



# SOUTH SAN ANTONIO INDEPENDENT SCHOOL DISTRICT

## Agenda Item Summary

Meeting Date: February 23, 2026

Agenda Section: Consent

Agenda Item Title: TASB Board Policy update to CKE (Local)

From/Presenters: Rita Uresti, Executive Director of Human Resources

Description: The proposed TASB Board Policy update to CKE (Local) includes revisions to pages 3–9 to clarify language regarding the use of School Marshals and Noncommissioned Security Officers within the District.

The District may appoint an employee to serve as a School Marshal, provided the individual is certified by the Texas Commission on Law Enforcement (TCOLE). A School Marshal is authorized to possess certain firearms on school premises, at Board meetings, and at school-sponsored events, in accordance with applicable law and policy.

Noncommissioned Security Officers may be utilized to support the implementation of the District's comprehensive safety programs. The District shall employ noncommissioned security officers who have completed the Department of Public Safety (DPS) Level II training course. Security officers shall report to and be accountable to the Chief of Police.

The attached policy reflects the proposed revisions in more detail.

Historical Data: This policy was last updated on October 23, 2025.

Recommendation: Approval of TASB Board Policy update to CKE (Local) as presented.

Purchasing Director and Approval Date: N/A

Funding Budget Code and Amount: N/A

Goal:

## PROPOSED REVISIONS

(see pages 3-9)

<b>District Police Department</b>	To ensure sufficient security and protection of students, staff, and property, the Board authorizes the formation of a District police department and shall employ and commission police officers.
Supervisory Authority	The chief of police shall be accountable to and shall report to the Superintendent. In accordance with law, the Superintendent shall not delegate this supervisory responsibility.
Jurisdiction	The jurisdiction of District police officers shall include all territory within District boundaries, as well as all real and personal property outside the boundaries of the District that is owned, leased, or rented by the District, or is otherwise under the District's control.
Police Authority and Duties	<p>Each District police officer shall have all the powers, privileges, and immunities of police officers on or off duty within the jurisdiction of the District. Subject to limitations in law, each District police officer shall:</p> <ol style="list-style-type: none"><li>1. Protect the safety and welfare of any person in the jurisdiction of the District and protect the property of the District.</li><li>2. Enforce all laws, including municipal ordinances, county ordinances, and state laws, and investigate violations of law as needed. In doing so, District police officers may serve search warrants in connection with District-related investigations in compliance with the Texas Code of Criminal Procedure.</li><li>3. Arrest suspects consistent with state and federal statutory and constitutional standards governing arrests, including arrests without warrant, for offenses that occur in the officer's presence or under the other rules set out in the Texas Code of Criminal Procedure.</li><li>4. Coordinate and cooperate with commissioned officers of all other law enforcement agencies in the enforcement of this policy as necessary.</li><li>5. Enforce District policies, rules, and regulations on District property, in school zones, at bus stops, or at District functions.</li><li>6. Investigate violations of District policy, rules, and regulations as requested by the Superintendent and participate in hearings concerning alleged violations.</li><li>7. Carry weapons as directed by the chief of police and approved by the Superintendent.</li></ol>

8. Carry out all other duties as directed by the chief of police or Superintendent.

A District police officer shall not be assigned routine classroom discipline or administrative tasks.

Limitations on  
Nonschool  
Employment

No officer commissioned under this policy shall provide law enforcement or security services for an outside employer without prior written approval from the chief of police and Superintendent. Each District police officer shall enforce all laws, including municipal ordinances, county ordinances, and state laws within another law enforcement agency's jurisdiction while working off-duty or temporarily assigned to another agency.

Relationship with  
Outside Agencies

The District's police department and the law enforcement agencies with which it has overlapping jurisdiction shall enter into memoranda of understanding and other appropriate interlocal agreements that outline reasonable communication and coordination efforts among the department and the agencies. The chief of police and the Superintendent shall review the memoranda of understanding and other agreements at least once every year. All such agreements shall be approved by the Board.

*Interlocal  
Agreement for  
Mutual Aid*

While operating pursuant to an interlocal agreement for mutual aid or other support for another law enforcement agency, each District police officer shall perform the duties and have the authorities set out in the agreement, including enforcing all laws within the other agency's jurisdiction.

Video Monitoring

If available, video equipment shall be used on a District police car for safety purposes whenever the flashing lights on the car are in use.

*Access to  
Recordings*

Recordings shall be considered law enforcement records, shall remain in the custody of the chief of police, and shall be maintained as required by the department regulations manual and law. A parent or student who wishes to view a video recording in response to disciplinary action taken against the student may request such access under the procedures set out by law. [See FL(LEGAL)]

Body-Worn  
Cameras

A District police officer shall use a body-worn camera only when performing official law enforcement duties for the District and in accordance with the provisions of the District police department's body-worn camera program. Each District police officer shall receive training on the program, including proper use and operation of cameras. Any District employee who has access to data from body-worn cameras shall receive training on storage, retention, and release of recordings.

SAFETY PROGRAM/RISK MANAGEMENT  
SECURITY PERSONNEL

CKE  
(LOCAL)

Training	Each District police officer shall receive at least the minimum amount of education and training required by law.
Department Regulations Manual	To carry out the provisions in this policy, the police department shall compile and maintain a manual that describes and sets forth operational procedures, rules, and regulations pertaining to the administration of police services. The chief of police and the Superintendent shall review the manual annually and make any appropriate revisions.
<i>Racial Profiling</i>	The chief of police shall develop and implement regulations to ensure compliance with laws regarding racial profiling. A District police officer shall not initiate any law enforcement action based on an individual's race, ethnicity, or national origin.
<i>Use of Force</i>	The use of force, including deadly force, shall be authorized only when reasonable and necessary, as outlined in the department regulations manual.
<i>High-Speed Pursuit</i>	A District police officer shall not engage in high-speed chases in a motor vehicle when the immediate danger to the public or the officer created by the pursuit exceeds the immediate or potential danger presented by the offenders remaining at large. Guidelines for high-speed pursuits shall be addressed in the department regulations manual.
Complaints	<p>Complaints against a District police officer shall be in writing on a form provided by the District and shall be signed by the person making the complaint. In accordance with law, the District shall provide to the police officer a copy of the complaint.</p> <p>Appeals regarding this complaint process shall be filed in accordance with DGBA, FNG, or GF, as appropriate.</p> <p>[See CKE(LEGAL) and CKEA(LEGAL)]</p>

School Marshals  
Authorization

Pursuant to its authority under state law, the Board may appoint an employee of the District to serve as a school marshal if the employee is certified as eligible by the Texas Commission on Law Enforcement (TCOLE). A school marshal shall be authorized to possess certain firearms in schools, at Board meetings, and at school-sponsored or school-related events on District property, to the extent allowed by law. Each school marshal shall have immunities as provided by law.

Each specifically authorized school marshal shall be approved by action of the Board. The Superintendent shall issue written authorization to each approved employee. The written authorization shall

	<p><u>specify the District premises and other property where the employee is authorized to carry a firearm, as well as the means of carrying and storing the firearm.</u></p> <p><u>Serving as a school marshal shall be strictly voluntary.</u></p>
<p><u>Revocation</u></p>	<p><u>The Superintendent, as well as the Board, shall have the authority to revoke at any time a school marshal's authorization to possess a firearm under this policy.</u></p> <p><u>In addition, authorization for a school marshal to possess a firearm under this policy shall be automatically revoked if the employee is no longer authorized by law to serve as a school marshal or is placed on administrative leave or separates from employment with the District, regardless of the reason.</u></p>
<p><u>Jurisdiction</u></p>	<p><u>The jurisdiction of school marshals shall include all territory within District boundaries, as well as all real and personal property outside the boundaries of the District that is owned, leased, or rented by the District, or is otherwise under the District's control.</u></p>
<p><u>Authority and Duty</u></p>	<p><u>Subject to limitations in law, a school marshal shall:</u></p> <ol style="list-style-type: none"><li><u>1. Act as necessary to prevent or abate the commission of an offense that poses a threat of death or serious bodily injury to a person in the jurisdiction of the District;</u></li><li><u>2. Make arrests and exercise all authority given peace officers as necessary to prevent or abate the commission of an offense that poses a threat of death or serious bodily injury to a person in the jurisdiction of the District;</u></li><li><u>3. Coordinate and cooperate with commissioned officers of all other law enforcement agencies in the enforcement of this policy as necessary; and</u></li><li><u>4. Carry out all other lawful duties as directed by the Superintendent.</u></li></ol>
<p><u>Training</u></p>	<p><u>The District shall provide to each school marshal who is authorized to possess a firearm on District property specialized training in crisis intervention, management of hostage situations, and other topics the Board may determine necessary or appropriate.</u></p>
<p><u>Permitted Weapons and Ammunition</u></p>	<p><u>Only District-approved firearms and ammunition shall be authorized for possession and use under this policy and the District's emergency operations procedures.</u></p>
<p><u>Implementation</u></p>	<p><u>The Superintendent shall ensure that procedures to implement this safety and security program are detailed in the District's emergency operations plan.</u></p>

SAFETY PROGRAM/RISK MANAGEMENT  
SECURITY PERSONNEL

CKE  
(LOCAL)

<u>Noncommissioned Security Officers</u>	<u>[See CKE(LEGAL) and CKEB(LEGAL)]</u>
	<u>To assist with implementing the District's comprehensive safety programs, the District shall employ noncommissioned security officers who have completed the Department of Public Safety (DPS) Level II training course. Security officers shall be accountable to and shall report to the chief of police.</u>
<u>Jurisdiction</u>	<u>The jurisdiction of security officers shall include all territory within District boundaries, as well as all real and personal property outside the boundaries of the District that is owned, leased, or rented by the District, or is otherwise under the District's control.</u>
<u>Duties</u>	<u>A security officer shall not perform routine law enforcement duties.</u> <u>In addition to complying with relevant DPS regulations, a security officer shall:</u> <ol style="list-style-type: none"><li><u>1. Act as necessary to protect the safety and welfare of any person in the jurisdiction of the District;</u></li><li><u>2. Assist and coordinate with District security personnel and law enforcement personnel as needed;</u></li><li><u>3. Perform other tasks and carry out all other lawful duties as directed by the chief of police.</u></li></ol>
<u>Training</u>	<u>In addition to the training required by applicable DPS rules, each District security officer assigned to a campus shall receive training in the following:</u> <ol style="list-style-type: none"><li><u>1. Student mental health, including suicide awareness;</u></li><li><u>2. Trauma-informed care;</u></li><li><u>3. Age-appropriate responses;</u></li><li><u>4. Child abuse identification and reporting;</u></li><li><u>5. Bullying, cyberbullying, harassment, and dating violence;</u></li><li><u>6. Special accommodations for students with disabilities (including behavior de-escalation techniques);</u></li><li><u>7. Confidentiality; and</u></li><li><u>8. Board policies and District regulations.</u></li></ol>
<b>School Resource Officers</b>	<del>To implement the District's comprehensive safety programs, the District has entered into a memorandum of understanding (MOU) with each local law enforcement agency that provides the District with school resource officers. School resource officers shall provide</del>

Jurisdiction

~~services consistent with the terms of the agreement, the comprehensive safety programs, and Board policy.~~

~~The jurisdiction of school resource officers shall include all territory within District boundaries, as well as all real and personal property outside the boundaries of the District that is owned, leased, or rented by the District, or is otherwise under the District's control.~~

~~Authority and Duties~~

~~A school resource officer shall perform duties as described in the MOU and as included in the District improvement plan and the Student Code of Conduct. Pursuant to the MOU, a school resource officer shall:~~

- ~~1. Protect the safety and welfare of any person in the jurisdiction of the District and protect the property of the District.~~
- ~~2. Enforce all laws, including municipal ordinances, county ordinances, and state laws, and investigate violations of law as needed. In doing so, school resource officers may serve search warrants in connection with District-related investigations in compliance with the Texas Code of Criminal Procedure.~~
- ~~3. Arrest suspects consistent with state and federal statutory and constitutional standards governing arrests, including arrests without warrant, for offenses that occur in the officer's presence or under the other rules set out in the Texas Code of Criminal Procedure.~~
- ~~4. Coordinate and cooperate with commissioned officers of all other law enforcement agencies in the enforcement of this policy as necessary.~~
- ~~5. Enforce District policies, rules, and regulations on District property, in school zones, at bus stops, or at District functions.~~
- ~~6. Investigate violations of District policy, rules, and regulations as requested by the Superintendent and participate in hearings concerning alleged violations.~~
- ~~7. Carry a firearm in accordance with the MOU and the directives with the commissioning entity.~~
- ~~8. Carry out all other duties in accordance with the MOU.~~

~~A school resource officer shall not be assigned routine classroom discipline or administrative tasks. Each school resource officer shall receive at least the minimum amount of education and training required by law.~~

~~[See CKE(LEGAL) and CKEC(LEGAL)]~~

**Peace Officers  
Providing Security  
Services**

~~To assist with implementing the District's comprehensive safety programs and Board policy, the District shall employ or accept as a volunteer for security services a reserve, retired, or off-duty peace officer who shall have the same jurisdiction, duties, authorities, and immunities as commissioned peace officers regularly employed by or assigned to the District.~~

~~Security Officers Authorized to Possess Firearms~~

~~To assist with implementing the District's comprehensive safety programs, the District shall employ security officers as defined by Occupations Code Chapter 1702. To be authorized to carry a firearm, a security officer shall have completed the Department of Public Safety (DPS) Level III training course in order to be commissioned. The District shall comply with DPS rules for the employment of commissioned security officers. Security officers shall be accountable to and shall report to the chief of police.~~

~~Jurisdiction~~

~~The jurisdiction of security officers shall include all territory within District boundaries, as well as all real and personal property outside the boundaries of the District that is owned, leased, or rented by the District, or is otherwise under the District's control.~~

~~Authorization~~

~~Pursuant to its authority under state law, the Board shall authorize security officers to possess certain firearms in schools, at Board meetings, and at school sponsored or school related events on District property, to the extent allowed by law. Each authorized security officer shall have immunities as provided by law.~~

~~Each specifically authorized security officer shall be approved by action of the Board. The Superintendent shall issue written authorization to each approved security officer. The written authorization shall specify the District premises and other property where the security officer is authorized to carry a firearm, as well as the means of carrying and storing the firearm.~~

~~Revocation~~

~~The Superintendent, as well as the Board, shall have the authority to revoke at any time a security officer's authorization to possess a firearm under this policy.~~

~~In addition, authorization for a security officer to possess a firearm under this policy shall be automatically revoked if the employee is placed on administrative leave or separates from employment with the District, regardless of the reason.~~

~~Duties~~

~~An authorized security officer shall not perform routine law enforcement duties unless the duty is performed in response to an emergency that poses a threat of death or serious bodily injury to a student, employee, or other individual on a District campus.~~

	<p><del>In addition to complying with the relevant DPS regulations, a security officer shall:</del></p> <ol style="list-style-type: none"><li><del>1. Act as necessary to protect the safety and welfare of any person in the jurisdiction of the District;</del></li><li><del>2. Maintain school security by patrolling campus hallways, completing door checks, and monitoring the perimeter of the campus throughout the day;</del></li><li><del>3. Routinely check exterior doors and interior classroom doors to ensure they are locked;</del></li><li><del>4. Complete weekly exterior door audits;</del></li><li><del>5. Inform campus administrators of malfunctioning cameras, doors, locks, gates, windows, etc., that require the submission of a work order for repair;</del></li><li><del>6. Assist with campus safety drills (i.e., fire, hold, secure, lock-down, evacuate, shelter);</del></li><li><del>7. Assist and coordinate with law enforcement personnel as needed;</del></li><li><del>8. Notify the police, fire department, emergency responders, or other appropriate authority of any situation requiring immediate attention; and</del></li><li><del>9. Perform other tasks and carry out all other lawful duties as directed by the chief of police.</del></li></ol>
Handgun Licensees	<p><del>Each security officer shall be required to maintain a current license to carry a handgun in accordance with state law.</del></p>
Training	<p><del>In addition to the training required by law and applicable DPS rules, each security officer assigned to a campus shall receive training in the following:</del></p> <ol style="list-style-type: none"><li><del>1. Student mental health, including suicide awareness;</del></li><li><del>2. Trauma informed care;</del></li><li><del>3. Age appropriate responses;</del></li><li><del>4. Child abuse identification and reporting;</del></li><li><del>5. Bullying, cyberbullying, harassment, and dating violence;</del></li><li><del>6. Special accommodations for students with disabilities (including behavior de-escalation techniques);</del></li><li><del>7. Confidentiality; and</del></li></ol>

SAFETY PROGRAM/RISK MANAGEMENT  
SECURITY PERSONNEL

CKE  
(LOCAL)

<del>Permitted Weapons and Ammunition</del>	<del>8.— Board policies and District regulations. Only District-approved firearms and ammunition shall be authorized for possession and use under this policy and the District's emergency operations procedures.</del>
<del>Implementation</del>	<del>The Superintendent shall ensure that procedures to implement this safety and security program are detailed in the District's emergency operations plan.</del>