



Duncanville ISD

House Bill 3 - Armed Security Officers Plan

Requirements:

During the 88th Texas Legislative Session, House Bill 3 (TEC §37.0814) was adopted requiring armed security officers to be present at each school district campus during regular school hours. A good cause exception may be adopted by a Board of Trustees if the district is unable to comply with state law. Lack of available funding and/or qualified personnel are allowable good cause exceptions. It is anticipated that a recommendation for a good cause exception will be taken to the Board of Trustees annually for the next 4 years until the district can create efficiencies and train personnel to meet the legal requirements of House Bill 3 (TEC §37.0814).

Current State:

Duncanville ISD currently has 7 commissioned police officer positions, 17 unarmed level II security personnel positions, 5 parking security officers, plus 5 other personnel (coordinators, specialist, manager, and dispatch) at an annual approximate cost of \$1,420,167 based on salaries at the mid-point. The safety and security personnel are currently assigned as follows:

Duncanville HS	Byrd MS	Kenemer MS	Reed MS
1 full-time commissioned police officer and 14 level II security officers	1 full-time level II security officer	1 full-time level II security officer	1 full-time level II security officer
On Rotation	Vacancies		
4 full-time commissioned police officers	2 full-time commissioned police officers		

Planned Future State:

To meet the said requirements of House Bill 3 (TEC §37.0814), the district anticipates increasing from 7 to 9 full-time commissioned police officers (226 days). Level II unarmed security officers (192 days) will be reduced from 17 to 7 while 14 level III armed security officers (192 days) will be added to the safety and security personnel. There will be no change to the 5 parking security officers or the other 5 personnel serving in support and supervisory positions.

Duncanville HS	Byrd MS	Kennemer MS	Reed MS
2 full-time commissioned police officers and 7 level II	1 full-time commissioned police officer	1 full-time commissioned police officer	1 full-time commissioned police officer
Brandenburg IS	Daniel IS	Hardin IS	Acton ES
1 full-time level III security officer	1 full-time level III security officer	1 full-time level III security officer	1 full-time level III security officer
Alexander ES	Bilhartz ES	Central ES	Fairmeadows ES
1 full-time level III security officer	1 full-time level III security officer	1 full-time level III security officer	1 full-time level III security officer
Hastings ES	Hyman ES	Merrifield ES	Smith ES
1 full-time level III security officer	1 full-time level III security officer	1 full-time level III security officer	1 full-time level III security officer
Summit	PACE	On Rotation	
1 full-time level III security officer	1 full-time level III security officer	4 commissioned police officers (Includes Chief and Sergeant)	

Anticipated Cost:

The salary cost to the district for additional personnel would equate to approximately \$1,882,867 based on the current 2023-24 compensation mid-point and the assumption that level III security officers will be at a midpoint near \$42,000. This does not include the cost of added resources, equipment, benefits, and extra duty hours. In addition, it should be assumed that salary increases will be necessary to adequately compete with surrounding school districts and law enforcement agencies.

Phase-In Plan:

Over the next 4 years, the Duncanville ISD will gradually phase in towards the planned future state in the following manner. This plan will be reviewed and adjusted annually based on the financial status of the district and the availability of funding.

2023-2024

**Execution of the planned actions will be dependent on the district's financial condition and available funding.*

1. Fill vacancies.
2. Assign an additional police officer to Duncanville HS.
3. Develop a security officer training plan to support level III licensing.
4. Allocate funding for training and licensing.

25 Total Personnel

7 - Police Officers
17 - Level II Security Officers

2024-2025

**Execution of the planned actions will be dependent on the district's financial condition and available funding.*

1. Increase by 2 commissioned police officer positions.
2. Assign 3 police officers to middle school campuses.
3. Continue training program for level III security officers.
4. The remaining 4 commissioned police officers will rotate to the intermediate, elementary, and alternative campuses.

27 Total Personnel

9 - Police Officers
17 - Level II Security Officers

2025-2026

**Execution of the planned actions will be dependent on the district's financial condition and available funding.*

1. Increase by 5 level III security officer positions.
2. Assign 5 level III security officers to intermediate and alternative schools.
3. Eliminate 5 level II security officer positions.
4. Assign an additional police officer to Duncanville HS.
5. Continue training program for level III security officers.
6. The remaining 3 police officers will rotate to the elementary campuses.

27 Total Personnel

9 - Police Officers
5 - Level III Security Officers
12 - Level II Security Officers

2026-2027

**Execution of the planned actions will be dependent on the district's financial condition and available funding.*

1. Increase by 9 level III security officer positions.
2. Assign 9 level III security officer positions to elementary schools.
3. Eliminate 5 level II security officer positions.
4. Implement ongoing training plan for level III security officers.
5. The remaining 3 police officers will be assigned to the high school and to fill vacancies around the district.

30 Total Personnel

9 - Police Officers
14 - Level III Security Officers
7 - Level II Security Officers