School Safety and Security Specialist

CLASS TITLE	CLASS CODE	SALARY GROUP	SALARY RANGE
SCHOOL SAFETY AND SECURITY SPECIALIST I	2780	B27	$84,182 - $142,374
SCHOOL SAFETY AND SECURITY SPECIALIST II	2781	B28	$92,600 - $156,612
SCHOOL SAFETY AND SECURITY SPECIALIST III	2782	B29	$101,860 - $172,272
SCHOOL SAFETY AND SECURITY SPECIALIST IV	2783	B30	$112,047 - $189,499

GENERAL DESCRIPTION

Performs school safety and security work planning, developing, and implementing school safety and security protocols for Texas public schools. Work involves coordinating statewide preparedness and response for school campus incidents, providing on-site technical assistance and training to regional education service centers and local education agencies, monitoring statewide school safety initiatives, and applying best practices for student behavioral threat assessments.

EXAMPLES OF WORK PERFORMED

Develops and provides physical and technical security expertise to Texas public schools and school districts to configure safety measures in schools.

Performs compliance monitoring and audits.

Plans and coordinates school safety trainings for regional educational service centers and local education agencies.

Serves as a liaison with local education agencies, governmental agencies, and local law enforcement agencies to coordinate and promote school safety programs.

Serves as a resource in legislative hearings.

Works with legislative staff in the development of school safety legislation.

Provides expert testimony in court.

Performs related work as assigned.

DESCRIPTION OF LEVELS

Examples of work and descriptions are meant to progress through the levels. For example, an employee at a level IV may also perform work listed within the previous levels.

***Note**: Factors that may distinguish between levels include the degree of independence in performing the work; the complexity of the work; the scope of the responsibility, oversight, and authority; and the employee's related work experience, education, or training. Other factors may include the type, scope, nature, impact, or sensitivity of the assigned program(s) and project(s). Differences in duties and authority are influenced by the agency-specific job requirements, and whether the employee holds additional credentials, such as specialized certifications.*

SCHOOL SAFETY AND SECURITY SPECIALIST I: Performs advanced (senior-level) work implementing school safety requirements in a designated school safety sector. Works under limited supervision, with considerable latitude for the use of initiative and independent judgment.

SCHOOL SAFETY AND SECURITY SPECIALIST II: Performs advanced (senior-level) work implementing school safety requirements in a designated school safety sector. Works under limited supervision, with considerable latitude for the use of initiative and independent judgment. Employees at this level may:

- Plan and coordinate school safety training and exercises for education services centers and local educations agencies in the designated school safety sector.
- Coordinate and communicate with local law enforcement and emergency responders.
- Mentor, coach, and provide guidance to other school safety agents.

SCHOOL SAFETY AND SECURITY SPECIALIST III: Performs highly advanced (senior-level) work providing direction and guidance in school safety program planning, development, and implementation to improve Texas public school safety and security across one or more school safety sectors. Works under minimal supervision, with extensive latitude for the use of initiative and independent judgment. Employees at this level may:

- Lead and provide direction for compliance monitoring activities within the assigned region**.**

SCHOOL SAFETY AND SECURITY SPECIALIST IV: Performs highly advanced (senior-level) work providing direction and guidance in school safety program planning, development, and implementation to improve Texas public school safety and security across one or more school safety sectors. Works under minimal supervision, with extensive latitude for the use of initiative and independent judgment.

GENERAL QUALIFICATION GUIDELINES

EXPERIENCE AND EDUCATION

Agencies have the discretion to identify the general or specialized experience, education, or certifications required for positions and may tailor qualification requirements to specifically meet the agency's business needs. Agencies may substitute experience, education, military service, apprenticeships, and relevant credentials for one another, if appropriate and allowed by statute.

KNOWLEDGE, SKILLS, AND ABILITIES

For all levels

- Knowledge of objectives, policies, procedures, functions, and problems of the services or activities inspected; the organization and functions of public safety department activities; and research principles and methods.

- Skill in inspecting, planning, organizing, reviewing, analyzing, and evaluating program activities and in using a computer and applicable software.

- Ability to prepare reports, to communicate effectively, and to supervise the work of others.

Additional for School Safety and Security Specialist III – IV levels

- Knowledge of physical security operations, behavioral threat assessments, and emergency operation procedures.

- Ability to review and approve investigative and/or audit reports.

REGISTRATION, CERTIFICATION, OR LICENSURE

May require certification as a Texas peace officer by the Texas Commission on Law Enforcement.

Must possess a valid driver license.