



# School Resource Officer

Office of the City Manager  
School Resource Officer Program Overview



# FY26

**Active MOA**  
**Jul 2025 – Jun 2026**

City of Fayetteville &  
CCS

## Program Goals

- Minimize potential for crimes and violence on school campuses
- Reduce conflict among students in schools
- Provide assistance to faculty and staff on safety and violence prevention
- Increase communication between law enforcement and the school community
- Build positive, trust-based relationships between FPD officers and students

## Key Structure

- SROs remain FPD employees – under Chief's chain of command at all times
- CCS reimburses City for actual salary and benefits of assigned SROs
- 18 SROs cover 9 high schools, 6 middle schools, and 3 floating districts
- Parties meet over next 12 months to revise MOA toward Wake County model
- Either party may terminate with 90 days written notice

# SRO Role, Boundaries & Accountability

SROs serve as law enforcement partners – not school disciplinarians – within a clear chain of command

**SROs refrain from school discipline**

MOA Section 3.6

## **Their Role**

- Enforce criminal law on school campuses
- Build trust and serve as positive role models for students
- Connect students to mental health and community resources
- Remain under FPD chain of command at all times

## **Clear Boundaries**

- SROs do not enforce school disciplinary rules – only criminal law
- Principals may not direct SROs – authority flows through FPD only
- Searches must be independently justified – not directed by school staff
- Classroom instruction remains the exclusive domain of educators

# Current SRO Deployment & Assignments

Deployment overview, school assignments, and TCO staffing

# 18

**Active SROs  
deployed**

Plus 65 TCOs  
(authorized 70)

## High Schools – 1 SRO Each (9)

- EE Smith High School
- Westover High School
- Terry Sanford High School
- Douglas Byrd High School
- 71st High School
- Reid Ross High School
- Massey Hill Classical
- Ramsey Street Alternative High School
- Alger B. Wilkins High School

## Middle Schools & Floating

- Assigned (6): Luther Nick Jerald, Westover, Douglas Byrd, Lewis Chapel, Howard Learning Academy, Max Abbott
- Open/uncovered (3): New Century, Anne Chesnutt, 71st Classical
- 3 Floating: Campbellton, Cross Creek, Central Districts

## Assigned Officers (by school)

**Supervisors:** Sgt. Kempf, Sgt. Tackema  
**Terry Sanford:** Ofc. Walcott | Douglas Byrd HS: Ofc. Mitja | Massey Hill: Ofc. King  
**Alger B. Wilkins:** Ofc. Skidmore | 71st HS: Ofc. Shivers | Ramsey St.: Ofc. Crockett  
**Reid Ross:** PS Galbreath | Westover HS: Ofc. Nash | EE Smith: Ofc. Curva  
**Douglas Byrd MS:** Ofc. Ray | Howard Learning: Ofc. Majors | Max Abbott: Ofc. Van Etten  
**Lewis Chapel:** Ofc. Linford | Luther Nick Jerald: Ofc. Jones | Westover MS: Ofc. Wheeland  
**Floating:** Ofc. Fulton (Campbellton), Ofc. Torres (Cross Creek), Ofc. Armstrong (Central)

CCS reimburses the City for all SRO salary and benefit costs on a quarterly invoice basis

# \$930K

**Available Salary  
& Fringe Budget**

FY26 Jul-25 period  
actuals

## How Reimbursement Works

- CCS reimburses actual salary and benefits – not a flat fee
- City invoices quarterly; CCS remits within 30 days
- Budget subject to Board funding, City funding, and state grant funding
- If funding shortfall occurs, staffing levels adjusted – agreement does not terminate
- Non-appropriation contingency: agreement terminates if funds not available

## FY26 Budget Components

- Base salaries: \$578,300
- FICA/Social Security: \$44,240
- Retirement contributions: \$95,420
- Health insurance: \$28,915
- Other fringe benefits: \$76,914 + \$84,384
- Additional components: \$15,615 + \$3,825 + \$108
- Total available: \$930,121

Council must decide whether to renew the MOA with CCS – notice required to CCS by April 15, 2026

## APR 15

Deadline to notify CCS

Decision is up to Council

### The Renewal – What We Negotiated

- Full freight service – completely cost neutral to the City for both SROs and TCOs
- Extended to a 3-year contract (replacing annual) with a 12-month notice of non-renewal
- Red light camera funding: as program is reestablished, same funding relationship with CCS as previously (all proceeds paid to CCS; CCS pays vendor fees)
- CCS open to future conversations about potentially incorporating the OCS program as an alternative safety position as OCS continues to grow

### The Decision

- The current MOA expires June 30, 2026
- Staff must notify CCS of intent by April 15, 2026
- Staff has negotiated renewal terms – it is up to Council to decide

Current MOA expires June 30, 2026 – notice required by April 15, 2026 to change terms

## Council Options

**A** Accept the contract renewal as negotiated

**B** Determine additional factors or conditions required prior to committing

**C** Let the contract lapse and discontinue the SRO program

## Key Date

**1** April 15, 2026 – staff must notify CCS of Council's direction



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