-hours functions, meetings, and/or sporting events requiring four or more officers, FISD may contact the Chief to request security services. The Chief shall review

the request and decide whether the City will provide the requested services. If services are provided, there will be a separate billing for Department overtime. Events subject to this subsection specifically include home football games and home stadium band competitions.

14. Lunch Periods. SROs will be entitled to a ½-hour paid lunch break. The SRO will be subject to emergency calls during lunch.
15. Officers' Duties.
 - (1) The SRO's primary responsibility is to enforce the law. This may include responding to calls for assistance, preventative patrol, making arrests and conducting follow-up investigations on campus. The SROs should be contacted for all on-campus responses; however, in the event of an emergency that requires additional officers in the absence of the SRO, the 9-1-1 reporting system should be utilized. SROs should maintain close liaison with campus personnel and be familiar with potential problems. SROs have discretion in matters relating to offenses at the Class C Misdemeanor level. They may, however, take the school's wishes into consideration, as the officer deems appropriate.
 - (2) The SRO's shall conduct physical door checks as required by the Texas Education Agency and FISD and shall document findings in the school-based reporting system established by FISD.
 - (3) The ultimate goal of the Program is to maintain a peaceful environment that allows the learning process to continue uninterrupted. The SRO shall not act as a school disciplinarian, as disciplining students is a school responsibility. It is agreed and understood that the principal and appropriate school staff shall be responsible for investigating and determining, in their discretion, whether a student has violated school disciplinary codes or standards and the appropriate administrative action to take. However, this shall not be construed to prevent the SRO from sharing information with school administration/staff, which may aid in the determination of whether a disciplinary offense occurred. Upon assignment, the SRO will be provided with copies of school disciplinary policies and codes and the discipline codes of each school.
 - (4) Officers shall have final authority in all criminal matters that they investigate. As employees of the City, officers will strictly adhere to all policies and procedures, as well as Federal and State law, in all matters pertaining to arrest, search and seizure. Furthermore, officers are subject to limitations of authority as stipulated by Department Policy 2-1.
 - (5) SROs shall not become involved in administrative (school-related) searches, and at no time shall SROs request that an administrative search be conducted for law enforcement purposes or have the administrator act as his or her agent.
 - (6) Nothing in this Agreement shall be construed to prevent an officer from carrying out his/her duty as a law enforcement officer even if doing so conflicts with the terms and conditions of this Agreement. Nothing in this Agreement shall override any policy or procedure of the City or the Friendswood Police Department.
16. SRO Program Goals. The SRO Program goals are based on the following concepts: law enforcement officer, law-related educator and informal mentor and role model.

- a. The SROs are first and most importantly law enforcement officers dedicated to working with school staff to promote and maintain a safe environment in their assigned school where students can learn and teachers can teach.
 - b. The SROs are law-related counselors who provide guidance and information on law-related issues to students, faculty, and administrators. They are a link to and an advocate for student referral services on and off campus.
 - c. The SROs are law-related teachers who provide their schools with an additional educational resource by sharing their expertise of Texas State laws and City ordinances in the classroom.
 - d. The SROs are a resource for parents. The SROs may, in an off-duty capacity, attend extra-curricular activities sponsored by their respective schools, including, but not limited to, athletic events, parent meetings, student dances and concerts.
 - e. The SROs report serious crime if it occurs on campus. They cooperate with law enforcement officials and facilitate the investigation of crime that may occur involving District students on or off the campus.
 - f. The SROs are trained and expected to provide a swift, sure response to on-campus incidents, such as the disruptive behavior of trespassers, the possession or use of weapons on campus, damage to or theft of property or a breach of District anti-violence provisions.
 - g. Beyond these goals, the SROs are to be an exemplary role model for the students of their schools: sending the strong message that violent behavior is not acceptable; providing leadership to help students make good choices; and enriching the partnership of teachers and SROs in support of students.
17. Assignment as SRO. The Chief and FISD will jointly select the officers for possible SRO assignment. The City will provide the training required for the new SRO; except, FISD will ensure an assigned SRO is familiarized with FISD, campus and Education Code provisions affecting his or her assignment. The Chief will have the authority to discipline or discharge an SRO. The City is responsible for annual performance evaluations of each SRO. The school principal may provide input to the process. An SRO must comply with the personnel policies of FISD, the personnel policies of the City, and the mission, vision, values, and policies of the Friendswood Police Department (the "Department").
18. Educational Records. The City understands that FISD is required to comply with certain Federal, State, and local laws and/or administrative regulations governing the confidentiality of information contained in student educational records. The City further understands that FISD follows certain rules, procedures and/or protocols to protect the confidentiality of student educational records. The City agrees the SROs will be required to abide by FISD rules, procedures and/or protocols regarding the confidentiality of student educational records. The City and FISD agree the SROs are designated as school officials under the Family Educational Rights and Privacy Act ("FERPA"). As such, (1) the services and functions provided by the SROs are services and functions for which FISD would otherwise use its own employees; (2) the SROs have been determined to meet the criteria set forth in FISD's annual notification of FERPA rights for being school officials with a legitimate educational interest in such information; (3) the SROs are under FISD's direct control with respect to its access to, maintenance of, use of, and disclosure of information contained in student educational records; and (4) SROs will use such information only for purposes expressly authorized by FISD, specifically to promote school safety and the physical security of the students. The SROs may not release such information to other parties, except as required to provide services

under this Agreement or otherwise as expressly permitted by FERPA, other applicable laws, and FISD.

19. Critical Incident Communication. The City and FISD agree that should a critical incident occur at an FISD school, each shall follow its critical incident/emergency operations plan.
20. Miscellaneous. The Program at each campus is designed to be unique, based on the working relationship established between the principal of the school and the assigned SRO. The needs at each campus are different. The principal and the SRO will develop a common vision that enables the tailoring of a program to meet student needs given the range of ages at the junior high and high school. Working as a team, the principal, other key campus staff and the SRO, will make FISD's ten elements of character education a lively, active force in the day-to-day life on each campus.
21. Notices. All notices, communications, and reports required or permitted under this Agreement shall be personally delivered to the respective Parties, by registered or certified United States mail, postage paid, return receipt requested at the addresses shown below, unless and until either Party is subsequently notified otherwise in writing.

If intended for City, to:

City of Friendswood
910 S. Friendswood Drive
Friendswood, Texas 77546-4856
Attention: City Manager

with a copy to:

Friendswood Police Department
1600 Whitaker Drive
Friendswood, Texas 77546
Attention: Chief of Police

If intended for FISD, to:

Friendswood Independent School District
302 Laurel Drive
Friendswood, Texas 77546
Attention: Superintendent of Schools

All notices hereunder given shall be deemed validly given when actually received or, if earlier, on the third day following deposit in a United States Postal Service post office or receptacle if the notice otherwise complies with all of the requisites of this section.

22. Venue. The obligations of the Parties hereto shall be performed in Galveston County, Texas, and if legal action is necessary to enforce same, exclusive venue shall lie in Galveston County, Texas.
23. Governing Law. This Agreement shall be governed by and construed in accordance with the laws and courts of the State of Texas.
24. Legal Construction. In case any one or more of the provisions contained in this Agreement shall for any reason be held to be invalid, illegal, or unenforceable in any respect, such invalidity, illegality, or unenforceability shall not affect any other provision thereof; and this Agreement shall be considered as if such invalid, illegal, or unenforceable provision had never been contained in this Agreement.
25. Limitation of Agreement. It is expressly understood and agreed by the City and FISD that this Agreement is for SRO services only and shall not be construed to satisfy FISD's obligations concerning the provision of armed security officers pursuant to Section 37.0814, Texas Education

Code, or for any other obligation imposed by law on FISD. It is understood that to comply with mandates of Section 37.0814, the District may obtain security services from a third party. The District agrees that, in engaging such third party, the District shall require the third party's security officers (the "Security Officers") to collaborate with the SROs and the Chief. In any law enforcement incident in which the Security Officers are involved within City of Friendswood on behalf of the District, the Security Officers shall participate in such event under unified or incident command headed by the City and/or the Chief. Notwithstanding anything contained herein to the contrary, the Security Officers are and shall at all times be considered independent contractors.

26. Entire Agreement. This Agreement embodies the complete agreement of the Parties hereto, superseding all oral or written previous agreements between the Parties and relating to matters in this Agreement, and cannot be modified or extended without written agreement of the Parties to be attached to and made a part of this Agreement.
27. Authority. This Agreement is entered under authority of and in accordance with the provision of Chapter 791, Texas Government Code, and Section 37.081, Texas Education Code, as of the Effective Date. Each Party has the full power and authority to enter into and perform this Agreement, and the person signing this Agreement on behalf of each Party has been properly authorized and empowered to enter into this Agreement. The persons executing this Agreement hereby represent that they have authorization to sign on behalf of their respective governmental entities.

IN WITNESS WHEREOF, the undersigned execute this Agreement on this 7th day of July, 2026.

CITY OF FRIENDSWOOD

FRIENDSWOOD INDEPENDENT
SCHOOL DISTRICT

MORAD KABIRI
City Manager

THAD ROHER
Superintendent of Schools

Date

Date

