

**TEACHER RETIREMENT  
SYSTEM of TEXAS**  
DECEMBER 2024



# Benefit Feasibility Study

**TRS Legislatively Required Report on the Feasibility of Offering  
Alternative Service Retirement Benefits to Peace Officers who  
are Members of the Teacher Retirement System of Texas**





## Mission Statement

Improving the retirement security of our members by prudently investing and managing the Trust assets and delivering benefits that make a positive difference in their lives.

# Table of Contents

<b>1. Executive Summary</b>	<b>2</b>
<b>2. Purpose</b>	<b>4</b>
<b>3. Teacher Retirement System of Texas Plan Profile</b>	<b>6</b>
TRS' Existing DB Plan	6
Definition of Peace Officer	8
Peace Officers in TRS	8
<b>4. Employees Retirement System of Texas Plan Profile</b>	<b>9</b>
ERS' DB Plan and New CB Benefit Structure	9
ERS' Retirement Annuity for Certified Law Enforcement and Custodial Officers	9
<b>5. TRS, ERS, and Social Security</b>	<b>13</b>
Social Security Participation	13
<b>6. Study Scope and Assumptions</b>	<b>14</b>
<b>7. Service Benefit Scenarios</b>	<b>15</b>
<b>Service Benefit 1 Scenario:</b> Existing TRS DB plan with a similar supplemental benefit to ERS' LECO plan	15
<b>Service Benefit 2 Scenario:</b> Replace existing DB plan for new peace officers in TRS with a plan similar to ERS' CB plan without a supplemental benefit	17
<b>Service Benefit 3 Scenario:</b> Replace existing DB plan for new peace officers in TRS with a plan similar to ERS' CB plan including a supplemental benefit similar to ERS' LECO plan	18
<b>8. Costs, Impacts, and Benefits</b>	<b>19</b>
<b>9. Considerations</b>	<b>21</b>
Benefit and Plan Design Considerations	21
Implementation Considerations	21
<b>10. Appendices</b>	<b>22</b>
Appendix A	22
Appendix B	24
Appendix C	44
Appendix D	67
Appendix E	70

# Executive Summary



**The Teacher Retirement System of Texas (TRS)** was created in 1937 by a Texas Constitutional Amendment to provide retirement benefits to public and higher education employees. The retirement benefit TRS provides is a traditional defined benefit (DB) plan and is administered as a qualified governmental retirement plan under the provisions of §401(a) of the U.S. Internal Revenue Code of 1986, as amended. The amount of an eligible member's retirement benefit is determined using a formula established by Texas law to provide for a lifetime annuity. The TRS DB plan does not currently include a supplemental retirement benefit for peace officers or other specified positions.

**The Employees Retirement System of Texas (ERS)** provides a DB retirement plan, known as the ERS plan, for eligible employees of State of Texas agencies. ERS also provides a cash balance (CB) benefit structure as part of their DB plan for the most recent retirement group. Certified law enforcement and custodial officers, including peace officers, who work at certain Texas state agencies contribute to both an ERS plan and the Law Enforcement and Custodial Officer Supplemental Retirement Fund (LECO plan). Because of the specific work they do and their contributions to the LECO plan, law enforcement and custodial officers who reach LECO retirement eligibility get an increased lifetime annuity payment and can retire earlier than many state agency employees who do not contribute to the LECO plan.

**Purpose:** House Bill (HB) 4141 of the 88<sup>th</sup> Regular Texas Legislative Session requires TRS to conduct a study to evaluate the feasibility of offering an alternative service retirement benefit to peace officers who are TRS members and to study the proposed benefits with a retirement eligibility at any age after the peace officer has attained 20 or 25 years of service under different scenarios. As outlined by statute, the study explores three potential benefit scenarios and assesses their respective costs and impacts on TRS.

1. **Service Benefit 1:** Peace officers would receive the existing TRS retirement benefit plus a supplemental benefit similar to ERS' LECO plan.
2. **Service Benefit 2:** Peace officers would receive a CB benefit similar to ERS, without a supplemental benefit similar to ERS' LECO plan. Future peace officers would no longer participate in the traditional DB plan.
3. **Service Benefit 3:** Peace officers would receive a CB benefit similar to ERS, with a supplemental benefit similar to ERS' LECO plan. Future peace officers would no longer participate in the traditional DB plan.

All three of the service benefit scenarios are DB plans. Service Benefit 1 reflects a traditional DB plan, while Service Benefit 2 and 3 would provide a CB plan, which is another form of a DB plan. Both plans provide lifetime annuities, either based on a formula like the traditional DB or through "accounts" with contributions and interest, like a CB plan.

**Findings:** When conducting this study, TRS assumes additional benefits would be financed with new contributions. If contribution rates are not increased, key pension measures like the Unfunded Accrued Actuarial Liability (UAAL), funding period and funding ratios would be negatively impacted. Across the service benefit scenarios, when costs are lower, the benefits are lower. The cost is greater when benefits are granted for past service. Service Benefit 1, which retains the traditional DB plan and adds a supplemental benefit similar to ERS' LECO plan, is the only scenario that costs more than the TRS DB plan. Comparing the peace officer benefits, Service Benefit 1 is the only scenario that provides more replacement income than the traditional TRS DB plan. Service Benefit Scenarios 2 and 3 provide less benefits overall than the current TRS plan for career peace officers. In addition, all these scenarios would permit a significant number of peace officers to retire with an unreduced annuity at a much earlier age. If prior service is included as discussed with Service Benefit 1, many retirements could occur upon inception.



## Executive Summary *(continued from previous page)*

Service Benefit Cost Comparison					
	Peace Officer Contribution Rate		State and/or Employer Contribution Rate for Peace Officer Payroll*		Lump Sum Contributions (\$ in Millions)
	Service Benefit A: 20 years of service	Service Benefit B: 25 years of service	Service Benefit A: 20 years of service	Service Benefit B: 25 years of service	
TRS traditional DB plan without a supplement	8.25%	8.25%	8.25%	8.25%	N/A
Service Benefit 1	8.75%	8.75%	9.95%	9.75%	Benefits applied Retroactively: \$58M after 20 years of service and \$35M after 25 years of service
Service Benefit 2	6.00%	6.00%	8.25%	8.25%	
Service Benefit 3	8.00%	8.00%	8.25%	8.25%	

\*Does not include the Public Education Employer Contribution  
Costs shown are applicable to Peace Officer Payroll

**Other Considerations:** Gabriel, Roeder, Smith & Company (GRS), TRS' external actuarial services firm, assisted with this study and used survey information required by HB 4141 as well as TRS data. HB 4141 requires TRS to request peace officer data from the public and higher education employers, which included the following information and assumptions:

- **Survey Data:** Responses to survey data about peace officers, the number employed, and the number of unfilled positions came from approximately 50% of the employers, which represented 63% of active TRS members.
- **Other Data:** Data received from the salary ranges and the peace officers who resigned within the 10-year window ending December 31, 2023, was much less responsive. Additional information can be found in the appendices.
- **Data Assumptions:** The study follows the requirements of HB 4141 with as few assumptions as possible. However, to provide the Texas Legislature with reasonable information, some assumptions needed to be made. Please see the Assumptions section for further information.

With any of the benefit scenarios there are a number of items to consider, such as state law changes, plan design determinations, impact to retiree health programs, and operational changes.

# Purpose



**HB 4141** requires TRS to conduct a study to evaluate the feasibility of offering an alternative service retirement benefit to peace officers who are TRS members and to assess the proposed benefits with a retirement eligibility at any age after the peace officer has attained 20 or 25 years of service under different scenarios. The study requires TRS to assess the costs and impacts of the following scenarios on the system.

1. **Service Benefit 1:** The peace officer would be eligible for the existing TRS service retirement benefit with a supplemental retirement benefit similar to what is provided by ERS' LECO plan, and
2. **Service Benefit 2:** The peace officer would be eligible for a CB benefit similar to ERS', without a supplemental retirement benefit, and
3. **Service Benefit 3:** The peace officer would be eligible for a CB benefit similar to ERS', with a supplemental retirement benefit similar to ERS' LECO plan.

The bill further requires Texas public education and higher education employers who employ peace officers to provide the following information to TRS:

- The number of peace officers employed on December 31, 2023<sup>1</sup>,
- The number of unfilled peace officer positions on December 31, 2023<sup>2</sup>,
- The average years of service earned by peace officers who resigned before retirement ten years prior to December 31, 2023<sup>3</sup>, and
- The compensation or salary scale for peace officers employed by the employer<sup>4</sup>.

In addition to asking employers for the required information, TRS sent two digital surveys to the employers about the peace officers currently employed and those the employers planned to employ. Timelines for receiving the required information were as follows:

- For the preliminary survey<sup>5</sup>, TRS gave the employers from November 2, 2023, to November 30, 2023.
- For the official survey<sup>6</sup> and the compensation or salary scale for employers<sup>7</sup>, the employers were given from January 19, 2024 through February 16, 2024.
- For the names of the peace officers who had resigned without retiring during the 10-period ended December 31, 2023<sup>8</sup>, the employers were given a longer time, running from March 1, 2024 through April 30, 2024.

<sup>1</sup> See Appendices B and C    <sup>2</sup> See Appendices B and C    <sup>3</sup> See Appendix D    <sup>4</sup> See Appendix E    <sup>5</sup> See Appendix B    <sup>6</sup> See Appendix C    <sup>7</sup> See Appendix E    <sup>8</sup> See Appendix D



## Purpose *(continued from previous page)*

The response rate for each of the Employer type is below:

Percent of Employers Responding to:				
Employer Types	1 <sup>st</sup> Survey Request <sup>9</sup>	2 <sup>nd</sup> Survey Request <sup>10</sup>	10-Year Look Back <sup>11</sup>	Salary Ranges <sup>12</sup>
Public Schools	51.6%	51.4%	18.6%	10.5%
Charter Schools	24.2%	33.3%	2.5%	4.0%
Community and Junior Colleges	60.0%	52.0%	56.0%	20.0%
Senior Colleges and Universities	37.5%	58.3%	41.7%	29.2%
Medical Schools	22.2%	77.8%	55.6%	33.3%
Regional Education Service Center	35.0%	40.0%	-	10.0%
<b>Total</b>	<b>46.8%</b>	<b>48.6%</b>	<b>18.4%</b>	<b>10.7%</b>

Gabriel, Roeder, Smith & Company (GRS), TRS' external actuarial services firm, assisted with this study. GRS reviewed the survey information. GRS grouped the information by each employer type and then compared it to TRS data. Overall, the survey response rate to the first and second surveys was approximately 50% of employers, which represents 63% of active TRS members. Since the response rates were low, GRS opted to use the 2024 Actuarial Valuation to provide a more accurate picture of the number of peace officers covered by TRS. For this analysis the actuary assumed 5,200 active peace officers are members in TRS based on the demographics of the peace officers in the 2024 valuation data.

FY 2024 Actuarial Valuation Data	
Employer Types	Number of Peace Officers
Public Schools	3,753
Charter Schools	23
Community and Junior Colleges	244
Senior Colleges and Universities	772
Medical Schools	317
Regional Education Service Center	0
<b>Total</b>	<b>5,109</b>

GRS then used the 2024 actuarial valuation data, a consistent data source, to determine the costs for each of the scenarios. This was necessary since much of the data from the employers for the salary range and the 10-year lookback was not provided by a majority of the employers. Employers that completed the salary range and the 10-year look back information frequently provided non-responsive information. Further information is in the appendices.

Employers were asked about vacancies and possibility of hiring for the next year. The employers indicated about 1,000 new peace officers could be added. The data was limited in the number of employers that responded. The majority of any new officers hired would not have prior TRS membership and would be addressed in the discussion about new peace officers in each scenario.

<sup>9</sup> See Appendix B

<sup>10</sup> See Appendix C

<sup>11</sup> See Appendix D, Some Employers may have reported "Not Applicable" and were not included in the results.

<sup>12</sup> See Appendix E

# Teacher Retirement System of Texas

## Plan Profile



### TRS' Existing DB Plan

TRS was created in 1937 by a Texas Constitutional Amendment and since then has grown from 38,000 members to more than two million. The TRS retirement plan is a traditional DB plan providing service retirement, disability retirement, and active member death benefits to all eligible public and higher education employees. The TRS DB plan does not include a supplemental retirement plan for peace officers or other specified positions. As a DB plan, the amount of retirement benefits paid is determined by a formula established by Texas law. The formula to calculate a normal-age monthly standard annuity includes three factors — years of service, final average monthly salary, and a multiplier of 2.3 percent.



The TRS Pension Trust Fund is supported by contributions and investments. The Texas Constitution requires the state to contribute between 6% and 10% of payroll to the pension fund. Currently, TRS members, the State, and certain employers prefund the retirement plan by contributing 8.25 percent from active members, 8.25 percent from the State, and 2.0 percent from public education employers, as required by state law<sup>13</sup>.

Contribution Rates to TRS Pension Trust Fund in FY 2025		
Members	State	Employers
8.25 %	8.25%	2.0%

Contributions to the TRS Pension Trust Fund are invested to provide the pension benefits that annuitants receive monthly. Investment returns comprise approximately 62% of the corpus of the pension fund.

Per the the most recent annual actuarial valuation as of Aug. 31, 2024, the TRS Pension Trust Fund had a net value of \$210.5 billion. The UAAL is \$60.6 billion, and the funded ratio is 77.8%. The TRS Pension Trust Fund is currently actuarially sound with a funding period of 28 years, since the funding period is under 31 years as defined by statute<sup>14</sup>.

Health of the TRS Pension Fund: FY 2024			
Net Present Value (\$ in Billions)	Unfunded Actuarial Accrued Liability (\$ in Billions)	Funded Ratio	Funding Period (in Years)
\$210.5	\$60.6	77.8%	28

<sup>13</sup> Tex. Govt Code 825.402, 825.404, 825.4035

<sup>14</sup> Tex. Govt Code 821.006



## TRS Plan Profile *(continued from previous page)*

Changes to the TRS retirement plan over the years have resulted in several distinct membership categories, each with its own retirement eligibility requirements and early-age reductions for a total of six tiers. TRS members could fall into tiers that provide normal age retirement eligibility with the Rule of 80 (age and years of service credit total to at least 80) along with five years of service credit. Newer TRS members could fall into the fifth and sixth tiers with a normal age retirement eligibility of at least 62 years of age with the Rule of 80 along with five years of service credit. Each tier provides different early age reductions, average highest annual salaries, and other requirements.<sup>15</sup> The chart below explains each of the TRS membership tiers.

TRS Retirement Eligibility and Annuity Information Based on Membership Tiers						
	Tier 1*	Tier 2	Tier 3	Tier 4*	Tier 5	Tier 6*
TRS Retirement Eligibility						
<b>Tier Membership: Start Times and Years of Service</b>	<ul style="list-style-type: none"> <li>Started prior to 9/1/2007 and</li> <li>5 years of service by 8/31/2014</li> <li>Maintain membership until retirement</li> </ul>		<ul style="list-style-type: none"> <li>Started between 9/1/2007 and 8/31/2014 and</li> <li>5 years of service by 8/31/2014</li> <li>Maintain membership until retirement</li> </ul>		<ul style="list-style-type: none"> <li>Started on or after 9/1/2014 or</li> <li>Less than 5 years of service on 9/1/2014</li> </ul>	
<b>Normal Age Service Retirement Eligibility</b>	<ul style="list-style-type: none"> <li>Age 65 and 5 years of service; or</li> <li>Rule of 80 and 5 years of service</li> </ul>		<ul style="list-style-type: none"> <li>Age 65 and 5 years of service; or</li> <li>Age 60 AND Rule of 80 and 5 years of service</li> </ul>		<ul style="list-style-type: none"> <li>Age 65 and 5 years of service; or</li> <li>Age 62 AND Rule of 80 and 5 years of service</li> </ul>	
<b>Early Age Service Retirement Eligibility</b>	<ul style="list-style-type: none"> <li>Age 55 and 5 years of service; or</li> <li>30 years of service</li> </ul>		<ul style="list-style-type: none"> <li>Age 55 and 5 years of service; or</li> <li>30 years of service; or</li> <li>Less than Age 60 and Rule of 80</li> </ul>		<ul style="list-style-type: none"> <li>Age 55 and 5 years of service; or</li> <li>30 years of service; or</li> <li>Less than Age 62 and Rule of 80</li> </ul>	
Retirement Annuity Information						
<b>Highest Annual Salaries Used for Annuity</b>	<ul style="list-style-type: none"> <li>3 years</li> </ul>	<ul style="list-style-type: none"> <li>5 years</li> </ul>	<ul style="list-style-type: none"> <li>5 years</li> </ul>	<ul style="list-style-type: none"> <li>3 years</li> </ul>	<ul style="list-style-type: none"> <li>5 years</li> </ul>	<ul style="list-style-type: none"> <li>3 years</li> </ul>
<b>Partial Lump Sum Option Eligibility</b>	<ul style="list-style-type: none"> <li>Age 65 or</li> <li>Rule of 80</li> </ul>	<ul style="list-style-type: none"> <li>Rule of 90</li> </ul>	<ul style="list-style-type: none"> <li>Rule of 90</li> </ul>	<ul style="list-style-type: none"> <li>Age 65 or</li> <li>Rule of 80</li> </ul>	<ul style="list-style-type: none"> <li>Rule of 90</li> </ul>	<ul style="list-style-type: none"> <li>Age 65 or</li> <li>Rule of 80</li> </ul>
<b>Early Age Retirement Actuarial Reductions Based on Age and Years of Service Credit</b>	<ul style="list-style-type: none"> <li>Up to 53%</li> </ul>	<ul style="list-style-type: none"> <li>Up to 53%</li> </ul>	<ul style="list-style-type: none"> <li>Up to 53%</li> </ul>	<ul style="list-style-type: none"> <li>Up to 53%</li> </ul>	<ul style="list-style-type: none"> <li>Up to 53%</li> </ul>	<ul style="list-style-type: none"> <li>Up to 53%</li> </ul>

\*Grandfathered Tiers are Tiers 1, 4, and 6. Members who met the grandfathered status by August 31, 2005, will always have the grandfathered status regardless of how many times the member left employment and refunded their account. Grandfathering means the benefit will be calculated using their highest 3 annual salaries, a Partial Lump Sum Option is offered if the member is eligible for an unreduced annuity, and Early Age Retirement is "subsidized" when the member is at least age 55 and has 20 years of service.

**Note:** This table is meant to provide general information. It may not cover every benefit or retirement option available to members.

<sup>15</sup><https://www.trs.texas.gov/TRS%20Documents/benefits-tier-guide.pdf#search=what%20is%20my%20tier>

# TRS Plan Profile *(continued from previous page)*

## Definition of Peace Officer

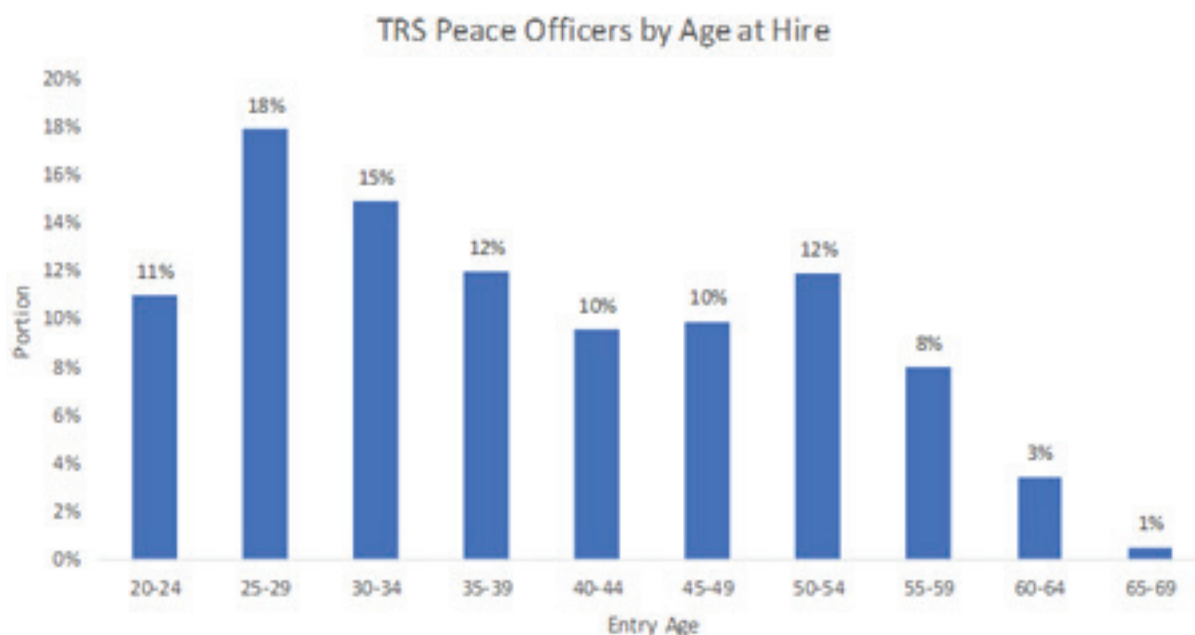
“Peace officer” is defined by Texas Occupation Code §1701.001(4) and Texas Code of Criminal Procedures §2.12, which includes peace officers commissioned by public schools under Texas Education Code §37.081 or state institutions of higher education under Subchapter E, Chapter 51 of the Education Code. Should this definition be expanded to allow other titles under the term “peace officer,” this could increase the existing number of peace officers participating in the TRS pension and change any current population projections.

In addition, TRS notes that while public schools, higher education institutions, and other TRS employers are all permitted to employ peace officers, those peace officers are sometimes employed in capacities other than as a peace officer. Alternatively, other positions in public schools, such as guardians or security personnel, can have similar roles to peace officers but are not necessarily required to be peace officers. Currently, TRS relies on the representation of the employers that the individuals reported as peace officers were peace officers under the above definitions and solely work as peace officers for the employer.

If a new benefit plan for peace officers in TRS is created, the new statutory framework would need to define which individuals qualify as “peace officers” for this new benefit and what employment requirements must be met by these individuals for their service to qualify (i.e., *does a peace officer also working as a teacher qualify?*). Furthermore, if the new benefit plan would apply to prior service of peace officers in the TRS system, a clear definition of “peace officer” would be necessary for TRS to go through the extensive process of verifying whether these individuals’ past service qualifies for the new benefit. The definition of peace officer and the inclusion of past service would have a large impact on the cost of the new benefit.

## Peace Officers in TRS

Peace officers covered by TRS are generally employed by public universities or independent school districts. Based on the survey data received from TRS’ participating employers, there are approximately 5,200 peace officers in the TRS pension plan. Based on internal data, some of the peace officers are career positions, meaning members are entering service before the age of 30 (29% of total) and working the duration of their career for that employer. However, the data suggests many of the peace officers are second career members (44% of total) who may have retired from another employer with a retirement plan and have become employed by a TRS-covered employer later in their career. The following exhibit provides the entry age distribution of the current peace officers in TRS.



Source: GRS using TRS data, 2024



## Employees Retirement System of Texas

# Plan Profile



### ERS' DB Plan and New CB Benefit Structure

The retirement benefit ERS provides is a DB plan. The benefit structure for Groups 1, 2, and 3 is a traditional final pay formula and Group 4 is a CB benefit structure. For Groups 1, 2 and 3, the amount of an eligible member's retirement benefit is determined using a formula established by Texas law. The new CB benefit structure is effective for state employees who began work after Aug. 31, 2022. The new benefit provides lifetime monthly retirement payments with opportunity for increases. The CB annuity amounts are based on the employee's total account balance instead of salary and years of service. The balance is made up of employees' mandatory contributions over their state agency careers plus guaranteed annual interest. Additionally, accounts can earn more than the minimum when ERS retirement plan investments exceed certain benchmarks.

In the ERS Group 4 CB plan, the member contributes 6% of payroll. These contributions accumulate interest over the member's career. The annual interest is a combination of a guaranteed 4% and accounts can earn more than the minimum when ERS retirement plan investments exceed certain benchmarks. At retirement, the accumulated member contributions and the interest is matched by the employer at 150%. This full balance is turned into a monthly annuity the member will receive for their lifetime. Retirees could receive annual "gain-sharing" in retirement when retirees' annuities can permanently increase depending on ERS' investment performance. Gain-sharing is a way for ERS to share positive investment returns with CB plan members and retirees. In a fiscal year when the average investment return for the previous five fiscal years is more than 4%, eligible members get an increase in their accounts, up to an additional 3% gain-share. Because gain-share is based on the five-year average of annual investment returns, there is no guarantee members will receive a gain-share every year. ERS currently has a 7% annual rate of return assumption, which results in an average gain-share assumption of 1.5%.

### ERS' Retirement Annuity for Certified Law Enforcement and Custodial Officers

Certified law enforcement and custodial officers who work at certain Texas state agencies contribute to both a regular ERS plan and the LECO plan. LECO membership begins on a member's start date in a LECO-contributing position. Because of the specific work they do and their contributions to the LECO plan, law enforcement and custodial officers who reach LECO retirement eligibility receive an increased lifetime annuity payment and can retire earlier than many state agency employees who do not contribute to the LECO plan.

The LECO plan has changed over time. As a result of statutory changes over the years, like TRS with six tiers of eligibility, ERS also has four groups of membership categories, each with its own retirement eligibility requirements and early-age reductions, as does the LECO plan<sup>16</sup>. The two groups GRS understands to be similar to what would be created at TRS include Eligibility C in Group 3 LECO<sup>17</sup> and Eligibility D in Group 4 LECO<sup>18</sup>. The following three tables come from the ERS website as of December 2024.

<sup>16</sup> <https://ers.texas.gov/pdfs/retirement/retirement-insurance-state-overview.pdf>

<sup>17</sup> <https://ers.texas.gov/active-employees/retirement/lecos-account>

<sup>18</sup> <https://ers.texas.gov/active-employees/retirement/lecos-account>

## ERS Plan Profile *(continued from previous page)*

### Group 3 LECO (hired September 1, 2013 - August 31, 2022)

LECO-contributing employees in Group 3 have three ways to become eligible for the state's retirement annuity, but only one allows for a lifetime annuity supplement from the LECO Supplemental Retirement Fund, in addition to the lifetime annuity from the regular ERS Trust Fund. If you do not meet the requirements for the LECO annuity supplement when you retire, you will get the balance in your LECO account as a one-time payment. The one-time payment will include 2% interest, but not any contributions from the state.

	Eligibility A	Eligibility B	Eligibility C
<b>Service Credit</b>	10 years of LECO service credit	10 years of any service credit	20 years of LECO service credit
<b>Minimum Age</b>	55 year	65 years	Any
<b>Lifetime Annuity from ERS Trust Fund</b>	Yes  Payment permanently reduced 5% for each year under age 62 at retirement, no maximum reduction	Yes	Yes  Payment permanently reduced 5% for each year under age 57 at retirement, no maximum reduction
<b>Lifetime Annuity from LECO Supplemental Retirement Fund</b>	No	No	Yes  Payment permanently reduced 5% for each year under age 57 at retirement, no maximum reduction
<b>Health Insurance</b>	Yes	Yes	Yes
<b>Optional Insurance</b>	Yes	Yes	Yes



## ERS Plan Profile *(continued from previous page)*

### Group 4 LECO (hired after August 31, 2022)

LECO-contributing employees in Group 4 have four ways to become eligible for the state's retirement annuity, but only one allows for a lifetime annuity supplement from the LECO account, in addition to the lifetime annuity from the regular account. If you do not meet the requirements for the LECO annuity supplement when you retire, you will get the balance in your LECO account as a one-time payment. The one-time payment will include interest and any gain sharing in your LECO account, but not the state's match.

	Eligibility A	Eligibility B	Eligibility C	Eligibility D
<b>Service Credit</b>	5 years of any service credit	10 years of LECO service credit	10 years of any service credit	20 years of LECO service credit
<b>Minimum Age</b>	65 years	55 years	65 years	Any age
<b>Lifetime Annuity from ERS Trust Fund</b>	Yes	Yes	Yes	Yes
<b>Lifetime Annuity from LECO Supplement Retirement Fund</b>	No	No	No	Yes
<b>Health Insurance</b>	No	Yes	Yes	Yes
<b>Optional Insurance</b>	No	Yes	Yes	Yes

# ERS Plan Profile *(continued from previous page)*

	GROUP 1 Started before Sept. 1, 2009	GROUP 2 Started Sept. 1, 2009 – Aug. 31, 2013	GROUP 3 Started Sept. 1, 2013 – Aug. 31, 2022	GROUP 4 Started on or after Sept. 1, 2022
<b>RETIREMENT PREPARATION</b>				
Employee Contributions (based on current legislation and subject to change)	9.5% of salary	9.5% of salary	9.5% of salary	6% of salary
State / Employer Commitment (based on current legislation and subject to change)	10% of salary	10% of salary	10% of salary	10% of salary
Guaranteed Interest Earnings during Career	2% per year, applicable only to funds withdrawn after leaving state employment before retirement eligibility	2% per year, applicable only to funds withdrawn after leaving state employment before retirement eligibility	2% per year, applicable only to funds withdrawn after leaving state employment before retirement eligibility	4% per year
Potential for Gain- sharing during Career	Not applicable	Not applicable	Not applicable	Possibility of up to an additional 3% interest per year, depending on ERS' investment performance
Can Buy Service Credit to Reach Eligibility and/ or Increase Annuity	Yes	Yes	Yes	Withdrawn service can be: • applied to reach eligibility and • purchased within 24 months of rehire to add to account
<b>RETIREMENT ELIGIBILITY</b>				
Minimum Service and Age to Retire with No Insurance Benefits	• Five years of service credit and • Age 60	Not available	Not available	• Five years of service credit and • Age 65
Minimum Service and Age to Retire with Insurance Benefits	• 10 years of service credit and • Age 65 or Rule of 80	• 10 years of service credit and • Age 65 or Rule of 80	• 10 years of service credit and • Age 65 or Rule of 80	• 10 years of service credit and • Age 65 or Rule of 80
Unused Leave to Reach Eligibility	Yes	No	No	No
<b>RETIREMENT ANNUITY</b>				
Calculation <i>The multiplier for Groups 1 - 3 and match for Group 4 are funded by the state's 10% contributions over employees' careers.</i>	Years and months of service credit x 36-month highest average salary x 0.023 (2.3% multiplier)	Years and months of service credit x 48-month highest average salary x 0.023 (2.3% multiplier)	Years and months of service credit x 60-month highest average salary x 0.023 (2.3% multiplier)	Based on total account balance at retirement, inc.: • Employee's contributions • 4% annual interest • Any gain-sharing • 150% match
Permanent Age-based Annuity Reduction	No reduction	5% every year under age 60, 25% cap	5% every year under age 62, no cap	Factored into calculation
Unused Leave to Increase Annuity	Yes	Yes	Yes (only if not taken as lump-sum payment)	No
Annuity Increases after Retirement	Must be approved by Texas Legislature or ERS Board, if Trust Fund is actuarially sound	Must be approved by Texas Legislature or ERS Board, if Trust Fund is actuarially sound	Must be approved by Texas Legislature or ERS Board, if Trust Fund is actuarially sound	Possibility for annual gain- sharing increases of up to 3%, depending on ERS' investment performance

# TRS, ERS, and Social Security



## Social Security Participation

The majority (96%) of public education employees, including peace officers, do not receive Social Security as their employer did not opt to pay into the program. As of FY 2024, 72% of peace officers in TRS are employed by public education employers that do not pay into Social Security and do not receive Social Security for their service under TRS. However, the majority of higher education employees, including peace officers, receive Social Security as their employer opted into the program.

By comparison, State of Texas agencies and institutions of higher education and their employees participate in Social Security. The employers and the active ERS members each pay 6.2% of payroll to Social Security as well as the required contributions paid to the ERS retirement plan. In addition, peace officers contribute to the LECO supplemental retirement fund.

The difference in Social Security participation related to the service benefit scenarios is not evaluated in this study.

# Study Scope and Assumptions

## 6

### General Assumptions

The study follows the requirements of HB 4141 with as few assumptions as possible. However, to provide the Texas Legislature with reasonable information, some assumptions needed to be made. These include:

- The start date for the new benefits and contributions would be no sooner than September 1, 2026. Special consideration should be given to the effective date as TRS is scheduled to implement the final phase of a pension line of business system modernization in March 2026.
- New contribution rate increases for the state and/or the employer would be necessary for benefit enhancements to not have a negative impact on the pension fund measures like the UAAL, funding period, and funding ratio.
- The definition of peace officer remains the same as in the current statute and is not expected to expand substantially.
- Peace officers covered by TRS after September 1, 2026, are assumed to be part of one of the new service benefit scenarios (see each scenario for further information).
- A peace officer participating in any scenario is required to be a peace officer for the entire 20 or 25 years of service to be eligible for the new service benefit. Service does not need to be consecutive.
- New retirement eligibility provisions would be in addition to the current retirement eligibility provisions under TRS.
- Existing actuarial assumptions are applied for inflation, market return, salary growth, etc.

#### Assumptions for Service Benefit 1 Scenario: Existing TRS DB plan with a similar Group 3 supplemental benefit to ERS' LECO plan

- Each of the scenarios identified in HB 4141 included a service retirement benefit that was “substantially similar in design and cost structure” under an existing plan at either TRS or ERS and allowed for “retirement eligibility” at either 20 or 25 years of service. Existing plans at both TRS and ERS include a reduction when the member is eligible to retire but does not meet an age requirement. TRS assumed the peace officer would need to be at least 57 years of age to receive a full benefit, as a peace officer would be required to do under ERS' LECO Group 3 scenario.
- Existing and new peace officers would be covered by a new supplement like ERS' LECO Group 3 Supplement on or after September 1, 2026.
- There are several ways to handle service for peace officers covered before September 1, 2026. These are discussed under Service Benefit 1 Scenario.

#### Assumptions for Service Benefit 2 Scenario: Replace existing DB plan with a similar ERS CB plan without a supplemental benefit

- ERS' Group 4 does not include a reduction for early age, so TRS did not assume an age requirement to receive full benefit.
- Peace officers covered by TRS on or after September 1, 2026 are assumed to be in the CB plan.
- Peace officers covered before September 1, 2026 are assumed to stay in the traditional TRS DB plan.

#### Assumptions for Service Benefit 3 Scenario: Replace existing DB Plan with a similar ERS CB plan with a Group 3 supplemental benefit similar to the ERS LECO plan

- ERS' Group 4 does not include a reduction for early age, so TRS did not assume an age requirement to receive full benefit.
- Peace officers covered by TRS on or after September 1, 2026 are assumed to be in the CB plan with the LECO Supplement.
- Peace officers covered before September 1, 2026 are assumed to stay in the traditional TRS DB plan and required to participate in the supplement.



# Service Benefit Scenarios



## Service Benefit 1 Scenario: Existing TRS DB plan with a similar supplemental benefit to ERS' LECO plan

Under this benefit scenario, all current peace officers would continue to receive the same benefits and make the same member contributions as all other TRS members. In addition to this base benefit, peace officers would also contribute an additional 0.5% of salary to receive an increased benefit multiplier of 0.5% per year of service after they attain either 20 or 25 years of service as a peace officer. Under the supplemental benefit from ERS' Group 3 LECO plan, peace officers who would make this additional contribution would be eligible to retire with full benefits once they attain either the 20 or 25 years of required service. If they are under age 57, this amount is reduced.

**Table 1** compares benefits for a sample member under the current TRS benefit structure to those that would be added with Service Benefit 1.

**Table 1: Service Benefit 1- Illustrated Peace Officer Retiring at Age 57**

	Peace Officer Contribution Rate	Service Benefit 1a: At Retirement: Age 57 with 20 years of service, \$6,333 final average monthly salary*		Service Benefit 1b: At Retirement: Age 57 with 25 years of service, \$6,333 final average monthly salary*	
		% Income Replacement at Retirement	Monthly Annuity at Retirement	% Income Replacement at Retirement	Monthly Annuity at Retirement
TRS traditional DB plan without a supplement**	8.25%	46%	\$2,913	58%	\$3,642
Service Benefit 1	8.75%	56%	\$3,547	70%	\$4,433

\*Monthly annuity is based on the 5-year average of highest salaries prior to retirement.

\*\*Note: Most members cannot retire with an unreduced annuity at the ages illustrated above under current provisions. Tier 1 and 2 members would be eligible for normal age retirement under the 25-year option.

## Cost Impact

The costs are provided assuming the additional benefits will be financed with new contributions. If contribution rates are not increased, the UAAL, funding period, and funding ratios would be negatively impacted. The costs are provided in two components:

- (1) an increase in the contribution rate on Peace Officer Payroll that would be expected to occur September 1, 2026 and remain in effect for all future years and
- (2) a one-time lump sum contribution received on September 1, 2026 to finance any increased liabilities associated with benefits granted on past service to make the increased contribution rate appropriate over all future years.

Service Benefit 1 would require an additional contribution rate of 1.7% of peace officer payroll for the 20-year scenario and 1.5% of peace officer payroll for the 25-year scenario, to remain actuarially neutral. The legislature would decide the amount borne by the State and/or employer. For a peace officer with a salary of \$50,000, this would be an annual increased cost of \$850 or \$750 per peace officer for the employer or the State.

## Service Benefit Scenarios *(continued from previous page)*

In addition to the increase in contribution rate above, the benefit impact for current peace officers will depend heavily on if the benefits and eligibilities are only on future service or if a peace officer's service prior to the establishment of the supplement would be included in this new benefit. The more value provided to past years will increase the lump sum necessary to finance the benefit enhancement. When similar benefit changes have occurred in other circumstances, the new provisions have been incorporated in three ways:

- Prospective only: All past service would not be considered as peace officer service and future service only would be peace officer service.
- Retrospective for retirement eligibility but prospective for any multiplier accruals: This would make some members immediately eligible to retire but would not grant any additional benefit accruals for years the member did not contribute the additional 0.5%.
- Fully retrospective: All past service would be reclassified as peace officer service. This would create a substantial number of members that would receive the additional multiplier and be eligible to immediately retire.

**Table 2** provides the estimated impact to the FY 2024 TRS valuation results and funded status if current peace officers were granted benefits that are described above. This scenario will need to consider whether members:

1. would retire after age 57 after attaining 20 or 25 years of service,
2. would be granted past service toward the 20 or 25 years of service required for the enhanced retirement eligibility, and
3. would be granted past service toward the 20 or 25 years of service required for the enhanced benefit multiplier.

**Table 2: Service Benefit 1 - Prior Service for DB Plan with Similar Supplemental Benefit to ERS' LECO Plan**

Retirement Eligible At any Age and	Past Service Included for		Impact to:		Ongoing Increase in State/ Employer Contribution Rate On Peace Officer Payroll	Lump Sum Contribution Required (\$ in Millions)
	Retirement Eligibility	Benefit Multiplier	UAAL Increase (\$ in Millions)	Funded Ratio Decrease		
20 Years	YES	YES	\$118	-0.04%	1.7%	\$58
	YES	NO	\$33	-0.01%	1.7%	\$0
	NO	NO	\$28	-0.01%	1.7%	\$0
25 Years	YES	YES	\$94	-0.03%	1.5%	\$35
	YES	NO	\$17	-0.01%	1.5%	\$0
	NO	NO	\$13	0.00%	1.5%	\$0

**Note:** All scenarios assume increases in member contribution rates of 0.5% for peace officers and these increases begin September 1, 2026

As demonstrated in Table 2, the cost would be materially larger when benefits are granted for past service since many current peace officers have 20 years of service and would be immediately eligible to retire. Decisions about how past service would be included for eligibility and benefits could impact the UAAL and funding ratio is shown in Table 2. The funding period would remain unchanged assuming the appropriate contribution increases for peace officers and lump sum amounts for past service shown Table 2 are adopted.

Since the benefits for future hires would be the same regardless of whether current peace officers are provided enhancements on past service, the increase in the contribution rate, which is expected to remain in place indefinitely, would be the same. This is why the one-time lump sum contribution in addition to the increased contribution rate would be necessary.

Since the approximately 5,200 peace officers currently represent only 0.5% of TRS' active membership, the cost impact would be smaller than it would be if applied to the entire TRS membership. If analyzed solely on the liability and costs on peace officers alone, the average peace officer would raise the TRS pension liability by \$23,000 per person. If the increase for the 20-year scenario (1a) in Table 1 is covered solely by the State, the State's contribution rate would need to increase from 8.25% to 9.95% for peace officer payroll. Future hires would not be expected to impact to the UAAL, funded ratio, or funding period.

*Continued >*

## Service Benefit Scenarios *(continued from previous page)*

### Service Benefit 2 Scenario: Replace existing DB plan for new peace officers in TRS with a plan similar to ERS' CB plan without a supplemental benefit

The Service Benefit 2 scenario would establish a new CB plan for peace officers that would replicate the CB plan established by state law<sup>19</sup> for ERS members hired after September 1, 2022. Service Benefit 2 would not include a supplemental benefit similar to the ERS LECO plan for a peace officer.

**Table 4** compares benefits for sample members under the current TRS benefit structure to those that would be provided with Service Benefit 2.

**Table 4: Service Benefit 2 - Illustrated Peace Officer Retiring at Age 57**

		Service Benefit 2a: At Retirement: Age 57 with 20 years of service, \$6,333 final average monthly salary*		Service Benefit 2b: At Retirement: Age 57 with 25 years of service, \$6,333 final average monthly salary*	
		% Income Replacement at Retirement	Monthly Annuity at Retirement	% Income Replacement at Retirement	Monthly Annuity at Retirement
<b>TRS traditional DB plan without a supplement**</b>	8.25%	46%	\$2,913	58%	\$3,642
<b>Service Benefit 2</b>	6.00%	23%	\$1,452	30%	\$1,920

\*Monthly annuity is based on the 5-year average of highest salaries prior to retirement.

\*\*Note: Most members cannot retire with an unreduced annuity at the ages illustrated above under current provisions. Tier 1 and 2 members would be eligible for normal age retirement under the 25-year option.

### Cost Impact

As shown, while the peace officer contributions would be lower, the benefits for the Service Benefit 2 would be significantly lower. Service Benefit 2 would allow for an earlier age for retirement but would be substantially less beneficial compared to the benefit provided to peace officers currently covered under the current TRS DB plan. As such, we have assumed the benefits for current members would remain unchanged and only future hires would be in Service Benefit 2. Since the benefits would be less valuable than the current provisions there would be no need for additional contributions and there would be no expected impact to the State contribution rate of 8.25%. Also, if benefits were unchanged for current members, there would be no expected impact to the UAAL, funded ratio, or the funding period.

<sup>19</sup> Tex Gov't Code Chapter 820.

## Service Benefit Scenarios *(continued from previous page)*

### Service Benefit 3 Scenario: Replace existing DB plan for new peace officers in TRS with a plan similar to ERS' CB plan including a supplemental benefit similar to ERS' LECO plan

Service Benefit 3 establishes a new CB program for peace officers that would include an additional ERS LECO supplement. In addition to the benefit under Service Benefit 2 above, peace officers would contribute an additional 2% of their salary into the CB plan that would receive a 300% employer match if the member achieved the minimum 20 or 25 years of peace officer service.

**Table 6** compares benefits for sample members under the current TRS benefit structure to those that would be provided with Service Benefit 3.

**Table 6: Service Benefit 3 - Illustrated Peace Officer Retiring at Age 57**

		Service Benefit 3a: At Retirement: Age 50 with 20 years of service, \$6,333 final average monthly salary*		Service Benefit 3b: At Retirement: Age 57 with 25 years of service, \$6,333 final average monthly salary*	
	Peace Officer Contribution Rate	% Income Replacement at Retirement	Monthly Annuity at Retirement	% Income Replacement at Retirement	Monthly Annuity at Retirement
<b>TRS traditional DB plan without a supplement**</b>	8.25%	46%	\$2,913	58%	\$3,642
<b>Service Benefit 3</b>	8.00%	35%	\$2,226	46%	\$2,944

\*Monthly annuity is based on the 5-year average of highest salaries prior to retirement.

\*\*Note: Most members cannot retire with an unreduced annuity at the ages illustrated above under current provisions.

### Cost Impact

As shown in Table 6, the benefits for Service Benefit 3 would also produce less benefits overall than the current TRS plan for career members, especially for shorter career members who would not have time to accumulate value in the CB plan. Most of the difference would come from the lower member contribution rate and the additional value provided through the gain-sharing mechanism provided through the new CB plan to members who terminate employment before retirement. The longer the career, the closer in value the DB and CB benefits become.

The benefits would be reduced if any current members were to move to Service Benefit 3, and TRS assumes the benefits for current members would remain unchanged and only future hires would be in Service Benefit 3. Since the benefits are slightly less valuable than the current TRS benefits, there would be no need for additional contributions and there would be no expected impact to the State contribution rate of 8.25%. Also, if benefits were unchanged for current members there would be no expected impact to the UAAL, funded ratio, or funding period.



# Costs, Impacts, and Benefits

8

HB 4141 requires TRS to provide the costs associated with the service benefits described above. The current population of peace officers is small compared to the rest of TRS membership, so the cost to provide the alternate service benefit would not be as costly as it would be to provide the benefit for all members in TRS. Service Benefit 1, which would retain the DB plan and would add a supplemental benefit similar to Group 3 of ERS' LECO plan, is the only scenario that costs more than the current traditional TRS DB plan. When comparing the benefits for the peace officer, Service Benefit 1 is the only scenario that would provide more replacement income than the current traditional TRS DB plan. In addition, all these scenarios would permit a significant number of peace officers to retire with an unreduced annuity at a much earlier age. If prior service is included as discussed with Service Benefit 1, many retirements could occur upon inception.

## Service Benefit Cost Comparison

	Peace Officer Contribution Rate		State and/or Employer Contribution Rate for Peace Officer Payroll*		Lump Sum Contributions (\$ in Millions)
	Service Benefit A: 20 years of service	Service Benefit A: 20 years of service	Service Benefit A: 20 years of service	Service Benefit A: 20 years of service	
TRS traditional DB plan without a supplement	8.25%	8.25%	8.25%	8.25%	N/A
Service Benefit 1	8.75%	8.75%	9.95%	9.75%	Benefits applied Retroactively: \$58M after 20 years of service and \$35M after 25 years of service
Service Benefit 2	6.00%	6.00%	8.25%	8.25%	-
Service Benefit 3	8.00%	8.00%	8.25%	8.25%	-

\*Does not include the Public Education Employer Contribution  
Costs shown are applicable to Peace Officer Payroll

## Costs, Impacts, and Benefits *(continued from previous page)*

### Service Benefit Comparison for the Peace Officer - Illustrated Peace Officer Retiring at Age 57, \$6,333 Final Average Monthly Salary\*

	Peace Officer Contribution Rate	Service Benefit a: 20 years of service		Service Benefit a: 25 years of service	
		% Income Replacement at Retirement	Monthly Annuity at Retirement	% Income Replacement at Retirement	Monthly Annuity at Retirement
TRS traditional DB plan without a supplement**	8.25%	46%	\$2,913	58%	\$3,642
Service Benefit 1	8.75%	56%	\$3,547	70%	\$4,433
Service Benefit 2	6.00%	23%	\$1,452	30%	\$1,920
Service Benefit 3	8.00%	35%	\$2,226	46%	\$2,944

\*Monthly annuity is based on the 5-year average of highest salaries prior to retirement.

\*\*Note: Most members cannot retire at the ages illustrated above under current provisions.

# Considerations



## Benefit and Plan Design Considerations

• **Transitioning from DB to CB:** By transitioning a TRS peace officer who spent their early career in the DB plan into a CB plan for their later years, these peace officers may never realize their optional accrual years and would receive lower benefits than both the group of members who were hired before them and the group of members who are hired after them. This has been challenged legally in other states. It also would be difficult to administer and to effectively communicate to peace officers what their benefit is when half of their career is in one benefit structure and the remaining is in another.

- **New and separate trust funds.** ERS uses a separate pension trust fund for its LECO plan. As required by legislation, TRS modeled ERS' supplemental fund. It is important to note that future review, legal implications, and other items would need to be evaluated to determine if one fund or a separate fund is more beneficial. For example, separate pension trusts would require the creation of a group trust so that the main TRS pension trust and the new supplemental benefit trust could be commingled for investment purposes. A separate trust may also require a substantial lump-sum contribution upon creation of the pension trust if the new supplemental plan obligates the pension trust to pay increased benefits based on prior member peace officer service soon after the creation of the supplemental plan. In addition, a separate trust would require separate allocation of expenses and staff between the trusts for exclusive benefit purposes. Lastly, a separate trust would require additional programming and staff resources for implementation.

## Implementation Considerations

- **State Law Changes:** New statutory framework including but not limited to possible creation of a new trust fund, specified benefits, defined terms for peace officer eligibility.
- **Benefit Design and Assumptions:** Assumed benefit reduction for age, start dates, definition of a peace officer, benefit coverage, career peace officers compared to second-career peace officers, TRS-Care, and early age retirements.
- **Health Care Coverage Impact:** While not required under this benefit feasibility study, it is important to note that changes in retirement eligibility create a strain on retiree health care programs, specifically creating a liability for the TRS-Care retiree health care program. Although Medicare substantially covers a TRS retiree beginning at age 65, the earlier a member retires, the longer the time that the TRS-Care fund must carry the financial costs of health care benefits. This is likely applicable to higher education retirees as well, who may receive their health benefits either through ERS and university systems that offer retiree health care coverage.
- **Operational Changes:** New rules, legal implications, possible creation of a new trust fund, hiring additional staff, extensive communication to all TRS members, employers, and other stakeholders, training of TRS staff and employers, significant IT programming for TRS, employers, and other state agencies simultaneously with the final implementation of a multi-year modernization effort.

AN ACT

relating to a study conducted by the Teacher Retirement System of Texas on the feasibility of offering alternative service retirement benefits to peace officers who are members of the retirement system.

BE IT ENACTED BY THE LEGISLATURE OF THE STATE OF TEXAS:

SECTION 1. Subchapter B, Chapter 825, Government Code, is amended by adding Section 825.1085 to read as follows:

Sec. 825.1085. STUDY AND REPORT ON ALTERNATIVE SERVICE RETIREMENT BENEFITS FOR PEACE OFFICERS. (a) The retirement system shall conduct a study on the feasibility of offering members who are peace officers alternative service retirement benefits under the system.

(b) In conducting the study, the retirement system shall assess the costs to and impact on the retirement system associated with offering members who are peace officers the following alternative service retirement benefits:

(1) a service retirement benefit under the existing benefit plan that:

(A) includes a supplemental benefit for peace officers that is substantially similar in design and cost structure to the supplemental retirement benefit payable from the law enforcement and custodial officer supplemental retirement fund established under Section 815.317; and

(B) provides retirement eligibility at any age after the member attains 20 or 25 years of service;

(2) a service retirement benefit under a cash balance benefit plan that:

(A) is substantially similar in design and cost structure to the cash balance benefit plan established under Chapter 820, except that the plan considered under this subdivision may not offer a supplemental retirement benefit for peace officers similar to the supplemental retirement benefit for law enforcement and custodial officers provided under Chapter 820; and

(B) provides retirement eligibility at any age after the member attains 20 or 25 years of service; and

(3) a cash balance benefit plan that:

(A) is substantially similar in design and cost structure to the cash balance benefit plan established under Chapter 820, including by providing a supplemental retirement benefit for peace officers similar to the supplemental retirement benefit provided to law enforcement and custodial officers provided under Chapter 820; and

(B) provides retirement eligibility at any age after the member attains 20 or 25 years of service.

(c) Not later than March 1, 2024, an employer who employs peace officers shall submit the following information to the retirement system:

(1) the number of peace officers employed by the employer on December 31, 2023;

(2) the number of unfilled peace officer positions on December 31, 2023;



## APPENDIX A: Text of HB 4141 (R)

(3) for the 10-year period before December 31, 2023, the average years of service earned by peace officers who resigned before retirement; and

(4) the compensation or salary scale for peace officers employed by the employer.

(d) Not later than December 31, 2024, the retirement system shall prepare and submit a report to the legislature that contains the findings of the study and the information submitted to the retirement system under Subsection (c).

(e) The Legislative Budget Board and the State Pension Review Board shall, as necessary:

(1) assist the retirement system in conducting the study; and

(2) provide the retirement system with any information needed to complete the report required under Subsection (d).

(f) This section expires on September 1, 2025.

SECTION 2. This Act takes effect immediately if it receives a vote of two-thirds of all the members elected to each house, as provided by Section 39, Article III, Texas Constitution. If this Act does not receive the vote necessary for immediate effect, this Act takes effect September 1, 2023.

\_\_\_\_\_  
President of the Senate

\_\_\_\_\_  
Speaker of the House

I certify that H.B. No. 4141 was passed by the House on May 2, 2023, by the following vote: Yeas 112, Nays 33, 2 present, not voting.

\_\_\_\_\_  
Chief Clerk of the House

I certify that H.B. No. 4141 was passed by the Senate on May 17, 2023, by the following vote: Yeas 30, Nays 1.

\_\_\_\_\_  
Secretary of the Senate

APPROVED: \_\_\_\_\_  
Date

\_\_\_\_\_  
Governor

## APPENDIX B: Reporting Entity Survey 2023

	How many Commissioned Peace Officers do you employ?	How many Commissioned Peace Officers positions are vacant?	Are there plans to add Commissioned Peace Officer positions during the 2023-24 school year?	Provide the number of Commissioned Peace Officers you plan to add.	Do you use any Commissioned Peace Officers as independent contractors?	How many Commissioned Peace Officers do you have working as independent contractors?	Do you contract with any local law enforcement agencies to assign Commissioned Peace Officers to your district or campus?	If yes, how many Commissioned Peace Officers are assigned?	Do you currently have a district or campus police department?
<b>PUBLIC SCHOOLS</b>									
Abbott ISD	0	0	No		No	0	No	0	No
Abernathy ISD	0	0	No		Yes	2	No		No
Alamo Heights ISD	0	0	No		No		Yes	3	No
Alba-Golden ISD	0	0	No		No	0	Yes	1	No
Aledo ISD	12	0	No		No	0	No	0	Yes
Alice ISD	0	0	No		Yes	24	Yes	7	No
Alpine ISD	0	0	No		No		Yes	3	No
Alto ISD	0	0	No		No		No		No
Alvarado ISD	6	0	No		No		No		Yes
Alvord ISD	2	0	No		No	0	No	0	Yes
Amarillo ISD	9	0	Yes	5	No		Yes	18	Yes
Anahuac ISD	0	2	Yes	2	No	0	Yes	2	No
Anderson-Shiro CISD	0	0	No		No	0	Yes	2	No
Andrews ISD	0	0	No		No	0	Yes	2	No
Angleton ISD	16	0	No		Yes		No		Yes
Anna ISD	6	0	Yes	1	No	0	No		Yes
Anson ISD	0		No		No		Yes		No
Anthony ISD	1	0	No		Yes	1	Yes	1	No
Argyle ISD	8	0	No		No		No		Yes
Athens ISD	0	0	No		No		Yes	3	No
Atlanta ISD	4	0	No		No		No		Yes
Austin ISD	67	14	Yes	117	Yes	8	No		Yes
Avery ISD	1	0	No	0	No	0	No	0	Yes
Azle ISD	12	0	No		No	0	Yes	2	Yes
Baird ISD	0	0	No		No		No		No
Bandera ISD	0	0	No		No		Yes	2	No
Bartlett ISD	0	0	No	0	No	0	No	0	No
Bastrop ISD	17	2	Yes	9	No	0	No		Yes
Beckville ISD	0	0	No		No	0	No		No
Beeville ISD	8	0	No		No		No		Yes
Bellevue ISD	2	0	No		No	0	No		No
Bells ISD	2	0	No		No		No		Yes
Belville ISD	6	0	No		No	0	No	0	No
Big Sandy ISD (Upshur)	0	0	No		No		No	0	No
Birdville ISD	12	0	Yes	18	No		No		No
Blanco ISD	0	0	No	0	No	0	Yes	3	No

continued >

## APPENDIX B: Reporting Entity Survey 2023

	How many Commissioned Peace Officers do you employ?	How many Commissioned Peace Officers positions are vacant?	Are there plans to add Commissioned Peace Officer positions during the 2023-24 school year?	Provide the number of Commissioned Peace Officers you plan to add.	Do you use any Commissioned Peace Officers as independent contractors?	How many Commissioned Peace Officers do you have working as independent contractors?	Do you contract with any local law enforcement agencies to assign Commissioned Peace Officers to your district or campus?	If yes, how many Commissioned Peace Officers are assigned?	Do you currently have a district or campus police department?
<b>PUBLIC SCHOOLS</b>									
Bland ISD	2	0	No	0	No	0	No	0	Yes
Bloomburg ISD	0	0	No	0	No	0	No	0	No
Bloomington ISD	0	0	No		Yes	1	Yes	1	No
Blue Ridge ISD	0	0	No		No	0	Yes	1	No
Bluff Dale ISD	1	0	No		No	0	Yes	1	No
Blum ISD	1	0	No		No		No		No
Boling ISD	0	0	No		No	0	Yes	3	No
Bonham ISD	3	0	No		No		No		Yes
Borden County ISD	0	0	No		No		Yes	3	No
Bosqueville ISD	1	0	No	0	Yes	1	Yes	1	No
Bowie ISD	0	0	No	0	No	0	Yes	4	No
Boyd ISD	0	0	No		Yes	3	Yes	3	No
Boys Ranch ISD	0	0	No		No	0	Yes	3	No
Brazosport ISD	21	2	No		No	0	No	0	Yes
Brenham ISD	0	0	No		Yes	9	Yes	5	No
Bridge City ISD	4	0	No		No	0	No	0	Yes
Bridgeport ISD	0	0	No		No		Yes	3	No
Brock ISD	0	0	No		Yes	1	Yes	1	No
Brookeland ISD	0	1	Yes	1	Yes	2	No		No
Brooks County ISD	0	0	No	0	Yes	2	Yes	2	No
Brownfield ISD	5	0	No		No	0	No		Yes
Brownsboro ISD	2	0	No		No		Yes	3	No
Brownwood ISD	0	0	No		No	0	Yes	2	No
Buena Vista ISD	0	0	No	0	No	0	Yes	1	No
Buna ISD	3	0	No		No		No		Yes
Burkburnett ISD	5	0	No		No	0	No		Yes
Burkeville ISD	0	0	No		No	0	No		No
Burkville ISD	0	0	No		No		No		No
Burnet CISD	0	0	No		No		Yes	5	No
Burton ISD	2	0	No		No		Yes	2	No
Bushland ISD	0	0	No		No	0	Yes	4	No
Caddo Mills ISD	5	0	No		No	0	No	0	Yes
Calallen ISD	1	0	Yes	6	No	0	No		No
Calhoun County ISD	4	0	No		Yes	4	No		Yes
Campbell ISD	0	0	No	0	No	0	Yes	1	No

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## APPENDIX B: Reporting Entity Survey 2023

	How many Commissioned Peace Officers do you employ?	How many Commissioned Peace Officers positions are vacant?	Are there plans to add Commissioned Peace Officer positions during the 2023-24 school year?	Provide the number of Commissioned Peace Officers you plan to add.	Do you use any Commissioned Peace Officers as independent contractors?	How many Commissioned Peace Officers do you have working as independent contractors?	Do you contract with any local law enforcement agencies to assign Commissioned Peace Officers to your district or campus?	If yes, how many Commissioned Peace Officers are assigned?	Do you currently have a district or campus police department?
<b>PUBLIC SCHOOLS</b>									
Canton ISD	4	0	No		No	0	No	0	Yes
Canyon ISD	0	0	No		Yes	20	Yes	7	No
Carlisle ISD	0	0	No		No		No	0	No
Carthage ISD	0	0	No		No		No		No
Cedar Hill ISD	8	1	Yes	9	No	0	No		Yes
Celina ISD	1	0	No		No	0	Yes	5	Yes
Center ISD	4	0	Yes	1	No		Yes		Yes
Center Point ISD	3	1	No		No		No		Yes
Centerville ISD	1	0	No		No		No		Yes
Central Heights ISD	3	0	No		No	0	No		Yes
Central ISD	5	0	No		No		No		Yes
Chapell ISD	2	0	Yes	1	No	0	No		Yes
Chester ISD	0	0	No		No		No		No
Chico ISD	0	0	No		No	0	Yes	1	No
Chillicothe ISD	0	0	No		No	0	No		No
Chireno ISD	1	0	No		No		No		Yes
Chisum ISD	3	0	No		No		No		Yes
Christoval ISD	0	0	No	0	Yes	3	No	0	No
City View ISD	3	0	No		Yes	2	No	0	Yes
Clarksville ISD	2	0	No		No		No		Yes
Clifton ISD	0	0	No		No		Yes	1	No
Clyde ISD	0	0	No	0	No	0	Yes	2	No
Coahoma ISD	1	0	No		No	0	Yes	1	No
Coldspring-Oakhurst CISD	8	0	No		No		No		Yes
College Station ISD	0	0	No		No	0	Yes	9	No
Colorado ISD	0	0	No		No		Yes	1	No
Columbia-Brazoria ISD	10	0	Yes	1	No	0	No	0	Yes
Columbus ISD	3	0	No		No	0	Yes	1	Yes
Community ISD	10	0	No		No	0	No		Yes
Como-Pickton CISD	1	0	No		No	0	No	0	Yes
Conroe ISD	74	12	Yes	20	No	0	No	0	Yes
Cooper ISD	2	0	No		No	0	No		Yes
Copperas Cove ISD	0	0	No		No	5	Yes	5	No
Corpus Christi ISD	80	26	No		No	0	No		Yes

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## APPENDIX B: Reporting Entity Survey 2023

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<b>PUBLIC SCHOOLS</b>									
Corrigan-Camden ISD	2	1	Yes	1	Yes	5	Yes	5	No
Coupland ISD	0	0	No		No		No		No
Crandall ISD	11	0	No	0	No	0	No	0	Yes
Crockett ISD	1	1	Yes	1	No	0	No	0	Yes
Crosby ISD	10	0	No	0	No		No		No
Cross Plains ISD	0	0	No		No	0	No		No
Cuero ISD	0	0	No	0	No	0	Yes	2	No
Cumby ISD	1	0	Yes	1	Yes	1	No		Yes
Cushing ISD	2	0	No		No	0	No	0	Yes
Cypress-Fairbanks ISD	118	1		3	No		No		Yes
Dallas ISD	111	8	Yes		No		No		Yes
Danbury ISD	1	1	No		Yes	2	No		Yes
Dawson ISD	0	0	No	0	No		No		No
Dayton ISD	0		No		Yes	7	Yes	7	No
Decatur ISD	0	0	No	0	No	0	Yes	7	No
De Kalb ISD	0	0	No		No	0	No	0	Yes
Del Valle ISD	19	2	Yes		No		No		Yes
Denton ISD	0	21	Yes	11	No	0	Yes	12	No
Detroit ISD	1	0	No		No		No		Yes
Devine ISD	0	0	No	0	No	0	No	0	No
Diboll ISD	4	0	No		No		No		Yes
Dickinson ISD	0	0	No		No	0	No		No
Dilley ISD	0	0	Yes	1	No	0	Yes	2	No
Dime Box ISD	0	0	No	0	No	0	No	0	No
Dimmitt ISD	3	0	No		No	0	No	0	Yes
Dodd City ISD	1	0	No		No	0	No	0	Yes
Doss Consolidated CSD	0	0	No	0	Yes	1	No	0	No
Douglass ISD	0	1	Yes	1	No	0	No		No
Dripping Springs ISD	0	0	No		No	0	Yes	5	No
Driscoll ISD	0		No		No	0	No	0	No
Dublin ISD	0	0	No	0	No	0	Yes	3	No
Eagle Mountain-Saginaw ISD	35	4	No		No		No	0	Yes
Eanes ISD	10	2	Yes	0	No	0	Yes	2	Yes
Early ISD	0	0	No	0	No	0	Yes	1	No
East Central ISD	15	0	Yes	1	No		No	0	Yes

*continued >*

## APPENDIX B: Reporting Entity Survey 2023

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<b>PUBLIC SCHOOLS</b>									
Eastland ISD	0	0	No		No		Yes	3	No
Ector ISD	0	0	No		No		No		No
Edgewood ISD - Edgewood	1	1	No		No	0	No	0	Yes
Edgewood ISD - San Antonio	24	6	Yes	6	No	0	No		Yes
Edinburg CISD	73	0	No		No		No		Yes
El Paso ISD	40	4	Yes		No		Yes	86	Yes
Elgin ISD	0	1	No		Yes	7	No		No
Elkhart ISD	0	0	Yes	1	No	0	No		No
Ennis ISD	11	0	No		No	0	No		Yes
Era ISD	1	0	No		No		Yes	1	No
Eula ISD	1	0	No		No	0	No		Yes
Eustace ISD	3	0	No		No	0	No	0	Yes
Evadale ISD	1	0	No		No	0	No	0	No
Everman ISD	0	0	No		No		Yes	12	No
Excelsior ISD	0	0	No	0	Yes	6	No		No
Flatonia ISD	1	0	No		No	0	Yes	1	No
Florence ISD	0	0	No		No		Yes	3	No
Flour Bluff ISD	6	0	Yes	1	No	0	No	0	Yes
Forestburg ISD	0	0	No		No	0	No	0	No
Forney ISD	20	3	Yes	14	Yes	20	No	0	Yes
Forsan ISD	0	0	No		No	0	Yes	1	No
Fort Elliott CISD	0	0	No		No	0	No		No
Fort Sam Houston ISD	0	0	No		No		Yes	2	No
Franklin ISD	4	0	No	0	No	0	No	0	Yes
Frankson ISD	0	0	No		No	0	Yes	1	No
Frenship ISD	14	0	Yes	3	No		No		Yes
Friona ISD	0	0	No		Yes	6	No		No
Frisco ISD	0		No		No		Yes	44	No
Fruitvale ISD	2	0	Yes	1	No	0	No		Yes
Galena Park ISD	1	0	No		Yes	12	Yes	43	Yes
Galveston ISD	12	0	No		No		No		Yes
Garland ISD	39	1	Yes	1	No		Yes	46	No
Garner ISD	1	0	No	0	No	0	Yes	1	No
Garrison ISD	1	0	No		No	0	No	0	Yes
Gary ISD	0	0	No		No	0	No		No
Gatesville ISD	5	0	No	0	No	0	No	0	Yes

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## APPENDIX B: Reporting Entity Survey 2023

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<b>PUBLIC SCHOOLS</b>									
Gause ISD	0	0	No		No		No		No
George West ISD	0	0	No		No		Yes	3	No
Georgetown ISD	0	0	No	0	No	0	Yes	7	No
Giddings ISD	0	0	No		No		Yes	1	No
Glen Rose ISD	0	0	No		No		Yes	4	No
Godley ISD	2	0	Yes	1	No	0	No	0	Yes
Goldthwaite CISD	0	0	No		No	0	No	0	No
Goliad ISD	0	0	No		No	0	Yes	1	No
Gonzales ISD	5	0	No		No		No		Yes
Goodrich ISD	0	0	No		No		Yes	1	No
Gorman ISD	0	0	Yes	1	No	0	No	0	No
Grady ISD	0	0	No	0	No	0	No	0	No
Graford ISD	0	0	No		No	0	No		No
Grand Prairie ISD	0		No		No	0	Yes	16	No
Grand Saline ISD	0	0	Yes	1	No	0	Yes	3	No
Grandfalls-Royalty ISD	0	0	No		No	0	No	0	No
Grandview ISD	3	0	No		No		Yes	3	No
Granger ISD	0	0	No		No		Yes	1	No
Grapevine-Colleyville ISD	0	0	No		No		Yes	20	No
Greenwood ISD	4	0	No		No	0	No	0	Yes
Gregory-Portland ISD	7	4	No		Yes	0	Yes	3	No
Groesbeck ISD	0	0	No		No		No		No
Gruver ISD	0	1	Yes		No	0	Yes		No
Gunter ISD	3	0	No		No		No		Yes
Gustine ISD	0	0	No		No	0	No	0	No
Hallettsville ISD	0	0	Yes	1	Yes	7	No		No
Hallsville ISD	9	0	No		No		No		Yes
Hamshire-Fannett ISD	0	0	No	1	No	0	No	0	No
Happy ISD	0	0	No		No	0	Yes	1	No
Harlandale ISD	26	1	No		No		No		Yes
Harleton ISD	0	0	No		No		Yes	25	No
Haskell CISD	0	0	No		No		No		No
Hawkins ISD	0	0	No		No		Yes	5	No
Hawley ISD	0	0	No		No		Yes	1	No

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## APPENDIX B: Reporting Entity Survey 2023

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<b>PUBLIC SCHOOLS</b>									
Hays CISD	0	0	No		Yes	17	Yes	17	No
Hemphill ISD	1	0	No	0	No	0	No	0	Yes
Hempstead ISD	4	0	Yes	1	Yes		No		Yes
Hereford ISD	0	0	No	0	No	0	Yes	2	No
Hermleigh ISD	0	0	No		No	0	No		No
Hico ISD	0	0	No		No		Yes	1	No
Hidalgo ISD	7	0	Yes	3	Yes	7	No		No
Highland ISD	0	0	No		No		No		No
Highland Park ISD	4	1	Yes	1	No		Yes	4	Yes
Highland Park ISD	1	0	No		No		No		Yes
Hitchcock ISD	5	0	No		Yes	4	Yes	1	Yes
Holliday ISD	0	0	No		No		No		No
Honey Grove ISD	1	0	No		No	0	No		Yes
Houston ISD	235	42	Yes	40	No		No		Yes
Howe ISD	3	0	No		No		No		Yes
Hubbard ISD	1	0	No		No		Yes	1	No
Hudson ISD	4	0	No		No	0	No		No
Huffman ISD	7	0	No		Yes	4	Yes	4	Yes
Hughes Springs ISD	3	0	No	0	No	0	No	0	Yes
Hull Daisetta ISD	2	0	No		Yes	2	Yes	2	No
Hunt ISD	4	0	No		No	0	No	0	No
Huntington ISD	5	0	No	0	No	0	No	0	Yes
Huntsville ISD	0	0	No		Yes	6	Yes	6	No
Hutto ISD	14	6	Yes	4	No	0	No		Yes
Idalou ISD	1	0	No		No		No		Yes
Ingleside ISD	1	0	No		Yes	3	Yes	1	No
Ingram ISD	2	0	No		No		No		Yes
Iowa Park CISD	4	0	No		Yes	3	No		Yes
Iredell ISD	0		No		No		No		No
Italy ISD	2	0	No	0	No	0	Yes	2	No
Jacksboro ISD	0	0	No	0	No	0	Yes	1	No
Jacksonville ISD	7	1	Yes		No	0	Yes	1	Yes
Jasper ISD	0	0	No		Yes	4	No		No
Jayton-Girard ISD	0	0	No		No		No		No

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## APPENDIX B: Reporting Entity Survey 2023

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<b>PUBLIC SCHOOLS</b>									
Jefferson ISD	1	0			No	0	No		
Jim Hogg County ISD	3	0	No	0	No	0	No	0	Yes
Joaquin ISD	1	0	Yes	1	No	0	No	0	Yes
Joshua ISD	10	0	No		No	0	No		Yes
Judson ISD	31	7	No	0	No	0	No	0	Yes
Karnack ISD	0	0	No	0	No	0	Yes	6	No
Karnes City ISD	4	0	No		No		Yes	4	No
Katy ISD	72	4	Yes	5	Yes	10	No		Yes
Kelton ISD	0	0	No	0	No	0	No	0	No
Kemp ISD	5	0	Yes	1	No	0	No	0	Yes
Kenedy County-Wide Common SD	0	0	No	0	No	0	No		No
Kenedy ISD	0	0	No		No		Yes	2	No
Kennard ISD	1	0	No		No	0	No		Yes
Kennedale ISD	1	0	No		No		Yes	2	No
Kermit ISD	0	0	No		No		No		No
Kilgore ISD	0	0	No	0	Yes	3	Yes	5	No
Killeen ISD	30	21	Yes	19	No	0	No	0	Yes
Kingsville ISD	0	0	No	0	No	0	No	0	No
Kirbyville CISD	0	1	Yes	1	Yes	1	Yes	1	No
Knippa ISD	0	0	No		Yes	2	No		No
Krum ISD	4	0	No		No	0	No		Yes
La Feria ISD	0	0	No		Yes	6	Yes	6	No
La Gloria ISD	0	0	No		No	0	Yes	2	No
La Grange ISD	0	0	No		No	0	Yes	2	No
La Joya ISD	72	4	No	0	No	0	No	0	Yes
La Poyner ISD	1	0	No		No		No	0	Yes
La Vernia ISD	0	0	No		No		Yes	4	No
Lackland ISD	0	0	No		No	0	No		No
Lamar CISD	56	3	Yes	19	No	0	No	0	Yes
Lamesa ISD	4	1	No	0	No	0	Yes	5	No
Lampasas ISD	0	0	No		No	0	Yes	5	No
Lancaster ISD	9	2	Yes	2	No	0	No		Yes
Laneville ISD	0	0	No	0	Yes	3	Yes	3	No
Laredo ISD	41	0	Yes	4	No		No		Yes
Lasara ISD	0	0	No		No	0	No	0	No

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## APPENDIX B: Reporting Entity Survey 2023

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<b>PUBLIC SCHOOLS</b>									
Lazbuddie ISD	0	0	No		No		No		No
Leakey ISD	1	0	No	0	No	0	No	0	Yes
Leon ISD	1	0	No		No		No		Yes
Leonard ISD	2	0	No		No		No		Yes
Leverett's Chapel ISD	0	0	No	0	No	0	No	0	No
Liberty Hill ISD	10	2	Yes	2	Yes	4	No		Yes
Lindale ISD	6	1	No		Yes	3	Yes	0	Yes
Little Cypress-Mauriceville CISD	0	0	Yes	7	Yes	1	No		No
Livingston ISD	0	0	No		No		Yes	7	No
Llano ISD	4	0	No	0	No	0	No	0	Yes
Lockhart ISD	0	0	No		No		Yes	6	No
Lockney ISD	0	0	No		No		No		No
Lometa ISD	0	0	No		No	0	No		No
Lorena ISD	0	0	No	0	Yes	33	Yes	4	No
Louise ISD	0	0	No		No	0	Yes	1	No
Lovejoy ISD	7	0	No		No		No		No
Lovelady ISD	1	0	No		No	0	No	0	Yes
Lubbock-Cooper ISD	13	0	No		No		No		Yes
Lueders-Avoca ISD	0	0	No		No	0	No		No
Lufkin ISD	13	10	Yes	10	Yes	31	No		Yes
Luling ISD	0	3	No		No		No		No
Mabank ISD	5	0	No		No		No		Yes
Magnolia ISD	20	0	No		Yes	20	Yes	20	No
Malakoff ISD	4	0	No	0	No		No		Yes
Manor ISD	14	10	No		No	0	No	0	Yes
Mansfield ISD	64	0	Yes	5	Yes	6	Yes	3	Yes
Marathon ISD	0	0	No		No	0	No		No
Marion ISD	0	0	No		Yes	2	Yes	2	No
Marshall ISD	10	0	No		No	0	No	0	Yes
Mart ISD	1	0	No		No		No		Yes
Martin's Mill ISD	6	0	No		Yes	11	No		No
Martinsville ISD	1	1	No		Yes	5	No		Yes
Mason ISD	0	0	No		No	0	Yes	2	No
Matagorda ISD	0	0	No		No	0	No		No

continued >

## APPENDIX B: Reporting Entity Survey 2023

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<b>PUBLIC SCHOOLS</b>									
McAllen ISD	62	1	No		No	0	No	0	Yes
McCamey ISD	7	0	No		Yes	7	Yes	7	No
McGregor ISD	0	0	No		No		Yes	2	No
McKinney ISD	20	0	No		Yes	2	Yes	2	No
McMullen County ISD	0		No		No		Yes		No
Melissa ISD	9	0	Yes	2	Yes	6	No		Yes
Merkel ISD	0	0	No		Yes	3	Yes	3	No
Mexia ISD	0	0	No		Yes	1	Yes		No
Miami ISD	0	0	No	0	No	0	No	0	No
Midland ISD	20	7	No		No	0	No	0	Yes
Midlothian ISD	0	0	No		No		Yes	11	No
Midway ISD	0	0	No		No	0	No		No
Mildred ISD	2	0	No		No		No		Yes
Miles ISD	0	0	No		No		No		No
Milford ISD	0	0	No		No	0	No		No
Miller Grove ISD	1	0	No	0	No	0	No	0	Yes
Millsap ISD	0	0	No		No	0	No		No
Mineola ISD	4	0			No		No		Yes
Mineral Wells ISD	0		No		Yes	3	Yes	4	No
Monte Alto ISD	0	0	No	0	No	0	No		No
Montgomery ISD	12	2	No		No		No		Yes
Moody ISD	0	0	No		No		No		No
Moran ISD	0	0	No		No	0	No		No
Morgan Mills ISD	0	0	No		No	0	Yes	1	No
Morton ISD	0	0	No		No	0	No		No
Mount Calm ISD	1	0	No		No	0	No		Yes
Mount Pleasant ISD	8	0	Yes	1	No	0	No		Yes
Nacona ISD	0	0	No		No	1	Yes	1	No
Natalia ISD	0	0	No		Yes	0	Yes	2	No
Navarro ISD	0	0	No		Yes	15	No		No
Navasota ISD	3	1	Yes	1	No	0	Yes	3	No
Neches ISD	0	0	No	0	No	0	No	0	No
Nederland ISD	0	0	No		No	0	Yes	4	No

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## APPENDIX B: Reporting Entity Survey 2023

	How many Commissioned Peace Officers do you employ?	How many Commissioned Peace Officers positions are vacant?	Are there plans to add Commissioned Peace Officer positions during the 2023-24 school year?	Provide the number of Commissioned Peace Officers you plan to add.	Do you use any Commissioned Peace Officers as independent contractors?	How many Commissioned Peace Officers do you have working as independent contractors?	Do you contract with any local law enforcement agencies to assign Commissioned Peace Officers to your district or campus?	If yes, how many Commissioned Peace Officers are assigned?	Do you currently have a district or campus police department?
<b>PUBLIC SCHOOLS</b>									
Needville ISD	0	0	No		No	0	No		Yes
New Boston ISD	0	0	No		No	0	Yes	1	No
New Caney ISD	24	2	No		No		No		Yes
Newcastle ISD	0	0	No		No	0	No		No
Newton ISD	1	0	Yes	1	Yes	21	No		Yes
Nordheim ISD	0	0	Yes	1	No	0	Yes	1	No
Normangee ISD	1	0	No		No		No		Yes
North East ISD	69	19	No		No	0	No	0	Yes
North Zulch ISD	0	0	No		No	0	Yes	1	No
Northside ISD	92	34	Yes	20	No	0	No		Yes
Nueces Canyon CISD	0	0	No		No	0	No		No
Oakwood ISD	0	0	Yes	1	No	0	No		No
Olney ISD	0	0	No		No		Yes	1	No
Onalaska ISD	0	0	No		No		Yes	2	No
Orange Grove ISD	0	0	Yes		No		Yes	1	No
Orangefield ISD	0	0	No		No		No		No
Ore City ISD	1	0	No		No	0	Yes	1	No
Paducah ISD	0	0	No		No	0	No		No
Paint Creek ISD	0	0	No	0	No	0	No	0	No
Panhandle ISD	0	0	No		No		Yes	1	No
Panther Creek CISD	0	0	No	0	No	0	No	0	No
Paris ISD	8	0	No		Yes	1	No		Yes
Pasadena ISD	3	0	No		Yes	20	No		Yes
Patton Springs ISD	0	0	No		No	0	No		No
Pawnee ISD	0	0	No		Yes	1	Yes	1	No
Pearland ISD	0		No	0	Yes	25	Yes	25	No
Pecos Barstow Toyah ISD	0	0	No	0	No	0	No		Yes
Petersburg ISD	0	0	No		No		No		No
Pewitt CISD	2	0	No		No	0	No		Yes
Pflugerville ISD	25	2	No		No		No		Yes
Pharr-San Juan-Alamo ISD	25	0	No		No		No		Yes
Pittsburg ISD	5	0	No		No	0	No	0	Yes
Pleasant Grove ISD	4	0	No		No		No		Yes

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<b>PUBLIC SCHOOLS</b>									
Port Aransas ISD	0	0	No		No	0	Yes	1	No
Port Arthur ISD	0	0	No		No	0	No		Yes
Poteet ISD	3	0	No		No	0	No	0	Yes
Poth ISD	0	0	No	0	No	0	Yes	1	No
Prairiland ISD	3	0	No		No	0	No		Yes
Premont ISD	0	0	No		Yes	4	Yes	3	No
Princeton ISD	13	0	No	1	Yes		Yes	3	No
Pringle-Morse CISD	0	0	No	0	No	0	No	0	No
Progreso ISD	0	0	No	0	Yes	2	Yes	2	No
Prosper ISD	28	3	No		No	0	No		Yes
Queen City ISD	2	1	Yes	1	No		No		Yes
Quinlan ISD	4	0	No		No	0	No		Yes
Quitman ISD	0	0	No		No	0	Yes	2	No
Ramirez Common SD	0	0	No		No	0	No		No
Reagan County ISD	0	0	No	0	No	0	No	0	No
Red Lick ISD	1	0	No		Yes	3	Yes	3	Yes
Refugio ISD	0	0	No		No		Yes	2	No
Ricardo ISD	1		No		Yes	1	Yes	1	No
Rice ISD	1	0	No	0	No	0	No	0	Yes
Richardson ISD	127	0	No		Yes	110	Yes	2	No
Richland Springs ISD	1	0	No		No	0	No		Yes
Rio Grande City Grulla ISD	18	1	Yes	2	No	0	No		Yes
Rio Vista ISD	1	0	Yes	1	No	0	No	0	Yes
River Road ISD	5	0	No		No	0	Yes	5	No
Rivercrest ISD	2	0	No		No	0	No	0	No
Robinson ISD	2	0	No		No		No		Yes
Rochelle ISD	0	0	No	0	No	0	No	0	No
Rockdale ISD	0	3	Yes	3	No	0	Yes	1	No
Rockport-Fulton ISD	4	0	No		No		Yes		Yes
Rockwall ISD	4	0	No		No	0	Yes	4	No
Rogers ISD	0	0	Yes	1	Yes	1	Yes	1	No
Rosebud-Lott ISD	1	0	No		No		No		No
Round Top-Carmine ISD	0	0	No		No	0	No		No

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<b>PUBLIC SCHOOLS</b>									
Royal ISD	6	0	No		Yes	0	No		Yes
Rusk ISD	0	0	No		Yes	1	Yes	2	No
Sabinal ISD	1	1	Yes	1	No	0	No	0	No
Sabine ISD	0	0	No		No		Yes	2	No
Sabine Pass ISD	13	0	No		Yes	13			No
Salado ISD	3	0	No		No	0	No		Yes
San Antonio ISD	58	11	Yes	51	No		No		Yes
San Augustine ISD	2	0	No		No	0	No		Yes
San Benito CISD	20	1	No	0	No	0	No	0	Yes
San Elizario ISD	0	0	No		Yes	3	Yes	2	No
San Marcos CISD	0	0	No	0	No	0	No	0	No
Sanford-Fritch ISD	0	0	No		No		No		No
Santa Fe ISD	14	0	No	2	No	0	No	0	Yes
Santa Gertrudis ISD	0	0	No	0	Yes	2	Yes	2	No
Santa Rosa ISD	3	0	No		No		No		Yes
Savoy ISD	0		No		No	0	No		No
Schleicher County ISD	0	0	No		No		No		No
Schulenburg ISD	0	0	No		No		Yes	1	No
Seagraves ISD	0	0	No		No		No		No
Sealy ISD	4	1	No	0	No	0	No	0	Yes
Seminole ISD	0	0	No		No	0	No		No
Seymour ISD	2	1	Yes	1	No	0	No		Yes
Shallowater ISD	2	0	No		No	0	No	0	Yes
Shelbyville ISD	2	0	No		No	0	No	0	Yes
Shiner ISD	0	0	No	0	No	0	Yes	1	No
Sidney ISD	0	0	No		No		No		No
Silsbee ISD	4	0	No		No		No	0	Yes
Simms ISD	1	0	No		No	0	No	0	Yes
Smithville ISD	0	0	No	0	Yes	2	Yes	2	No
Smyer ISD	0	0	No		No		No		No
Snook ISD	0	0	No		No	0	Yes	1	No
Snyder ISD	0	0	No		No	0	Yes	2	No
Sonora ISD	0	0	No	0	No	0	Yes	1	No

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<b>PUBLIC SCHOOLS</b>									
South San Antonio ISD	18	6	Yes	6	No		No		Yes
Southland ISD	0	0	No		No	0	No	0	No
Southwest ISD	26	0	No	0	No	0	No	0	Yes
Spearman ISD	0	0	No		No	0	No	0	No
Splendora ISD	10	1	No		No	0	No		Yes
Spring ISD	88	7	No		No		No		Yes
Springlake-Earth ISD	1	0	No	0	No	0		1	Yes
Spurger ISD	0	0	No		Yes	10	No		No
Stanton ISD	0	0	No		Yes	2	Yes	2	No
Stephenville ISD	0	0	No		No	0	Yes	3	No
Stratford ISD	0	0	No		No		No		No
Sulphur Bluff ISD	1	0	No		No	0	No	0	Yes
Sulphur Springs ISD	10	2	No		No		No		Yes
Sundown ISD	0	0	No		No	0	No		No
Sunnyvale ISD	0	0	No		No		Yes	2	No
Taft ISD	2	1	No		Yes	2	No		Yes
Tarkington ISD	4	0			No		Yes	4	No
Taylor ISD	0	0	No	0	No	0	Yes	2	No
Teague ISD	3	0	No		No	0	No	0	Yes
Terlingua CSD	1	0	No		No		No		No
Terrell County ISD	0	0	No		No		No		No
Terrell ISD	8	1	No		No		No		Yes
Texarkana ISD	8	1	No		No		No		Yes
Texline ISD	0	0	No		No	0	No		No
Thorndale ISD	0	0	No		No		No		No
Thrall ISD	0	0	No		No	0	No		No
Three Way ISD	1	0	No		No		Yes	1	No
Tidehaven ISD	1	0	No		Yes	2	No		No
Tolar ISD	0	0	No	0	No	0	No	0	No
Trenton ISD	1	0	No		No		No		Yes
Troup ISD	2	0	No		No		No		Yes
Troy ISD	0	0	No		Yes	1	Yes	1	No
Tyler ISD	34	0	No		No	0	No		Yes
Union Grove ISD	0	0	No		Yes	2	Yes	2	No

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<b>PUBLIC SCHOOLS</b>									
Utopia ISD	0	0	No	0	No		No		No
Uvalde CISD	10	0	No		No		No		Yes
Valley Mills ISD	1	0	No		No		Yes	6	Yes
Valley View ISD	0	0	No	0	No	0	Yes	2	No
Van Alstyne ISD	4	0	No		No		No		Yes
Van ISD	2	0	Yes	2	No		No		No
Van Vleck ISD	2	0	No		No	0	No	0	Yes
Venus ISD	2	2	Yes	2	No	0	No	0	Yes
Victoria ISD	0	0	No	0	Yes	0	Yes	11	No
Waco ISD	15	15	Yes		Yes	30	No		Yes
Wall ISD	0	0	No		Yes	2	Yes	2	No
Water Valley ISD	0	0	No		No	0	No		No
Weimar ISD	0	0	No	0	No	0	No	0	No
Wellman-Union ISD	0	0	No		No		No		No
Wells ISD	0	0	No	0	Yes	3	No		No
West Hardin County CISD	1	0	No		No		No		Yes
West Oso ISD	6	0	No		No		No		No
West Rusk County CISD	1	0	No		No	0	Yes	2	Yes
West Sabine ISD	0	0	No	2	No	0	No	0	No
Westbrook ISD	0	0	No		No	0	No		No
Wharton ISD	5	0	No		No	0	No	0	Yes
Wheeler ISD	0	0	No	0	No	0	No	0	No
White Deer ISD	0	0	No		No	0	No	0	No
White Oak ISD	0	0	No		Yes	1	Yes	1	No
White Settlement ISD	10	4	Yes		No		No		Yes
Whiteface CISD	1	0	No		No		No		Yes
Whitehouse ISD	0	0	No		No	0	Yes	5	No
Whitesboro ISD	1	0	No		Yes	2	No		Yes
Whitney ISD	2	0	No		No		No		No
Wichita Falls ISD	14	10	Yes	3	No		No	0	Yes
Willis ISD	0	0	No	0	No	0	Yes	14	No
Wills Point ISD	5	0	No		No		No		Yes
Wimberley ISD	4	0	No		No		Yes	4	No
Windthorst ISD	0	0	No		No	0	No		No

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<b>PUBLIC SCHOOLS</b>									
Wink-Loving ISD	1	0	No	0	No	0	No	0	Yes
Winnsboro ISD	2	2	No		Yes	3	No		Yes
Winona ISD	1	2	Yes	2	No	0	No		Yes
Winters ISD	0	0	No		No		No		No
Woden ISD	1	0	No		Yes		No		Yes
Woodsboro ISD	0	1	Yes	1	Yes	2	Yes	0	No
Woodville ISD	1	0	No		No	0	Yes	2	No
Wylie ISD	0	0	No	0	Yes	10	Yes	10	No
Wyndham School District	0	0	No		No		No	0	No
Yoakum ISD	0	0	No		No		Yes	3	No
Yorktown ISD	1	0	No		No	0	No	0	No
Ysleta ISD	29	0	No		Yes	15	No		Yes
Zapata County ISD	11	0	Yes	2	No	0	No	0	Yes
<b>CHARTER SCHOOLS</b>									
A+ Charter Schools	14	0	No		No	0	No		Yes
Arlington Classics Academy	0	0	No		Yes	10	Yes	10	No
Austin Achieve Public Schools	0	0	No	0	Yes	5	No	0	No
Calvin Nelms Charter Schools	0	0	No		No	0	No		No
Cedars International Academy	0	0	No	0	No	0	No	0	No
Cityscape Schools	0	0	No		No		No		No
Collegiate Education	0	0	No		No	0	No		No
Compass Academy Charter School	0	0	No	0	No	0	No	0	No
Comquest Academy	0	0	No		No	0	No	0	No
Corpus Christi Montessori School	0	1	No		No	0	No		No
Democracy Prep Texas	0	0	No	0	No	0	No	0	No
East Texas Charter School	0	0	No	0	No	0	No	0	No
El Paso Academy	0	0	No		Yes	10	Yes	10	No
Erath Excels Academy	0	0	No	0	No	0	No	0	No

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<b>CHARTER SCHOOLS</b>									
Evolution Academy Charter School	1	2	Yes	2	Yes	0	Yes	0	No
Excellence In Leadership Academy	0		No		No		No		No
Golden Rule Schools, Inc.	0	0	No		No	0	No	0	No
Green Dot Public Schools Southeast Texas	0	0	No		No	0	No		Yes
Harmony School of Excellence - Houston	0	0	No		Yes	1	No		No
Harmony School of Science - Houston	0	0	No	0	Yes	8	No		No
Harmony Science Academy - Austin	7	0	No		Yes	7	No		No
Harmony Science Academy - El Paso	0	0	No		Yes	8	No		No
Harmony Science Academy - Houston	0	0	No	0	Yes	2	No	0	No
Harmony Science Academy - San Antonio	1	0	No		No	0	Yes	4	No
Harmony Science Academy - Waco	0	0	No	0	Yes	7	No	0	No
Heritage Academy	0	0	No	0	No	0	No	0	No
Houston Gateway Academy, Inc.	0	2	No		Yes	2	No		No
Inspire Academies	0	0	No		No	0	No	0	No
Kipp Austin College Prep	0	0	No		Yes		Yes		No
Meridian World School	0	0	No		No	0	No		No
Nova Academy	0	0	No		No	0	No		No
Orenda Education	0	0	No	0	Yes	4	No		No
Panola Charter School	0	0	No	0	No	0	No	0	No
Richard Milburn Academy - Killeen	0	0	No		No		No		No
Ser-Ninos Charter	0	0	No	0	No	0	No		No
Southwest Public Schools	0	0	No		No		No	0	No

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<b>CHARTER SCHOOLS</b>									
St. Mary's Charter School	0	0	No	0	No	0	No	0	No
STEP Charter School	0	0	No		No	0	No		No
TA Unlimited - Texas Empowerment Academy	0	0	No		No	0	No		No
Texans Can Academies	0	0	No		No	0	No		No
The Excel Center (for Adults)	0	0	No		Yes	7	No		No
TLC Academy	0	0	No	0	Yes	1	No	0	No
Transformation Waco	0		No		No	0	No		No
Treetops School	0	0	Yes	1	No	0	No		No
Trinity Basin Preparatory, Inc.	1	22	No	22	No	0	No	0	No
UME Preparatory Academy	0	0	No		Yes	4	Yes	4	No
Vanguard Academy Charter School	1	0	No		Yes	17	Yes	17	No
Winfree Academy Charter Schools	0	0	No	0	Yes	6	No	0	No
<b>COMMUNITY AND JUNIOR COLLEGES</b>									
Alvin Community College	10	6	Yes	6	No		No		Yes
Amarillo College	15	3	Yes	3	No	0	No	0	Yes
Angelina College	8	0	Yes	2	No	0	No	0	Yes
Blinn College	31	3	No		Yes	8	No		Yes
Brazosport College	0	0	No		No		No	0	Yes
Central Texas College	8	2	Yes	2	No		No		Yes
Cisco College	1	0	No		No	0	Yes	4	Yes
Clarendon College	0	0	No	0	No	0	No	0	Yes
Dallas College	133	12	Yes	12	No		No		Yes
El Paso Community College District	20	18	Yes	6	No	0	No		Yes
Frank Phillips College	0	0	No		No		No		No
Grayson College	5	1	No		No	0	No	0	Yes
Howard City Junior College District	4	0	No		No	0	No	0	Yes

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<b>COMMUNITY AND JUNIOR COLLEGES</b>									
Kilgore College	6	1	Yes	1	No		Yes		Yes
Laredo College	24	5	No	0	No		No		Yes
North Central Texas College	11	0	No		No	0	No	0	Yes
Northeast Texas Community College	0	0	Yes	5	No	0	No	0	No
Panola College	6	0	No		No	0	No		Yes
Ranger College	0	0	No		No	0	No		Yes
San Jacinto Community College District	41	3	No		No		No		Yes
South Plains College	7	2	No		No		No		Yes
Southwest Texas Junior College	8	0	Yes	1	No		No		Yes
Tarrant County College District	84	17	No		No		No		Yes
Temple College	6	0	No		No		No		Yes
Texas Southernmost College	3	0	No		Yes	33	Yes	33	No
Texarkana College	9	0	No	0	No	0	No	0	Yes
Trinity Valley Community College	5	1	No		Yes	4	No		Yes
Vernon College	16	0	No		No		No		Yes
Weatherford College	7	0	No		No		No		Yes
Western Texas College	0	0	No		No		No		No
<b>SENIOR COLLEGES AND UNIVERSITIES</b>									
Angelo State University	16	2	No		No	0	No	0	Yes
Lamar University	19		Yes		No		No		Yes
Midwestern State University	10	1	No		No		No		Yes
Sam Houston State University	26		No		No		No		Yes
Stephen F Austin State University	23	2	Yes	4	Yes	23	Yes	14	Yes
Sul Ross State University	2	3	No		No		No		Yes
Texas A&M Forest Service	9	0	No		No		No		No
Texas A&M International University	17	3	No		No	0	No	0	Yes

continued >

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<b>SENIOR COLLEGES AND UNIVERSITIES</b>									
Texas A&M University	0	0	No		No	0	No		Yes
Texas A&M University - Commerce	25	4	No		Yes	10	No		Yes
Texas A&M University - Kingsville	16	3	No		No	0	No	0	Yes
Texas State Technical College	30	4	Yes		No	0	No		Yes
Texas Woman's University	21	1	Yes	3	No		No		Yes
The University of Texas at Arlington	47	5	No		No		No		Yes
The University of Texas at Austin	75	25	Yes	15	No		No		Yes
The University of Texas at Permian Basin	15	4	Yes	2	No	0	No		Yes
The University of Texas at Tyler	22	4	No		Yes	3	No		Yes
The University of Texas System	12	1	No		No		Yes	1	Yes
<b>MEDICAL SCHOOLS</b>									
The University of Texas at Southwestern	37	10	Yes		No	0	No		Yes
The University of Texas MD Anderson Cancer Center	55	16	No		No		No		Yes
<b>REGIONAL SERVICE CENTERS</b>									
Region 02 Education Service Center	0	0	No		No	0	No	0	No
Region 08 Education Service Center	0	0	No		No	0	No		No
Region 12 Education Service Center	0	0	No		No	0	No	0	No
Region 13 Education Service Center	0	0	No		No		No		No
Region 15 Education Service Center	0	0	No	0	No	0	No	0	No
Region 16 Education Service Center	0	0	No		No	0	No	0	No
Region 19 Education Service Center	0	0	No		No	0	No	0	No

## APPENDIX C: Reporting Entity Survey 2024

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<b>PUBLIC SCHOOLS</b>								
Abernathy ISD	0	0	0	0	0	0	0	0
Academy ISD	0	0	0	0	0	0	5	5
Alamo Heights ISD	0	0	0	0	0	0	0	3
Alba-Golden ISD	0	0	0	0	0	0	1	1
Aldine ISD	66	0	0	0	30	0	0	66
Aledo ISD	11	0	0	0	0	0	0	0
Alice ISD	0	0	0	0	0	0	0	0
Alpine ISD	0	0	0	0	0	0	0	3
Alto ISD	0	0	0	0	0	0	0	0
Alvarado ISD	6	0	0	0	0	0	0	0
Alvin ISD	46	0	0	103	0	0	0	46
Alvord ISD	2	0	0	0	0	0	0	0
Amarillo ISD	12	0	0	2	4	0	0	14
Anahuac ISD	0	0	0	0	0	0	0	3
Anderson-Shiro CISD	0	0	0	0	0	0	2	2
Andrews ISD	0	0	0	0	0	0	0	2
Anna ISD	6	0	0	0	2	0	0	0
Anthony ISD	0	0	0	0	0	0	0	1
Aransas Pass ISD	0	0	0	0	0	0	4	2
Argyle ISD	6	2	0	0	0	0	0	0
Athens ISD	0	0	0	0	0	0	3	3
Atlanta ISD	4	0	0	0	0	0	0	4
Aubrey ISD	6	0	0	0	0	0	0	0
Austin ISD	0	0	0	0	0	0	0	0
Avery ISD	0	0	0	0	0	0	0	0
Axtell ISD	0	0	0	1	0	0	0	0
Baird ISD	0	0	0	0	0	0	0	0
Bangs ISD	0	0	0	0	0	0	0	0
Barbers Hill ISD	10	0	0	0	0	0	0	0
Bartlett ISD	0	0	0	0	0	0	0	0
Bastrop ISD	16	3	0	3	3	0	0	0
Beaumont ISD	20	0	0	1	0	0	0	0
Bells ISD	2	0	0	0	0	0	0	0
Ben Bolt Palito Blanco ISD	1	0	1	0	1	1	1	1

*continued >*

## APPENDIX C: Reporting Entity Survey 2024

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<b>PUBLIC SCHOOLS</b>								
Birdville ISD	0	0	0	0	0	0	0	11
Bishop CISD	0	0	0	0	0	0	1	1
Bland ISD	2	0	0	0	0	0	0	0
Blue Ridge ISD	0	0	0	0	0	0	0	1
Bluff Dale ISD	0	0	0	0	0	0	0	0
Blum ISD	1	0	0	0	0	0	0	0
Boling ISD	3	0	0	0	0	0	0	3
Bonham ISD	3	0	0	0	0	0	0	3
Borden County ISD	0	0	0	0	0	0	0	3
Bowie ISD	0	0	0	0	0	0	0	4
Boyd ISD	0	0	0	0	0	0	0	3
Bremond ISD	0	0	0	0	0	0	0	5
Brenham ISD	0	0	0	0	0	0	9	5
Bridge City ISD	4	0	0	0	0	0	0	0
Broadbudd ISD	1	0	0	0	0	0	0	0
Brock ISD	0	0	0	0	0	0	0	0
Brookesmith ISD	0	0	2	0	0	0	0	1
Brooks County ISD	0	0	0	0	0	0	2	2
Buena Vista ISD	0	0	0	0	0	0	0	1
Buffalo ISD	1	0	0	0	0	0	0	0
Bullard ISD	5	0	0	0	0	0	0	5
Burkburnett ISD	4	0	0	1	0	0	0	0
Burkeville ISD	0	0	0	0	0	0	0	0
Burton ISD	0	0	0	0	0	0	2	2
Bushland ISD	0	0	0	0	0	0	0	4
Caddo Mills ISD	5	0	0	0	0	0	0	0
Calallen ISD	1	22	0	0	0	0	0	0
Caldwell ISD	0	0	0	0	0	0	0	3
Cameron ISD	0	0	0	0	0	0	3	3
Campbell ISD	0	0	0	0	0	0	0	1
Canadian ISD	0	0	0	0	0	0	0	0
Canyon ISD	0	0	0	0	0	0	0	0
Carroll ISD	0	0	0	0	0	0	0	13

continued >

# APPENDIX C: Reporting Entity Survey 2024

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<b>PUBLIC SCHOOLS</b>								
Carrollton-Farmers Branch ISD	0	0	0	0	0	0	11	0
Carthage ISD	0	0	0	0	0	0	0	0
Castleberry ISD	6	0	0	0	0	0	0	6
Cayuga ISD	1	0	0	0	0	0	0	0
Cedar Hill ISD	8	0	0	1	10	0	0	0
Celina ISD	1	0	0	0	0	0	5	5
Center ISD	4	0	1	0	1	0	0	0
Center Point ISD	2	0	0	1	0	0	0	0
Centerville ISD	1	0	0	0	0	0	0	0
Central Heights ISD	3	0	0	0	0	0	0	0
Central ISD	5	0	0	0	0	0	0	0
Channelview ISD	0	0	0	0	0	0	0	0
Chapel Hill ISD	2	0	0	0	0	0	0	0
Chapel Hill ISD - Tyler	3	0	0	3	0	0	8	3
Chester ISD	0	0	0	0	0	0	0	0
Chico ISD	0	0	0	0	0	0	0	1
Chillicothe ISD	0	0	0	0	0	0	0	0
Chireno ISD	1	0	0	0	0	0	0	0
Chisum ISD	3	0	0	0	0	0	0	0
Christoval ISD	0	0	0	0	0	0	0	2
City View ISD	3	0	0	0	0	0	6	0
Clarksville ISD	2	0	0	0	0	0	0	0
Clear Creek ISD	0	0	0	0	0	0	0	46
Clint ISD	0	0	0	0	0	0	14	14
Clyde CISD	2	0	0	0	0	0	0	2
Coahoma ISD	1	0	0	0	0	0	0	1
Colorado ISD	0	0	0	0	0	0	0	0
Columbia Brazoria ISD	8	8	0	0	0	0	0	0
Columbus ISD	3	0	0	0	0	0	1	1
Comal ISD	0	0	0	0	0	0	0	32
Comfort ISD	0	0	0	0	0	0	0	3
Commerce ISD	4	0	0	0	1	0	0	4

continued >



## APPENDIX C: Reporting Entity Survey 2024

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<b>PUBLIC SCHOOLS</b>								
Como-Pickton CISD	1	0	0	0	0	0	0	0
Conroe ISD	46	8	0	12	20	0	0	0
Coolidge ISD	0	0	0	0	0	0	0	0
Cooper ISD	2	0	0	0	0	0	0	0
Corpus Christi ISD	53	0	27	1	17	27	0	53
Corrigan-Camden ISD	2	0	0	1	2	0	4	0
Coupland ISD	0	0	0	0	0	1	0	0
Covington ISD	1	0	0	0	0	0	0	0
Crandall ISD	11	0	0	0	0	0	0	0
Crane ISD	0	0	0	0	0	0	1	1
Crockett ISD	2	0	0	0	0	0	0	2
Crosby ISD	0	13	0	0	0	0	10	10
Cross Plains ISD	0	0	0	0	0	0	0	0
Crowley ISD	13	0	0	0	2	0	0	0
Cushing ISD	2	0	0	0	0	0	0	0
Cypress-Fairbanks ISD	126	0	0	1	0	0	0	0
Daingerfield-Lone Star ISD	4	0	0	0	0	0	0	0
Dalhart ISD	1	0	0	1	1	0	1	1
Dallas ISD	101	0	0	8	0	0	0	110
Danbury ISD	1	0	0	1	0	0	0	0
Dayton ISD	0	0	0	0	0	0	0	7
Decatur ISD	0	0	0	0	0	0	0	6
De Kalb ISD	1	0	0	0	0	0	0	0
Deer Park ISD	0	0	0	0	0	0	11	55
Del Valle ISD	21	0	0	0	0	0	0	0
Denton ISD	0	0	0	11	21	0	0	13
Devine ISD	0	0	0	0	0	0	0	1
Dickinson ISD	0	0	0	0	0	0	0	10
Dilley ISD	0	0	0	0	0	0	3	3
Dime Box ISD	0	0	0	0	0	0	0	0
Dimmitt ISD	3	0	0	0	0	0	0	0
Doss CCSD	1	0	0	0	0	0	1	0
Dripping Springs ISD	0	0	2	0	0	0	0	5

continued >

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<b>PUBLIC SCHOOLS</b>								
Dublin ISD	0	0	0	0	0	0	0	3
Eagle Mountain-Saginaw ISD	36	0	0	3	0	0	0	0
Eagle Pass ISD	44	0	0	0	0	0	0	0
Eanes ISD	8	0	0	2	0	0	0	2
Early ISD	0	0	0	0	0	0	0	1
East Central ISD	14	0	0	0	0	0	0	0
Eastland ISD	0	0	0	0	0	0	0	3
Ector County ISD	42	1	0	9	0	0	0	0
Ector ISD	0	0	0	0	0	0	0	0
Eden CISD	0	0	0	0	0	0	0	0
Edgewood ISD	2	0	0	0	0	0	0	2
Edinburg CISD	73	0	0	0	0	0	0	0
El Paso ISD	40	87	0	0	3	0	0	87
Electra ISD	0	0	0	0	0	0	0	0
Ennis ISD	10	0	0	0	3	0	0	0
Era ISD	0	0	0	0	0	0	1	1
Eula ISD	1	0	0	0	0	0	0	0
Eustace ISD	3	0	0	0	0	0	0	2
Everman ISD	0	0	0	0	0	0	12	8
Excelsior ISD	0	6	0	0	2	0	0	0
Falls City ISD	0	0	0	0	0	0	3	3
Fannindel ISD	0	0	2	0	0	2	0	0
Farmersville ISD	6	0	0	0	0	0	0	0
Flatonia ISD	0	0	0	0	0	0	0	1
Florence ISD	0	0	0	0	0	0	3	3
Flour Bluff ISD	6	0	0	0	0	0	0	0
Floydada ISD	0	0	0	0	0	0	0	1
Forestburg ISD	0	0	0	0	0	0	0	0
Forney ISD	21	0	0	12	3	0	0	0
Forsan ISD	0	0	0	0	0	0	0	1
Fort Bend ISD	67	0	0	12	0	0	33	0
Fort Stockton ISD	0	0	0	0	0	0	0	0
Fort Worth ISD	0	0	0	0	0	0	54	54

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## APPENDIX C: Reporting Entity Survey 2024

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<b>PUBLIC SCHOOLS</b>								
Franklin ISD	4	0	0	0	0	0	0	0
Frankston ISD	0	0	0	0	0	0	1	1
Frenship ISD	14	0	0	0	0	0	0	0
Friona ISD	0	0	0	0	0	20	0	6
Frisco ISD	0	0	0	0	0	0	0	50
Fruitvale ISD	2	0	0	0	1	0	0	0
Ft Davis ISD	0	0	0	0	0	0	0	0
Galena Park ISD	1	0	0	0	0	0	0	43
Galveston ISD	12	0	0	0	0	0	0	0
Ganado ISD	0	0	0	0	0	0	0	1
Garland ISD	41	0	0	1	1	0	172	172
Garner ISD	1	0	0	0	0	0	1	1
Gary ISD	0	0	0	0	0	0	0	0
Gatesville ISD	5	0	0	0	0	0	0	5
Gause ISD	0	0	0	0	0	0	0	0
Gholson ISD	1	0	0	0	0	0	0	0
Gladewater ISD	0	0	0	0	0	0	0	3
Godley ISD	2	0	0	0	0	0	0	0
Goodrich ISD	0	0	0	0	0	0	0	1
Gordon ISD	0	0	0	0	0	0	0	0
Gorman ISD	0	0	0	0	1	1	0	0
Grand Prairie ISD	0	0	0	0	0	0	0	20
Grand Saline ISD	0	0	0	0	0	0	0	3
Grandfalls-Royal ISD	0	0	0	0	0	0	0	0
Granger ISD	0	0	0	0	0	0	0	1
Grapevine-Colleyville ISD	0	0	0	0	0	0	0	18
Gregory-Portland ISD	0	0	4	0	1	1	4	3
Groveton ISD	0	0	0	0	0	0	0	0
Gruver ISD	0	0	0	1	1	0	0	0
Gunter ISD	3	0	0	0	0	0	0	0
Gustine ISD	0	0	0	0	0	0	0	0
Hallettsville ISD	0	0	0	0	0	0	0	0
Hallsville ISD	9	0	0	0	0	0	0	0

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<b>PUBLIC SCHOOLS</b>								
Hamlin Collegiate ISD	0	0	0	0	0	0	0	0
Hamshire-Fannett ISD	0	0	10	0	0	0	0	2
Harlandale ISD	27	0	0	0	0	0	0	0
Harmony ISD	0	0	0	0	0	0	0	0
Harper ISD	1	3	0	0	0	0	0	0
Harrold ISD	0	0	0	0	0	0	0	0
Haskell CISD	0	0	0	0	0	0	0	0
Hawkins ISD	0	0	0	0	0	0	5	5
Hays CISD	0	0	0	0	0	0	0	0
Hemphill ISD	1	0	0	0	0	0	0	0
Hempstead ISD	4	0	0	0	0	0	0	0
Hereford ISD	0	0	0	0	0	0	0	2
Hermleigh ISD	0	0	0	0	0	0	0	0
Hico ISD	0	0	0	0	0	0	1	1
Hidalgo ISD	0	0	0	0	6	4	14	0
High Island ISD	0	0	0	0	0	0	0	1
Highland ISD	0	0	0	0	0	0	0	0
Highland Park ISD	1	0	0	0	0	0	0	0
Hitchcock ISD	5	1	0	0	0	0	0	0
Honey Grove ISD	1	0	0	0	0	0	0	0
Houston ISD	194	0	0	72	25	0	0	194
Howe ISD	3	0	0	0	0	0	0	0
Hudson ISD	4	0	0	0	0	0	0	0
Huffman ISD	7	0	0	0	0	0	9	7
Hull Daisetta ISD	0	0	0	0	0	0	0	2
Humble ISD	55	0	0	23	0	0	0	55
Hunt ISD	0	0	0	0	0	0	0	0
Huntington ISD	5	0	0	0	0	0	0	0
Huntsville ISD	0	0	0	0	0	0	0	10
Hurst Eulless Bedford ISD	0	0	0	0	0	0	0	0
Hutto ISD	13	0	0	6	4	2	0	0

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<b>PUBLIC SCHOOLS</b>								
Idalou ISD	1	0	0	0	0	0	0	0
Industrial ISD	0	0	0	0	0	0	0	2
Ingleside ISD	1	0	0	0	0	0	0	1
Ingram ISD	2	3	0	0	0	0	0	0
Iola ISD	0	0	0	0	0	0	0	0
Iowa Park CISD	4	0	0	0	0	0	0	0
Ira ISD	0	0	0	0	0	0	0	0
Iredell ISD	0	0	0	0	0	0	0	0
Italy ISD	0	0	0	0	0	0	0	2
Itasca ISD	0	0	0	0	0	0	0	1
Jacksboro ISD	0	0	0	0	0	0	0	1
Jacksonville ISD	7	0	0	1	0	0	0	1
Jasper ISD	0	0	0	0	0	0	0	0
Jefferson ISD	1	0	0	0	0	0	0	0
Joshua ISD	8	0	0	0	0	0	0	8
Jourdanton ISD	0	0	0	0	0	0	0	1
Judson ISD	31	0	0	7	0	0	0	0
Karnack ISD	0	0	0	0	0	0	0	6
Katy ISD	66	0	0	8	0	0	0	0
Keller ISD	0	0	0	0	0	0	0	17
Kelton ISD	0	0	0	0	0	0	0	0
Kemp ISD	5	0	0	0	0	0	0	0
Kennedale ISD	0	0	0	0	0	0	0	0
Kermit ISD	0	0	0	0	0	0	0	0
Kilgore ISD	0	0	0	0	0	0	3	3
Killeen ISD	39	0	7	10	20	7	0	0
Kingsville ISD	0	0	0	0	0	0	0	0
Kirbyville CISD	0	0	0	0	2	0	1	1
Klein ISD	65	0	0	4	0	0	0	0
Krum ISD	4	0	0	0	0	0	0	0
La Gloria ISD	0	0	0	0	0	0	0	0
La Grange ISD	2	0	2	0	0	0	2	2
La Joya ISD	72	5	0	5	0	0	0	72
La Pryor ISD	0	0	0	0	0	0	1	2

continued >



## APPENDIX C: Reporting Entity Survey 2024

	As of 12/31/2023, how many full-time Peace Officers does your RE employ? Full-time includes employees working half-time or more.	As of 12/31/2023, how many Peace Officers does your RE employ in a less than half-time capacity?	As of 12/31/2023, how many full-time peace officer positions do you have filled with non-Peace Officer employees who are authorized to fill the role? For example, a school marshal working in a resource officer role.	As of 12/31/2023, how many full-time Peace Officer positions are vacant at your RE? Full-time includes employees working half-time or more.	Please provide an estimate of how many Peace Officer positions your RE will add beyond current positions during the current 2023-24 school year?	How many estimated new or currently vacant Peace Officer Positions will be filled by an employee that is not a Peace Officer?	As of 12/31/2023, how many independent contractors or third party entity employees does your RE have working as full-time Peace Officers?	As of 12/31/2023, how many Peace Officers are assigned to your Reporting Entity?
<b>PUBLIC SCHOOLS</b>								
La Vernia ISD	0	0	0	0	0	0	0	4
Lackland ISD	0	0	0	0	0	0	0	0
Lago Vista ISD	0	0	0	0	0	0	0	1
Lake Worth ISD	0	0	0	0	0	0	0	5
Lamar CISD	57	0	0	7	4	0	0	0
Lamesa ISD	4	0	0	0	1	0	0	0
Lampasas ISD	0	0	0	0	0	0	0	4
Lancaster ISD	0	0	0	0	0	0	0	0
Laneville ISD	0	0	0	0	1	0	0	0
Laredo ISD	49	0	0	1	0	0	0	0
Leander ISD	0	0	0	0	2	0	0	9
Leon ISD	1	0	0	0	1	0	0	0
Leonard ISD	2	0	0	0	0	0	0	0
Lexington ISD	0	0	0	0	0	0	0	1
Liberty Eylau ISD	4	0	0	0	0	0	0	0
Lindale ISD	6	0	0	0	0	0	0	6
Lindsay ISD	0	0	0	0	0	0	0	0
Little Cypress-Mauriceville CISD	1	0	0	0	6	0	0	1
Livingston ISD	0	0	0	0	0	0	0	7
Llano ISD	4	0	0	0	0	0	0	0
Lockhart ISD	0	0	0	0	0	0	4	4
Lockney ISD	0	0	0	0	0	8	0	0
Lometa ISD	0	0	0	0	0	0	0	0
Loop ISD	0	0	0	0	0	0	0	0
Lorena ISD	0	0	0	0	0	0	0	4
Los Fresnos CISD	15	0	0	2	0	0	0	0
Louise ISD	0	0	0	0	0	0	1	1
Lovejoy ISD	1	0	0	0	0	0	0	0
Lovelady ISD	1	0	0	0	0	0	0	0
Lubbock-Cooper ISD	14	2	0	0	0	0	0	0
Lueders-Avoca ISD	0	0	0	0	0	0	0	0
Lufkin ISD	15	0	0	4	4	0	20	0

continued >

## APPENDIX C: Reporting Entity Survey 2024

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<b>PUBLIC SCHOOLS</b>								
Madisonville CISD	4	11	0	0	0	0	0	0
Magnolia ISD	5	5	2	2	5	0	0	0
Malakoff ISD	4	0	0	0	0	0	0	0
Mansfield ISD	65	0	0	0	0	0	0	0
Marathon ISD	0	0	0	0	0	0	0	0
Marion ISD	0	0	0	0	0	0	0	2
Martin's Mill ISD	0	0	0	0	0	0	0	11
Mason ISD	0	0	0	0	0	0	0	1
Matagorda ISD	0	0	1	0	0	0	0	0
Maud ISD	1	0	0	0	0	0	0	1
Maypearl ISD	4	0	0	0	0	0	0	0
McCamey ISD	0	0	0	0	0	0	8	8
McKinney ISD	20	0	0	0	0	0	0	0
McLeod ISD	1	0	0	0	0	0	0	0
McMullen County ISD	0	0	0	0	0	0	0	1
Medina ISD	1	0	0	0	0	0	0	0
Meridian ISD	0	0	0	0	0	0	0	0
Mesquite ISD	0	0	0	0	0	0	0	0
Mexia ISD	1	0	0	0	0	0	1	1
Midland ISD	24	0	0	19	0	0	0	0
Midway ISD	0	0	0	0	0	0	0	0
Milano ISD	0	0	0	0	0	0	0	1
Mildred ISD	2	0	0	0	0	0	0	0
Miles ISD	0	0	0	0	0	0	0	0
Milford ISD	0	0	0	0	0	0	0	0
Millsap ISD	0	0	0	0	0	0	3	3
Mineola ISD	3	0	0	0	0	0	0	3
Monahans-Wickett-Pyote ISD	2	0	0	0	0	0	5	0
Moody ISD	0	0	0	0	0	0	0	0
Moran ISD	0	0	0	0	0	0	0	0
Morgan Mill ISD	0	0	0	0	0	0	1	1
Mount Calm ISD	1	0	0	0	0	0	0	0
Mount Vernon ISD	2	0	0	1	0	0	0	3

continued >

## APPENDIX C: Reporting Entity Survey 2024

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<b>PUBLIC SCHOOLS</b>								
Mt. Pleasant ISD	8	0	0	0	0	0	0	0
Murchison ISD	1	0	1	0	0	0	0	0
Natalia ISD	0	0	0	0	0	0	2	2
Navarro ISD	0	0	0	0	0	0	4	0
Navasota ISD	0	0	0	0	0	0	0	4
Neches ISD	0	0	0	0	0	0	0	0
Nederland ISD	0	0	4	0	0	0	0	4
New Braunfels ISD	0	0	0	0	0	0	14	14
New Caney ISD	26	0	0	1	2	0	0	0
New Diana ISD	0	0	0	0	0	0	0	3
New Waverly ISD	4	0	0	0	0	0	0	4
Newton ISD	1	0	0	0	1	0	0	15
Nixon-Smilely CISD	0	0	0	0	0	0	0	0
Nocona ISD	0	0	0	0	0	0	1	1
Nordheim ISD	0	0	0	0	0	0	0	0
North Hopkins ISD	1	0	0	0	0	0	0	0
North Zulch ISD	0	0	0	0	0	0	1	1
Northside ISD	86	0	0	39	0	0	0	86
Nueces Canyon CISD	0	0	0	0	0	0	0	0
Oakwood ISD	0	0	0	1	1	1	0	0
Olney ISD	0	0	0	0	0	0	0	1
Orange Grove ISD	0	0	0	0	0	0	0	1
Orangefield ISD	0	0	0	0	0	0	0	0
Ore City ISD	1	0	0	0	0	0	0	1
Paducah ISD	0	0	0	0	0	0	0	0
Paint Creek ISD	0	0	0	0	0	0	0	0
Palestine ISD	4	0	0	2	0	0	0	4
Pampa ISD	0	0	0	0	0	0	0	3
Panhandle ISD	0	0	0	0	0	0	0	1
Paris ISD	7	0	0	1	0	0	0	0
Pasadena ISD	39	0	0	5	0	0	21	0
Patton Springs ISD	0	0	0	0	0	0	0	0

continued >

## APPENDIX C: Reporting Entity Survey 2024

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<b>PUBLIC SCHOOLS</b>								
Pawnee ISD	0	0	0	0	0	0	6	0
Pearland ISD	0	0	0	0	0	0	25	25
Pearsall ISD	3	0	0	1	0	0	0	3
Peaster ISD	0	0	0	0	0	0	0	1
Pecos Barstow Toyah ISD	10	0	0	0	0	0	0	10
Perryton ISD	0	0	0	0	0	0	0	0
Petersburg ISD	0	0	0	0	0	0	0	0
Pewitt CISD	2	0	0	0	0	0	0	0
Pflugerville ISD	0	0	0	0	0	0	0	0
Pharr-San Juan-Alamo ISD	21	0	0	1	0	0	0	0
Pilot Point ISD	4	0	0	0	0	0	0	0
Pittsburg ISD	5	0	0	0	0	0	0	5
Pleasant Grove ISD	4	0	0	0	0	0	0	0
Point Isabel ISD	0	0	0	0	4	0	0	9
Poteet ISD	3	0	0	0	0	0	0	0
Poth ISD	0	0	6	0	0	2	1	1
Prairiland ISD	3	0	0	0	0	0	0	0
Presidio ISD	5	0	0	0	0	0	0	0
Princeton ISD	13	0	0	0	0	0	3	3
Pringle-Morse ISD	0	0	0	0	0	0	0	0
Priority Systems, Inc	0	0	0	0	0	0	0	0
Prosper ISD	28	0	0	2	0	0	0	0
Queen City ISD	2	0	0	1	1	0	0	0
Quinlan ISD	4	0	0	0	0	0	0	0
Quitman ISD	0	0	0	0	0	0	0	2
Ralls ISD	0	0	0	0	0	0	0	0
Ranger ISD	0	0	0	0	0	0	0	0
Rankin ISD	0	0	0	0	0	0	0	0
Raymondville ISD	6	0	0	0	0	0	0	0
Reagan County ISD	0	0	0	0	0	0	0	0
Red Lick ISD	1	0	0	0	0	0	0	0
Red Oak ISD	0	0	0	0	0	0	0	0
Refugio ISD	2	0	0	0	0	0	2	2

*continued >*

## APPENDIX C: Reporting Entity Survey 2024

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<b>PUBLIC SCHOOLS</b>								
Ricardo ISD	0	0	1	0	0	0	0	1
Rice CISD	0	0	0	0	0	0	0	2
Rice ISD	3	0	0	0	0	0	0	0
Richardson ISD	31	20	2	0	0	32	20	20
Rio Grande City CISD	20	0	0	0	3	0	0	0
Rising Star ISD	0	0	0	0	0	0	0	0
River Road ISD	0	0	0	0	0	0	50	5
Riviera ISD	0	0	0	0	0	0	0	0
Robinson ISD	2	0	0	0	0	0	0	0
Rockdale ISD	0	0	0	3	0	1	1	1
Rockport Fulton ISD	4	0	1	0	0	0	0	0
Rockwall ISD	4	0	0	0	0	0	0	4
Rogers ISD	0	0	0	0	0	0	0	1
Roma ISD	10	0	0	0	0	0	0	3
Roosevelt ISD	2	0	0	0	0	0	0	0
Rosebud-Lott ISD	1	0	0	0	1	0	0	0
Rotan ISD	1	0	0	0	0	0	0	0
Round Top-Carmine ISD	0	0	0	0	0	0	0	0
Royal ISD	6	0	0	0	0	0	0	0
Rusk ISD	0	0	0	0	0	0	0	1
S&S CISD	0	0	0	0	0	0	0	0
Salado ISD	3	0	0	0	0	0	0	3
Saltillo ISD	1	0	0	0	0	0	0	0
San Antonio ISD	52	0	0	14	10	0	0	52
San Augustine ISD	2	0	0	0	0	0	0	0
San Benito CISD	20	0	0	0	0	0	0	0
San Elizario ISD	0	0	0	0	0	0	0	3
San Isidro ISD	0	0	0	0	0	0	0	1
San Perlita ISD	0	0	0	0	0	0	0	0
Sanford-Fritch ISD	0	0	0	0	0	0	0	0
Santa Rosa ISD	3	0	0	0	0	0	0	0
Savoy ISD	0	0	0	0	0	0	0	0

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## APPENDIX C: Reporting Entity Survey 2024

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<b>PUBLIC SCHOOLS</b>								
Scurry-Rosser ISD	3	0	0	0	0	0	0	0
Seagraves ISD	0	0	0	0	0	0	0	0
Sealy ISD	5	0	0	0	0	0	0	0
Seminole ISD	0	0	0	0	0	0	0	0
Seymour ISD	3	0	0	0	0	0	0	3
Shallowater ISD	2	0	1	1	1	0	0	0
Shelbyville ISD	2	0	0	0	0	0	0	0
Shepherd ISD	4	4	0	0	2	0	0	4
Shiner ISD	0	0	0	0	0	0	0	1
Silsbee ISD	4	0	0	0	0	0	0	0
Simms ISD	1	0	0	0	0	0	0	1
Sinton ISD	0	0	0	0	0	0	0	1
Sivells Bend ISD	0	0	0	0	0	0	0	0
Slocum ISD	0	0	0	0	0	0	0	0
Smithville ISD	0	0	0	0	0	0	0	0
Snook ISD	0	0	0	0	0	0	0	1
Snyder ISD	0	0	0	0	0	0	0	2
Somerville ISD	1	0	0	0	0	0	1	1
Sonora ISD	0	0	0	0	0	0	1	1
Southside ISD	0	0	0	0	0	0	0	0
Southwest ISD	24	1	0	2	0	0	0	26
Spearman ISD	0	0	0	0	0	0	0	0
Splendora ISD	10	0	0	1	0	0	0	0
Spring Branch ISD	48	0	0	11	0	0	0	0
Springlake-Earth ISD	1	0	4	0	1	4	0	0
Spurger ISD	0	0	0	0	0	0	12	0
Stafford MSD	0	0	0	0	0	0	0	0
Stamford ISD	0	0	0	0	0	0	0	2
Stanton ISD	0	0	0	0	0	0	3	3
Stephenville ISD	0	0	0	0	0	0	0	3
Stockdale ISD	0	0	1	0	0	0	1	1
Sudan ISD	1	0	0	0	0	0	0	0
Sulphur Bluff ISD	1	0	0	0	0	0	0	0

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<b>PUBLIC SCHOOLS</b>								
Sundown ISD	0	0	0	0	0	0	0	0
Tarkington ISD	0	0	0	0	0	0	0	4
Teague ISD	3	0	0	0	0	0	0	0
Temple ISD	0	0	0	0	0	0	0	8
Terlingua CSD	1	0	0	0	0	0	0	0
Tenaha ISD	1	0	0	0	0	0	0	0
Terrell County ISD	0	0	0	0	0	0	0	0
Terrell ISD	8	0	0	0	0	0	0	0
Texarkana ISD	20	0	0	1	8	0	0	0
Thrall ISD	0	0	7	0	0	0	0	0
Three Way ISD	0	0	0	0	1	0	0	1
Tidehave ISD	1	1	1	0	2	0	2	2
Timpson ISD	1	0	0	0	0	0	0	0
Tolar ISD	0	0	11	0	0	0	0	0
Trent ISD	0	0	0	0	0	0	0	1
Troup ISD	2	0	0	0	0	0	0	0
Troy ISD	0	0	0	0	0	0	0	1
Tulia ISD	3	0	0	0	0	0	0	0
Tuloso-Midway ISD	0	0	0	0	0	0	0	15
Tyler ISD	0	0	0	0	0	0	0	0
Union Grove ISD	0	0	0	0	0	0	0	2
Utopia ISD	0	0	0	0	0	0	0	0
Uvalde CISD	8	0	0	0	0	0	0	8
Valley Mills ISD	1	1	0	0	0	0	0	0
Valley View ISD - Pharr	9	9	0	0	0	0	0	9
Valley View ISD - Valley View	0	0	0	0	0	0	0	2
Van Alstyne ISD	4	0	0	0	0	0	0	0
Van ISD	2	0	0	0	2	0	0	0
Van Vleck ISD	2	0	0	0	0	0	0	0
Venus ISD	2	0	0	2	2	0	0	2
Victoria ISD	0	0	0	0	0	0	11	10
Vidor ISD	5	0	0	0	1	0	0	5
Vysehrad ISD	0	0	0	0	0	0	0	0

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## APPENDIX C: Reporting Entity Survey 2024

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<b>PUBLIC SCHOOLS</b>								
Waco ISD	16	0	0	11	0	0	0	11
Walcott ISD	0	0	3	0	0	0	0	0
Wall ISD	0	0	0	0	0	0	0	0
Water Valley ISD	0	0	0	0	0	0	0	0
Weimar ISD	0	0	0	0	0	0	0	0
Wellman-Union CISD	0	0	0	0	0	0	0	0
Wells ISD	0	0	0	0	0	0	0	0
West ISD	2	0	0	0	1	0	0	0
West Orange-Cove CISD	5	0	7	1	0	0	0	0
West Sabine ISD	1	0	0	0	1	0	0	0
Westbrook ISD	0	0	0	0	0	0	0	0
Westwood ISD	5	0	0	0	0	0	0	0
White Settlement ISD	7	0	0	2	0	0	0	0
Whiteface CISD	1	0	0	0	0	0	0	0
Whitesboro ISD	1	0	0	0	0	0	0	0
Wichita Falls ISD	15	10	0	11	11	0	0	13
Willis ISD	0	0	0	0	0	0	0	14
Windham School District	0	0	0	0	0	0	0	0
Windthorst ISD	0	0	0	0	0	0	0	0
Wink-Loving ISD	1	0	0	0	0	0	0	0
Winnsboro ISD	2	0	0	0	0	0	0	0
Woden ISD	1	0	0	0	1	1	0	0
Wolfe City ISD	0	0	0	0	0	0	0	0
Woodville ISD	1	0	0	0	0	0	0	2
Wylie ISD-Abilene	8	0	1	0	0	0	0	8
Wylie ISD-East Texas	1	0	0	0	0	0	0	10
Yoakum ISD	0	0	0	0	0	0	1	1
Ysleta ISD	3	26	0	0	0	0	0	26
Zapata County ISD	11	0	0	0	1	0	0	0
Zavalla ISD	1	0	0	0	0	0	0	0

continued >

## APPENDIX C: Reporting Entity Survey 2024

	As of 12/31/2023, how many full-time Peace Officers does your RE employ? Full-time includes employees working half-time or more.	As of 12/31/2023, how many Peace Officers does your RE employ in a less than half-time capacity?	As of 12/31/2023, how many full-time peace officer positions do you have filled with non-Peace Officer employees who are authorized to fill the role? For example, a school marshal working in a resource officer role.	As of 12/31/2023, how many full-time Peace Officer positions are vacant at your RE? Full-time includes employees working half-time or more.	Please provide an estimate of how many Peace Officer positions your RE will add beyond current positions during the current 2023-24 school year?	How many estimated new or currently vacant Peace Officer Positions will be filled by an employee that is not a Peace Officer?	As of 12/31/2023, how many independent contractors or third party entity employees does your RE have working as full-time Peace Officers?	As of 12/31/2023, how many Peace Officers are assigned to your Reporting Entity?
<b>CHARTER SCHOOLS</b>								
A Plus Academy	0	0	0	0	0	0	0	0
A+ Charter Schools	0	0	0	0	0	0	0	0
AAMA	0	0	0	0	0	0	0	0
Ambassadors Preparatory Academy	1	0	0	0	1	0	0	1
Arlington Classics Academy	0	0	0	0	0	0	10	10
Arrow Academy	0	0	0	0	0	0	0	0
Beatrice Mayes Institute	0	0	0	0	0	0	8	0
Bloom Academy Charter School	0	0	1	0	0	0	0	0
Brazos River Charter School	0	0	0	0	0	0	0	1
Bridgeway Preparatory Academy	0	0	0	0	0	0	1	0
Calvin Nelms Charter Schools	0	0	1	0	0	1	0	0
Cedars International Academy	0	0	0	0	0	2	0	0
Cityscape Schools	0	0	0	0	0	0	0	0
Collegiate Edu-Nation	0	0	0	0	0	0	0	0
Compass Academy Charter School	0	0	0	0	0	0	0	0
Comquest Academy	0	0	0	0	0	0	0	0
Corpus Christi Montessori school	0	0	0	0	0	0	0	0
Crosstimbers Academy	0	0	0	0	0	2	1	0
Dallas Can	0	0	0	0	0	0	0	0
Democracy Prep Texas	0	0	0	0	0	0	0	0
East Fort Worth Montessori Academy	0	0	0	0	0	0	0	0
East Texas Charter School	0	0	0	0	0	0	0	0
Erath Excels Academy	0	0	0	0	0	0	0	0
Evolution Academy Charter School	1	0	0	2	2	0	0	1

*continued >*

## APPENDIX C: Reporting Entity Survey 2024

	As of 12/31/2023, how many full-time Peace Officers does your RE employ? Full-time includes employees working half-time or more.	As of 12/31/2023, how many Peace Officers does your RE employ in a less than half-time capacity?	As of 12/31/2023, how many full-time peace officer positions do you have filled with non-Peace Officer employees who are authorized to fill the role? For example, a school marshal working in a resource officer role.	As of 12/31/2023, how many full-time Peace Officer positions are vacant at your RE? Full-time includes employees working half-time or more.	Please provide an estimate of how many Peace Officer positions your RE will add beyond current positions during the current 2023-24 school year?	How many estimated new or currently vacant Peace Officer Positions will be filled by an employee that is not a Peace Officer?	As of 12/31/2023, how many independent contractors or third party entity employees does your RE have working as full-time Peace Officers?	As of 12/31/2023, how many Peace Officers are assigned to your Reporting Entity?
<b>CHARTER SCHOOLS</b>								
Excellence in Leadership Academy	0	0	0	0	0	0	0	0
Faith Family Academy Waxahachie	0	0	0	0	0	0	0	0
Gateway Charter Academy	0	0	0	0	0	0	0	0
Goodwater Montessori School	0	0	0	1	0	1	0	0
Green Dot Public Schools Southeast Texas	0	0	0	0	0	0	0	0
Greenleaf - Easterseals Central Texas	0	0	0	0	0	0	0	0
Harmony Public Schools - HS District	5	0	0	0	0	0	5	0
Harmony Public Schools - HWest District	8	0	0	1	2	0	7	0
Harmony Public Schools Waco	0	0	0	0	0	0	17	0
Harmony School of Excellence Houston	0	0	0	0	1	0	11	0
Harmony Science Academy - Austin	7	0	0	0	0	0	7	7
Harmony Science Academy El Paso	0	0	0	0	0	0	0	0
Harmony Science Academy-San Antonio	0	0	0	0	0	0	9	3
Heritage Academy	0	0	0	0	0	0	3	0
Houston Gateway Academy, Inc.	0	0	0	0	6	0	4	0
Jubilee Academic Center, Inc	0	0	0	0	0	0	16	0
Jubilee Academies	0	0	15	0	0	0	15	0
Ki Charter	0	0	0	0	0	0	0	0
La Academia de Estrellas	0	0	0	0	0	0	0	0

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## APPENDIX C: Reporting Entity Survey 2024

	As of 12/31/2023, how many full-time Peace Officers does your RE employ? Full-time includes employees working half-time or more.	As of 12/31/2023, how many Peace Officers does your RE employ in a less than half-time capacity?	As of 12/31/2023, how many full-time peace officer positions do you have filled with non-Peace Officer employees who are authorized to fill the role? For example, a school marshal working in a resource officer role.	As of 12/31/2023, how many full-time Peace Officer positions are vacant at your RE? Full-time includes employees working half-time or more.	Please provide an estimate of how many Peace Officer positions your RE will add beyond current positions during the current 2023-24 school year?	How many estimated new or currently vacant Peace Officer Positions will be filled by an employee that is not a Peace Officer?	As of 12/31/2023, how many independent contractors or third party entity employees does your RE have working as full-time Peace Officers?	As of 12/31/2023, how many Peace Officers are assigned to your Reporting Entity?
<b>CHARTER SCHOOLS</b>								
Legacy Traditional Schools	0	0	0	0	0	0	3	0
Nova Academy Southeast	0	0	0	0	0	0	0	0
Orenda Education	0	0	0	0	0	0	4	0
Panola Charter Schools	0	0	0	0	0	0	0	0
Rapoport Academy Public School	0	0	0	0	0	0	0	0
Rocketship Public Schools	0	0	0	0	0	0	0	1
Seashore Charter Schools	0	0	0	0	0	0	0	0
Ser-Ninos Charter School	0	0	0	2	0	2	2	0
St. Mary's Charter School	0	0	0	0	0	0	0	0
Stafford Municipal School District	0	0	0	0	0	0	0	0
Step Charter School	0	0	0	0	0	0	0	0
TA Unlimited	0	0	0	0	0	0	0	0
Tekoa Academy	0	0	0	0	4	0	0	0
Texas College Preparatory Academies	0	0	0	0	0	0	0	0
The Ehrhart School	0	5	0	0	0	0	0	5
The Gathering Place	0	0	0	0	0	0	0	0
Treetops School	0	0	0	0	0	0	0	0
Trinity Basin Preparatory	0	0	0	0	0	0	0	0
UME Preparatory Academy	4	0	0	0	1	0	4	4
Vanguard Academy	1	0	0	0	0	0	0	0
Winfree Academy Charter Schools	0	0	0	0	0	0	0	6
YES Prep Public Schools	0	0	0	0	0	0	0	0

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## APPENDIX C: Reporting Entity Survey 2024

	As of 12/31/2023, how many full-time Peace Officers does your RE employ? Full-time includes employees working half-time or more.	As of 12/31/2023, how many Peace Officers does your RE employ in a less than half-time capacity?	As of 12/31/2023, how many full-time peace officer positions do you have filled with non-Peace Officer employees who are authorized to fill the role? For example, a school marshal working in a resource officer role.	As of 12/31/2023, how many full-time Peace Officer positions are vacant at your RE? Full-time includes employees working half-time or more.	Please provide an estimate of how many Peace Officer positions your RE will add beyond current positions during the current 2023-24 school year?	How many estimated new or currently vacant Peace Officer Positions will be filled by an employee that is not a Peace Officer?	As of 12/31/2023, how many independent contractors or third party entity employees does your RE have working as full-time Peace Officers?	As of 12/31/2023, how many Peace Officers are assigned to your Reporting Entity?
<b>COMMUNITY AND JUNIOR COLLEGES</b>								
Alvin Community College	9	0	0	5	0	0	0	0
Amarillo College	9	0	0	0	2	0	0	0
Angelina College	6	2	0	1	0	0	0	0
Austin Community College District	0	0	0	0	0	0	0	0
Blinn College	27	0	0	5	0	0	0	5
Brazosport College	9	0	0	0	0	0	0	0
Cisco College	2	2	0	0	0	0	0	2
Clarendon College	0	0	0	0	0	0	0	0
Dallas College	113	0	0	1	0	0	0	0
Del Mar College	0	16	0	0	0	0	0	0
Frank Phillips College	0	0	0	0	0	0	0	0
Hill College	0	0	0	0	0	0	0	1
Howard College	4	0	0	0	0	0	1	0
McLennan Community College	9	0	0	1	0	0	0	0
Midland College District	9	2	0	0	0	0	10	0
Navarro College	13	0	0	1	0	0	0	0
Northeast Texas Community College	0	0	0	1	3	0	0	0
Panola College	5	1	1	0	0	0	0	0
Ranger College	0	0	0	0	0	0	0	0
San Jacinto College District	0	0	0	0	0	0	0	0
South Plains College	4	1	0	2	0	0	0	0
Southwest Texas Junior College	5	3	0	0	0	0	0	0
Tarrant County College District	67	0	0	17	0	0	0	0
Texarkana College	5	4	0	0	0	0	0	0
Tyler Junior College	10	0	0	8	0	0	0	0

continued >

## APPENDIX C: Reporting Entity Survey 2024

	As of 12/31/2023, how many full-time Peace Officers does your RE employ? Full-time includes employees working half-time or more.	As of 12/31/2023, how many Peace Officers does your RE employ in a less than half-time capacity?	As of 12/31/2023, how many full-time peace officer positions do you have filled with non-Peace Officer employees who are authorized to fill the role? For example, a school marshal working in a resource officer role.	As of 12/31/2023, how many full-time Peace Officer positions are vacant at your RE? Full-time includes employees working half-time or more.	Please provide an estimate of how many Peace Officer positions your RE will add beyond current positions during the current 2023-24 school year?	How many estimated new or currently vacant Peace Officer Positions will be filled by an employee that is not a Peace Officer?	As of 12/31/2023, how many independent contractors or third party entity employees does your RE have working as full-time Peace Officers?	As of 12/31/2023, how many Peace Officers are assigned to your Reporting Entity?
<b>COMMUNITY AND JUNIOR COLLEGES</b>								
Weatherford College	5	0	0	1	0	0	0	0
Western Texas College	0	0	0	0	0	0	0	0
Wharton County Junior College	3	26	0	0	0	0	0	0
<b>SENIOR COLLEGES AND UNIVERSITIES</b>								
Angelo State University	14	0	1	2	0	0	0	0
Midwestern State University	8	0	0	2	0	0	0	0
Stephen F Austin State University	26	0	0	2	2	0	0	14
Sul Ross State University	1	0	0	3	0	3	0	0
Texas A&M International University	0	0	0	0	0	0	0	0
Texas A&M University	88	0	0	18	0	0	0	0
Texas A&M University - Central Texas	7	1	0	2	0	0	0	0
Texas A&M University - College Station	1	1	1	1	1	1	1	0
Texas A&M University - Commerce	24	0	0	2	0	0	0	0
Texas A&M University - Galveston	11	0	0	0	0	0	0	0
Texas A&M University - Kingsville	16	0	16	3	0	0	0	0
Texas Tech University	50	2	0	5	0	0	0	0
Texas Woman's University	21	0	0	0	0	0	0	0
The University of Texas at Arlington	42	0	0	5	0	0	0	42
The University of Texas at Austin	72	0	0	28	15	0	0	72
The University of Texas at Dallas	25	0	0	4	4	0	0	0
The University of Texas at El Paso	40	0	0	3	0	0	0	0

continued >



## APPENDIX C: Reporting Entity Survey 2024

	As of 12/31/2023, how many full-time Peace Officers does your RE employ? Full-time includes employees working half-time or more.	As of 12/31/2023, how many Peace Officers does your RE employ in a less than half-time capacity?	As of 12/31/2023, how many full-time peace officer positions do you have filled with non-Peace Officer employees who are authorized to fill the role? For example, a school marshal working in a resource officer role.	As of 12/31/2023, how many full-time Peace Officer positions are vacant at your RE? Full-time includes employees working half-time or more.	Please provide an estimate of how many Peace Officer positions your RE will add beyond current positions during the current 2023-24 school year?	How many estimated new or currently vacant Peace Officer Positions will be filled by an employee that is not a Peace Officer?	As of 12/31/2023, how many independent contractors or third party entity employees does your RE have working as full-time Peace Officers?	As of 12/31/2023, how many Peace Officers are assigned to your Reporting Entity?
<b>SENIOR COLLEGES AND UNIVERSITIES</b>								
The University of Texas at San Antonio	42	3	0	6	2	0	0	0
The University of Texas at Tyler	14	0	0	3	1	0	0	0
The University of Texas Permian Basin	0	0	0	0	0	0	0	0
The University of Texas System	12	0	0	0	0	0	0	0
University of Houston	1	1	1	1	2	2	0	0
University of North Texas	47	6	0	3	0	0	0	0
University of North Texas in Dallas	16	0	0	3	3	0	0	16
<b>MEDICAL SCHOOL</b>								
Texas A&M University - Health Science Center	0	0	0	0	0	0	0	0
The University of Texas at Tyler Health Science Center	8	0	0	1	1	0	0	0
The University of Texas Health Science Center at Houston	23	0	0	17	0	0	0	74
The University of Texas MD Anderson Cancer Center	56	0	0	15	0	0	0	0
The University of Texas Medical Branch	74	0	0	1	0	0	0	0
The University of Texas at Southwestern	36	0	0	12	0	7	0	48
University of North Texas Health Science Center	14	0	0	0	1	0	0	0

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## APPENDIX C: Reporting Entity Survey 2024

	As of 12/31/2023, how many full-time Peace Officers does your RE employ? Full-time includes employees working half-time or more.	As of 12/31/2023, how many Peace Officers does your RE employ in a less than half-time capacity?	As of 12/31/2023, how many full-time peace officer positions do you have filled with non-Peace Officer employees who are authorized to fill the role? For example, a school marshal working in a resource officer role.	As of 12/31/2023, how many full-time Peace Officer positions are vacant at your RE? Full-time includes employees working half-time or more.	Please provide an estimate of how many Peace Officer positions your RE will add beyond current positions during the current 2023-24 school year?	How many estimated new or currently vacant Peace Officer Positions will be filled by an employee that is not a Peace Officer?	As of 12/31/2023, how many independent contractors or third party entity employees does your RE have working as full-time Peace Officers?	As of 12/31/2023, how many Peace Officers are assigned to your Reporting Entity?
<b>REGIONAL SERVICE CENTERS</b>								
Region 02 Education Service Center	0	0	0	0	0	0	0	0
Region 03 Education Service Center	0	0	0	0	0	0	0	0
Region 08 Education Service Center	0	0	0	0	0	0	0	0
Region 12 Education Service Center	0	0	0	0	0	0	0	0
Region 13 Education Service Center	0	0	0	0	0	0	0	0
Region 15 Education Service Center	0	0	0	0	0	0	0	0
Region 16 Education Service Center	0	0	0	0	0	0	0	0
Region 19 Education Service Center	0	0	0	0	0	0	0	0
<b>OTHER EDUCATION DISTRICT</b>								
Harris County Department of Education	0	0	0	0	0	0	10	0

## APPENDIX D: 10 Year Period between Jan. 1, 2013 and Dec. 31, 2023 of Peace Officers who Resigned before Retirement

### Data Reported by the Reporting Employers

By Reporting Employers	Reported Number of Peace Officers	Reported Average Service Credit in Years
Public Schools	3,076	6.45
Charter Schools	46	0.70
Junior and Community Colleges	864	6.51
Senior Colleges and Universities	916	7.49
Medical Schools	134	9.51
Regional Education Service Centers	-	-
<b>Grand Total</b>	<b>5,036</b>	<b>6.68</b>

By Account Status	Reported Number of Peace Officers	Reported Average Service Credit in Years
Active	2,531	6.91
Active Deceased	43	10.86
Disability Retirement	31	14.77
Inactive	120	1.51
Non Member	374	0.05
Retired Deceased	38	0
Service Retirement	504	18.96
Transferred	11	12.45
Withdrawn	1,384	3.85
<b>Grand Total</b>	<b>5,036</b>	<b>6.68</b>

In addition to the 5,036 peace officers identified, an additional 107 individuals were reported with unidentifiable information that could not be used.

**TRS recognized the data we received was not completely responsive to what was requested.** To get to the data we were asked to have, TRS used the following process: First, we removed data that not responsive to “resigned before retired”. For example, a service retirement would be someone who had retired. A non-member was someone who is not eligible for a retirement. (Definitions are provided at the end of this section.)

**Second, TRS recognized active employees were still employed and that were outside of the 10 year period.** These were also removed.

**Third and finally, TRS removed duplicate individuals** (e.g. those individuals that changed jobs or worked at multiple places at the same time) since each entry would add all of the service credit for that individual.

TRS has not been able to determine if active employees have an end date and have taken another position either with either a reporting employer that did not respond or is a role other than peace officer.

## APPENDIX D: 10 Year Period between Jan. 1, 2013 and Dec. 31, 2023 of Peace Officers who Resigned before Retirement

Below are the results of each steps “cleaning”:

<b>Total Reported Number of Peace Officers</b>		<b>5,036</b>
<b>Results from Step 1:</b>		
Service Retirements	504	
Non Members	374	
Active Deceased	43	
Retired Deceased	38	
Disability Retirements	31	
Transferred	11	
Running Subtotal	1,001	<b>4,035</b>
<b>Results from Step 2:</b>		
Still working (no end date)	957	
<b>Subtotal</b>	<b>957</b>	<b>3,078</b>
<b>Results from Step 3:</b>		
Duplicates	294	
<b>Final Cleaned Numbers</b>		<b>2,784</b>

<b>Results of Cleaning</b>		
<b>By Account Status (Responsive)</b>	<b>Responsive Count</b>	<b>Responsive Average Service Credit</b>
Inactive	114	1.508
Withdrawn	1,237	3.774
Actives	1,433	6.053
<b>Totals</b>	<b>2,784</b>	<b>4.855</b>
<b>By Reporting Employer Type</b>		
Public Schools	1441	4.79
Charter Schools	13	1.514
Junior Colleges	582	4.537
Senior Colleges	665	5.114
Medical Schools	83	6.711
Regional Education Service Centers	-	-
<b>Totals</b>	<b>2,784</b>	<b>4.855</b>

*continued >*

## APPENDIX D: 10 Year Period between Jan. 1, 2013 and Dec. 31, 2023 of Peace Officers who Resigned before Retirement

### Definitions

**Active members** - Members who are currently working for TRS-covered employers and are contributing to the TRS retirement plan or members who fit into one of the two following categories: (1) have at least five years of service credit and are not currently employed in a TRS-covered position, or (2) have less than five years of service credit, are not currently employed in a TRS-covered position, and have been absent from TRS service for less than five full school years. A member's account with less than five years of service credit does not terminate if TRS is aware that the member is working in another system that participates in the proportionate retirement program or is currently serving in the military in USERRA service.

**Active Deceased members** - Active member as described above that died while meeting the active definition.

**Disability Retirements** - Members who have retired with TRS in accordance with the disability retirement requirements.

**Inactive** - Members who have less than five years of service credit who did not claim their accumulated contributions and who terminated employment in a TRS-covered position more than five years ago. State law provides that unless a person has at least five years of service credit with TRS, failure to qualify for service credit for five consecutive years will terminate that person's membership in TRS. Membership will terminate on the first September 1 that occurs after the five non-participating years.

**Non Member** - A person who does not meet TRS membership eligibility requirements.

**Retired Deceased** - A member who meets the Service Retired or disability retirement definition and has died.

**Service Retirements** - Members who have retired with TRS in accordance with either the early-age or normal-age retirement requirements.

**Transferred** - Account status for members who have transferred service credit from TRS to ERS.

**Withdrawn** - Members who have terminated their membership with TRS by withdrawing their accumulated contributions.

## APPENDIX E: Salary Pay Ranges for Peace Officers

Reporting Employer Name	Salary		
	\$ Minimum	\$ Median	\$ Maximum
<b>PUBLIC SCHOOLS</b>			
Abernathy ISD	-	-	-
Alamo Heights ISD	-	-	-
Alvord ISD	74,686	88,913	103,140
Andrews ISD	-	-	-
Atlanta ISD	36,149	58,890	81,631
Austin ISD	54,454	88,806	123,157
Axtell ISD	-	-	-
Azle ISD	49,400	81,343	113,285
Belton ISD	-	-	-
Blum ISD	58,000	58,000	58,000
Booker ISD	-	-	-
Bronte ISD	-	-	-
Burleson ISD	-	-	-
Bushland ISD	-	-	-
Calvert ISD	-	-	-
Campbell ISD	-	-	-
Canyon ISD	-	-	-
Celeste ISD	-	-	-
Clint ISD	-	-	-
Coahoma ISD	-	-	-
Columbus ISD	49,920	62,400	74,880
Coppell ISD	-	-	-
Covington ISD	47,840	60,320	72,800
Crosby ISD	62,400	72,800	83,200
Decatur ISD	-	-	-
Deer Park ISD	-	-	-
Devine ISD	-	-	-
Doss Consolidated CSD	74,880	79,040	83,200
Douglass ISD	-	-	-
Eagle Mount Saginaw ISD	47,000	56,000	65,000

*continued >*

## APPENDIX E: Salary Pay Ranges for Peace Officers

Reporting Employer Name	Salary		
	\$ Minimum	\$ Median	\$ Maximum
<b>PUBLIC SCHOOLS</b>			
Eastland ISD	-	-	-
Edinburg CISD	48,318	55,453	62,587
Eula ISD	36,500	48,250	60,000
Forsan ISD	-	-	-
Fort Sam Houston ISD	-	-	-
Frenship ISD	55,952	67,413	78,874
Galveston ISD	43,232	50,862	58,491
Gatesville ISD	72,634	75,338	78,042
Gause ISD	-	-	-
Godley ISD	64,883	78,442	92,000
Grand Saline ISD	-	-	-
Hamshire Fannett ISD	-	-	-
Harlandale ISD	56,784	72,207	87,630
Harleton ISD	-	-	-
Hays CISD	-	-	-
Highland Park ISD	65,700	77,758	89,816
Hitchcock ISD	56,264	66,300	76,336
Humble ISD	130,000	157,950	185,900
Hutto ISD	52,884	69,762	86,639
Iredell ISD	-	-	-
Jacksonville ISD	51,771	79,550	107,329
Joaquin ISD	45,000	65,000	85,000
Keller ISD	-	-	-
Kirbyville CISD	-	-	-
Klein ISD	60,736	71,302	81,869
Knippa ISD	-	-	-
Lampasas ISD	-	-	-
Lewisville ISD	-	-	-
Lindale ISD	41,504	53,444	65,383
Little Cypress - Mauriceville CISD	22,880	41,787	60,694

*continued >*



## APPENDIX E: Salary Pay Ranges for Peace Officers

	Salary		
Reporting Employer Name	\$ Minimum	\$ Median	\$ Maximum
<b>PUBLIC SCHOOLS</b>			
Martins Mill ISD	-	-	-
Merkel ISD	-	-	-
Milano ISD	-	-	-
Miles ISD	-	-	-
Olney ISD	-	-	-
Onalaska ISD	-	-	-
Paducah ISD	-	-	-
Palo Pinto ISD	-	-	-
Pampa ISD	-	-	-
Panhandle ISD	-	-	-
Peaster ISD	-	-	-
Pettus ISD	-	-	-
Pharr - San Juan - Alamo ISD	49,005	62,670	76,336
Pilot Point ISD	70,000	80,000	90,000
Poolville ISD	-	-	-
Port Aransas ISD	-	-	-
Poteet ISD	61,100	82,420	103,740
Pringle Morse ISD	-	-	-
Queen City ISD	42,000	52,850	63,700
Red Lick ISD	40,000	55,500	71,000
Refugio ISD	-	-	-
River Road ISD	-	-	-
Robinson ISD	51,000	58,000	65,000
Rogers ISD	-	-	-
Sabine ISD	-	-	-
San Elizario ISD	-	-	-
Sealy ISD	53,040	62,400	71,760
Snook ISD	-	-	-
Snyder ISD	-	-	-
Spearman ISD	-	-	-

*continued >*

## APPENDIX E: Salary Pay Ranges for Peace Officers

	Salary		
Reporting Employer Name	\$ Minimum	\$ Median	\$ Maximum
<b>PUBLIC SCHOOLS</b>			
Spring Branch ISD	65,520	80,392	95,264
Spurger ISD	-	-	-
Stamford ISD	-	-	-
Stanton ISD	-	-	-
Stratford ISD	-	-	-
Sudan ISD	49,560	61,305	73,049
Sulphur Bluff ISD	50,000	57,500	65,000
Taft ISD	37,628	53,177	68,726
Terrell County ISD	-	-	-
Van ISD	49,000	65,000	81,000
Waco ISD	46,104	78,931	115,633
Weimar ISD	-	-	-
Wells ISD	-	-	-
West Sabine ISD	71,195	84,755	98,317
Ysleta ISD	114,400	116,480	118,560
Zavalla ISD	60,000	60,000	60,000
<b>CHARTER SCHOOLS</b>			
Brazos School for Inquiry & Creativity	-	-	-
Comquest Academy	-	-	-
Democracy Prep Public Schools	-	-	-
East Texas Charter School	-	-	-
Ranch Academy	-	-	-
Stepping Stones Charter Elementary	-	-	-
Texas Empowerment Academy	-	-	-
The Pro-Vision Academy	-	-	-
<b>COMMUNITY AND JUNIOR COLLEGES</b>			
Austin Community College	45,760	82,592	119,423
Dallas County Community College District	37,939	138,970	240,000
Navarro College	51,394	73,281	95,168
Northeast Texas Community College	-	-	-

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## APPENDIX E: Salary Pay Ranges for Peace Officers

	Salary		
Reporting Employer Name	\$ Minimum	\$ Median	\$ Maximum
<b>COMMUNITY AND JUNIOR COLLEGES</b>			
Ranger College	-	-	-
South Plains College	37,440	48,645	59,850
Tarrant County College District	51,168	52,416	53,664
Texarkana College	47,000	56,000	65,000
Tyler Junior College	31,200	71,450	111,699
Weatherford College	37,960	48,911	59,862
<b>SENIOR COLLEGES AND UNIVERSITIES</b>			
Lamar State College - Port Arthur	-	-	-
Prairie View A&M University	38,334	99,613	160,892
Stephen F Austin State University	29,600	39,800	50,000
Texas A&M University	58,323	78,541	98,758
Texas A&M University - Galveston	51,043	54,995	62,858
Texas A&M University - Kingsville	31,000	45,500	60,000
Texas Woman's University	44,242	105,592	166,941
The University of Texas at Arlington	58,000	82,000	106,000
The University of Texas at Austin	54,250	96,430	138,609
The University of Texas at Dallas	56,500	111,175	165,850
The University of Texas at San Antonio	45,092	87,755	130,418
University of North Texas	48,300	113,154	178,008
University of North Texas at Dallas	45,108	96,156	147,204
University of Texas System	104,656	179,009	253,362
<b>MEDICAL SCHOOLS</b>			
The University of Texas Health Science Center at San Antonio	45,092	87,755	130,418
The University of Texas Medical Branch at Galveston	41,440	161,950	282,460
University of North Texas Health Science Center at Fort Worth	45,108	96,156	147,204
<b>REGIONAL SERVICE CENTERS</b>			
Region 13 Education Service Center	-	-	-
Region 15 Education Service Center	-	-	-