

FIREARMS: PERSONNEL AUTHORIZED TO CARRY

Pursuant to W.S. 21-3-132, the Board of Trustees of Lincoln County School District No. 2 may authorize employees to carry firearms on or in property or facilities owned or leased by Lincoln County School District No. 2, subject to the terms, conditions and limitations prescribed by state law and federal law, this policy and such other policies, rules and regulations adopted by the Board of Trustees.

DEFINITIONS:

“Board” shall mean the Board of Trustees of Lincoln County School District No. 2.

“Employed Under Contract” shall mean

Employees employed by Lincoln County School District No. 2, including, but not limited to: the superintendent, assistant superintendents, principals, assistant principals, teachers, guidance counselors, librarians, teacher’s aide’s (paraprofessionals), coaches, business managers, secretaries or administrative assistants, janitors, and bus drivers. For purposes of this policy and W.S. 21-3-132, classified and other at-will employees shall be deemed to be “employed under contract” even if they do not have a written, implied or other contract with the School District. **The review, consideration or approval of an application by an employee to carry a firearm shall in no way be construed to alter the at-will status of any employee.**

“Firearm” shall, for purposes of this policy, mean any weapon which will or is designed to or may readily be converted to expel a projectile by the action of an explosive.

“School District” shall mean Lincoln County School District No. 2.

“School district property” shall mean all real property, buildings, facilities and structures owned or leased by Lincoln County School District No. 2, and shall also include vehicles owned or leased by the School District.

APPLICATION AND REQUIREMENTS

Any person employed under contract by the School District who wishes to carry a firearm on school district property shall submit an application (on a form to be approved by the Superintendent) to the Board. The application shall be signed by the employee,

and sworn under oath. The Board, in its sole and absolute discretion, may approve, deny or approve with conditions such application, for any reason, based on the Board's determination of what is in the best interests of the School District. The Board may limit the number of persons who carry firearms within the School District or within a school.

Any person employed under contract by the School District who wishes to carry a firearm on school district property shall satisfy the following requirements:

a. The employee must possess and maintain a valid concealed carry permit issued pursuant to W.S. 6-8-104, and must submit a copy of such permit with the application, and must submit all renewals of that permit during the time when the employee is authorized to carry a firearm on school district property;

b. The employee shall fulfill the training requirements described in this policy. Prior to participating in any training which the employee believes will satisfy the requirements of this policy, the employee shall submit documentation to the Board showing the qualifications of the instructor, the curricula and approval of the course by local law enforcement: (See CKA-R)

1. Prior to carrying a firearm on School District property, complete an initial training course comprised of not less than 16 hours of live fire handgun training, and eight (8) hours of scenario based training using non-lethal training, firearms and ammunition.

2. Thereafter, the employee shall provide documentation of qualification and recurrent training of not less than twelve hours each year with an approved instructor

c. Costs and expenses for firearms, containers, boxes, ammunition, training and any and all other costs and expenses incurred as a result of an employee's desire to carry a firearm on school district property, including, but not limited to any and all costs incurred to satisfy the requirements of this policy and state and federal laws, shall be shared by such employee and the district as detailed in procedure CKA-R;

d. Each employee who is approved by the Board to carry a firearm on school district property shall keep and maintain the firearm on his or her person at all times.

e. An employee who is approved to carry a firearm shall only carry a firearm on School District property. The employee shall have no district authority to carry any firearm on School District business away from or off of School District property.

f. An employee who is approved to carry a firearm shall pass the drug and alcohol screening as defined by policy GBEC and procedure GBEC-R. The board, at its discretion, may expect additional screenings after that.

1. Any employee who is approved to carry a firearm must disclose to the district any current use of medications, including expected duration, as part of the approval process on a yearly basis.

g. An employee will need to go through a psychological evaluation consistent with the expectations of local law enforcement officials. Additional evaluations may be required at the board's discretion.

USE OF FIREARMS

An employee who receives approval by the Board to carry a firearm pursuant to this policy shall only fire his or her firearm if he or she reasonably perceives that his or her life, or the life or lives of others, are in imminent risk of death or serious bodily injury.

In the event that a firearm is fired for any reason, the employee shall be placed immediately on paid administrative leave pending an investigation of the incident. The District may require that a fit-for-duty exam be taken and passed prior to the Employee Authorized to Carry resuming their duty, and shall require the employee to follow any recommendations as a result of the exam. The results of the psychological suitability exam shall be received by and remain the property of LCSD2. The District shall absorb the cost of this exam.

REVOCACTION / SUSPENSION OF BOARD APPROVAL TO CARRY FIREARM

Any employee who is approved by the Board to carry a firearm on School District property is subject to having such approval revoked or suspended at any time for any reason by the superintendent. The superintendent may take action at any time without prior notice to the employee, and there shall be no right to a hearing, appeal or other recourse following such decision. The superintendent will notify the Board of the action.

FIREARMS AND AMMUNITION

The employee shall advise the Board of the make, model, caliber (minimum/maximum caliber defined in CKA-R), serial number and such other information the Board may request about the firearm the employee wishes to carry. The Board reserves the right to approve or deny the firearm which the employee wishes to carry. Approved weapon is to be inspected by a certified gunsmith before initial approval and on a yearly basis after that. Authorized ammunition to be defined in CKA-R.

NOTICE OF APPROVAL; CONFIDENTIALITY

After the Board approves an application for an employee under contract to carry a firearm on school district property, the Superintendent shall notify:

- a. The parents and guardians of students attending school in the district of the ability of employees to carry firearms and the rules and regulations governing possession on an annual basis.
- b. Local law enforcement agencies with jurisdiction over the area of the location and names of all employees who receive permission from the Board to carry firearms on school district property.

The identities of the employees who receive permission to carry firearms from the Board shall be confidential and are not public records for purposes of W.S. 16-4-201 through 16-4-205.

COMPLIANCE

Any employee approved to carry a concealed weapon on school district property SHALL comply with all provisions of this policy. Any employee who is authorized by this policy to carry a firearm who fails to comply with any provision of this policy will be subject to disciplinary action, up to and including termination.

An employee who is approved to carry a firearm needs to notify the Superintendent of their intent to no longer carry the firearm.

Any employee who has had their privileges revoked under this policy may not re-apply.

LIMITATIONS OF THIS POLICY

Nothing in this policy shall be construed to permit, allow or in any way authorize any person to carry a firearm or other weapon, concealed or otherwise, in violation of state and federal law. Any person who is approved to carry a firearm pursuant to this policy shall be responsible for complying with any and all applicable laws.

Nothing in this policy shall authorize a student to carry a firearm, concealed or otherwise, on school district property.

Approval for an employee to carry a firearm pursuant to this policy shall not convey any property right, or any continuing right to carry a firearm, and the Board of Trustees may revoke or suspend such approval at any time, without notice or a right to a hearing. Approval to carry a firearm shall not be construed to imply any continuing contract status, or any employment contract rights.

Adopted: