

ARMED SCHOOL EMPLOYEES

****Intent:** The intent of this policy is to primarily protect the children and employees of Gore Public Schools. Specifically, this policy allows for the equipping of one or more trained and certified employees to defend our children, staff, and potentially others in the event that death or serious bodily injury may occur.

The board of education authorizes the carrying of a handgun onto school property by school personnel specifically designated by the board of education to do so at a lawfully convened board meeting under an appropriately worded agenda item. The names of school district personnel who have been designated to carry a firearm may be kept confidential.

In order for an employee to carry a firearm on his or her person while serving in a security capacity at Gore Public Schools, the following must occur. From this point forward an employee who wishes to carry a firearm on his or her person while serving in a security capacity at Gore Public Schools shall be referred to as "The Employee."

Minimum Requirements for consideration:

1. The Gore Public Schools Board of Education must adopt a policy related to HB2014.
2. The Employee must have a valid, Oklahoma C.L.E.E.T. issued Armed Security License or a valid, Oklahoma C.L.E.E.T. issued Reserve Peace Officer certification or license.
3. The Employee must have a valid, Oklahoma Self Defense Act License.
4. The Employee must either have the firearm on their person, or in a locked place pursuant to state law.
5. It is recommended that this policy be reviewed annually with the Safe School Committee and the Gore Public Schools Board of Education.
6. It is mandatory that the employee attend Specific Active school shooter trainings such as F.A.S.T.E.R (Faculty/Administrator Safety Training and Emergency Response. trainings the meet CLEET qualifications for carrying of a handgun while on school ground, and Gun Safety courses.
7. Must be trained annually in emergency first aid and emergency response
8. Must be bonded or covered under district insurance policy specifically for liability while acting as an armed employee.
9. Must qualify every three months on CLEET approved handgun course.
10. Must carry board approved identification device that shall be deployed and that is clearly visible to all persons any time a handgun is brought into plan view under active response situations.

The board of education shall have the final authority to determine and designate school employees, with the recommendation of the superintendent, who will be authorized to obtain and use an armed security guard license or reserved peace officer certification in connection with their employment as school personnel. Participation in either armed security guard training programs or the reserve peace officer program shall be voluntary and shall not in any way be considered a requirement for continued employment with the school district as per 70 O.S. § 5-149.2. The Board of Education shall provide for payment of academy training expenses, authorize a stipend for The Employee, or both such payment and stipend.

Authorized employees shall only use a handgun and ammunition that have been approved by or issued by the school district board of education. The handgun will be carried in an approved holster and appropriately secured on the person of the authorized employee or the firearm shall be stored in a locked and secure location at all times while the employee is on school property. Authorized employees shall be responsible for ensuring that his/her handgun is properly maintained and in good working order at all times. If at any time, the handgun is pointed at someone or discharged on school premises, a written report documenting the incident shall be prepared within twenty-four (24) hours of the incident or discharge by the employee who pointed the weapon or discharged the weapon and the

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superintendent. Law enforcement shall be immediately notified that a weapon has been pointed at someone or discharged by the employee who has discharged the weapon and the superintendent.

The board of education hereby delegates to the superintendent the ability to temporarily suspend the ability of an employee designated by the board of education to carry a handgun pending a formal decision at a lawfully convened meeting as to whether the employee will continue to be authorized by the board of education to carry a handgun on school premises. If the superintendent temporarily suspends the ability of an employee to carry a handgun, the employee shall immediately turn over the handgun and ammunition, if school owned, to the superintendent who shall immediately secure the weapon in a locked and secure location. If the handgun is a personally owned weapon, the employee will immediately secure the weapon in their personal vehicle or remove the weapon from school grounds. The decision of the school board is non-appealable. Due process does not apply to the carrying of a handgun. If an incident involves the superintendent, the board, by this policy, immediately revokes the superintendent's authority to carry or his authority to any matter related to this act/policy until the board can meet and make a determination of reinstatement or revocation.

Employee(s) authorized and designated by the Gore Public Schools Board of Education to carry a handgun on school property, in addition to all other requirements of law, rule, and existing policy, should abide by the items listed below.

1. Type of firearms allowed: Firearms carried at school will generally be handguns. All firearms carried will be in good repair. The brand should be known for quality and reliability. The firearms carried at school are carried to protect student and staff. This should be kept in mind regarding the quality and care of firearms. All handgun calibers must be allowed under the SDA. This range includes .22 through .45, such as 45 ACP and 45 GAP.
2. Warning shots are prohibited.
3. Deadly force is authorized as outlined by state statute and other applicable laws.
4. Firearms proficiency: Each person authorized and designated to carry a firearm at Gore Public Schools will qualify quarterly on a CLEET approved handgun course. When a person becomes qualified, they must qualify before carrying a particular firearm at school and then according to the following schedule. Qualification credentials shall be maintained as well as trainings for each employee at the district office. At least one of the four qualifications per calendar year will be in low-light conditions, which simulate campus lighting levels at night.

Each person authorized to carry a firearm shall qualify with a minimum score of 80 on each qualification, even the low-light qualification. Each person must qualify with the exact firearm they wish to carry before they carry under the auspices of their employment with Gore Public Schools. Those who are authorized to carry a firearm at school may be qualified on more than one weapon at a time.

The course of fire including distances, targets, time limits, round counts, etc. will be the course of fire approved by Oklahoma C.L.E.E.T. (Council on Law Enforcement Education and Training) on which Oklahoma police officers qualify. This is the full 25-yard course for uniformed officers. Unless amended, the specific course of fire, targets, etc. will be those of the Official C.L.E.E.T. course in affect in May of 2015, which is when the governor signed HB2014 into law. **Because the C.L.E.E.T. course is generally designed for a police belt-style carry rig, employees may qualify from a belt holster or two exceptions will be afforded to those who carry concealed at Gore Public Schools while qualifying.

1. The Employee will begin a course of fire with their weapon and holster unconcealed, at points in the course when the course of fire begins with a holstered weapon. All holster security features will be engaged as the weapon is normally carried.

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2. Ammunition used for qualification must either be duty ammunition, or ammunition which is ballistically similar to The Employee's duty ammunition.

Qualification rounds may or may not occur on an organized gun range. Regardless of the location, each qualifying round must be witnessed by a law enforcement official / officer or certified CLEET Trainer, a Gore Public Schools' administrator, a member of the Gore Public Schools' Board of Education, an N.R.A. certified firearms instructor (any discipline), a certified Oklahoma S.D.A. Instructor, or any combination of the aforementioned people. Regardless of the location of the qualification, appropriate care should be given to make sure distances are properly measured, times are properly monitored, and the overall integrity of the qualification is maintained.

5. Holsters and specific carry requirements:

The concealed carry rule: Firearms should be carried in a manner in which the carrier intends to conceal the firearm. The concealed rule applies to the vast majority of the time a person carries a weapon at school, including during normal school hours and during normal school functions. Although care should be given to conceal the firearm, the employee will not be in violation of this policy if a bulge, imprint, or an occasionally unconcealed firearm occurs.

The plain sight rule: Under unusual circumstances, a weapon may be carried in a manner that is generally considered "unconcealed." A condition for an unconcealed manner of carry may occur during rare circumstances, such as: an authorized and designated Employee responds to the school at an unusual time to investigate an alarm call; an authorized and designated Employee is at the school at an unusual time; a significant threat has been made against the school; or in any other circumstance that is understood to be abnormal or unusual and is approved by the school board or school administrators.

Regardless of the method of carry, weapon retention and holster/weapon security **MUST** be considered at all times. Therefore, each holster should have a retention device, if not more than one.

6. Ammunition: All ammunition carried must contain all new components and be factory-produced and commercially available. Ammunition will ideally meet penetration standards generally understood to be accepted by the FBI and/or law enforcement. In no case will ammunition be believed to over-penetrate based on a ballistics gelatin test, or another medium approved by the FBI. Each Employee shall reasonably investigate and research the ammunition they plan to carry to make sure it meets the aforementioned standards and performs within the standards when it is apparent that FBI criteria are being used to evaluate ammunition. An example of a non-law enforcement source that apparently measures ammunition meeting FBI standards is the Ammoquest series of ballistics tests and videos available online.

7. The employee agrees to submit to annual and random drug and alcohol testing and any positive shall automatically suspend the employee's authority to carry a firearm on school campus.

8. This policy does not allow for a handgun to be carries on other school campuses. Oklahoma Carry laws apply off of GPS property.

Legal Reference: 70 O.S. § 5-149.2.
51 O.S. § 24A.28