



RISE CHARTER SCHOOL

Policy 9450: Firearms

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Permission to Carry Concealed Firearms on School Property

Purpose and Scope

RISE Charter School is committed to providing a safe environment for students, ~~and staff members,~~ **and visitors**. In furtherance of this goal, the Board may, **in its discretion, grant written authorization to** designated ~~district employees~~ **written permission to possess and carry** Board approved firearms and ammunition on school property, **subject to applicable law and the requirements of this policy and its related procedures.** ~~pursuant to the guidelines described below. Ownership of the firearm and ammunition shall be agreed upon between the Board and Staff member and outlined in the written agreement. School District Property, for the purpose of this policy, shall include all property owned and operated by RISE Charter School.~~

No employee shall be required to carry a firearm as a condition of employment.

For purposes of this policy, School property includes all real property, facilities, buildings, fields, parking lots, and other property owned, leased, or operated by RISE Charter School.

~~RISE Charter School recognizes that in compliance with state and federal law; and district rules, policies, and regulations, if the Board grants written permission for an individual to possess a firearm and ammunition on school property, the Board does so within the scope of its duties and pursuant to this policy and procedure (safety program), as approved by the Board. The procedure for Policy 9450 is considered part of the District's Safety Plan and therefore not available for public inspection.~~

~~The Policy will guide RISE and personnel for carrying firearms and using force. This Policy, nor any of the provisions, is not designed to create a security element at any of the schools~~

~~to enforce any school rules, policies, or procedures. This Policy is a last ditch effort after all other options have been exhausted in deterring, detecting, and denying a threat from gaining access to students, staff, and guest (efforts should be focused on threat assessments, physical building security, etc) only to aid RISE Charter School in deterring, detecting, and denying some type of active shooter incident from occurring on school property pursuant to Idaho Code 19-201, 19-202, and 19-203. Those approved staff members carrying a firearm will be responsible to defend, using deadly force, if necessary, their zone of responsibility in the event of an active shooter situation.~~

The Board recognizes that authorization to possess or carry a firearm on School property is an extraordinary responsibility. The firearms program is not intended to create a security force or authorize armed employees to enforce School rules, policies, or procedures. Rather, it is intended to serve as one component of the School's overall safety and security efforts and as a last-resort response to an active shooter or other deadly threat when other available options have been exhausted.

The School's overall safety efforts should emphasize threat assessment, prevention, physical security, emergency preparedness, and other measures designed to deter, detect, and prevent threats to students, staff, and visitors.

This policy does not give an employee any additional authority to use force. Employees who are authorized to carry a firearm must follow Idaho law and training when deciding whether and how to respond to a threat, including the requirements of Idaho Code §§ 19-201, 19-202, and 19-203.

The detailed operational and tactical procedures governing the firearms program shall be maintained separately by the Administration or designee as part of the school's safety and security procedures and shall not be included in this policy. Such procedures may include response protocols, firearm specifications, storage requirements, **identification by law enforcement methods**, communication procedures, building-specific information, and other security-sensitive information.

Board Authorization of Employee Possession of Firearms and Ammunition

~~No employee will be required to carry a firearm and/or ammunition while on school property and a focus for deciding to carry a firearm, if selected, should be both the physical and emotional health of the staff member, ensuring they are in optimal health to perform at the necessary levels to stop an active killer event. Employees who are interested in carrying a firearm and ammunition while on school property, and who are aware of and understand the consequences of the risks involved in carrying a firearm and ammunition on school~~

property, may apply in accordance with Board Policy. The application process is outlined in the safety plan to maintain confidentiality of those staff members applying to carry a firearm. Permission to carry firearms and ammunition on school property is a privilege, not a right, and no notice or due process is owed upon the revocation of such privilege. Specifications of the firearms such as caliber, model, make, etc., allowed to be carried and the manner in which concealed on school grounds is outlined in the procedure and/or the Charter's Safety Plan.

The Board may exercise its discretion to grant written permission to a District/Charter employee to possess an approved firearm and ammunition on school property (i.e., all real property, facilities, buildings, fields, and parking lots, belonging to the district) who meets all the appropriate criteria.

Minimum required criteria will include possession of a current Idaho Enhanced Concealed Weapon License (E-CWL) as described in Idaho Code 18-3302D(4)(g) or current active duty or retired within two years law enforcement credentials and a recommendation from the Executive Director. Additional requirements may include a Board approved psychological evaluation updated at the Board's discretion and Board approved annual physical assessment.

The District will cover the cost of the psychological/physical assessments, which will be similar to assessments for law enforcement officers including providing accommodations for those with a disability. Other factors that may be considered by the Board prior to granting permission to a district employee to possess a firearm on school property include the employee's discipline records, employee evaluations, knowledge and experience with firearms, and employee's conduct on and off school property.

Such permission shall be always conditional upon peaceful and lawful activity by the possessor, as well as compliance with all terms included in the District's Firearms and Ammunition Possession Agreement which is outlined in the procedure and/or District's Safety Plan.

The Board may grant or deny permission in its sole discretion for any reason, and the Board's decision is final. A grant of permission shall be reviewed annually by the Board unless earlier revoked by the Board. The Board may revoke and/or limit permission to possess firearms and ammunition on school property at any time by verbal or written notice to the individual granted permission. Any verbal notice will be followed by written notice to the individual within 24 hours or as soon as practicable.

The Board may, in its sole discretion and consistent with applicable law, grant written authorization to a School employee who satisfies the eligibility requirements established by this policy and the accompanying procedures.

Authorization to possess or carry a firearm on School property is a privilege and not a right or condition of employment. The Board retains the authority to grant, deny, limit, suspend, or revoke authorization consistent with this policy, applicable law, and the employee's employment status and contractual rights.

No employee may possess or carry a firearm on School property pursuant to this policy unless the employee has received written authorization from the Board, as permitted by Board policy and applicable law.

Minimum Eligibility Requirements

At a minimum, an employee seeking authorization shall:

1. Possess and maintain a current Idaho Enhanced Concealed Weapons License (E-CWL), as applicable under Idaho law, or qualifying current active-duty or retired law-enforcement credentials as established by the Board;
2. Receive a recommendation from the Executive Director or designee **and one additional colleague designated by the Executive Director or designee**;
3. Successfully complete all required physical and psychological evaluations;
4. Successfully complete all required firearms, tactical, use-of-force, and safety training;
5. Successfully complete all required firearms qualifications;
6. Comply with all requirements established in the School's Firearms and Ammunition Possession Agreement and related procedures; and
7. Satisfy any additional lawful requirements established by the Board.

Meeting the minimum eligibility requirements does not create an entitlement to authorization. The Board retains discretion to grant or deny authorization based on the totality of circumstances and information available to the Board.

In considering an employee's request for authorization, the Board may consider, to the extent permitted by law, the employee's disciplinary history, performance evaluations, knowledge and experience with firearms, training and qualifications, conduct relevant to the employee's fitness and judgment, and other information reasonably related to the employee's ability to safely and responsibly carry a firearm.

Continued Mental Health Screening

~~Ensuring the mental health of our armed staff and the safety and confidence of all is a top priority. All armed staff will be required to complete a psychological assessment every ____ years or submit to a psychological assessment at the request/direction of the School Board or Executive Director or their designee. These assessment cost will be covered by the cost of the District.~~

~~OR~~

~~Ensuring the mental and emotional fitness of authorized armed staff, as well as maintaining the safety and confidence of the school community, is a priority of the School. All authorized armed staff members shall be required, during each evaluation year, to either:~~

- ~~1.—Participate in counseling with a licensed mental health professional and provide verification of attendance (such verification shall not require disclosure of any confidential communications or treatment details), or~~
- ~~2.—Undergo a psychological evaluation at the request or direction of the School Board, Executive Director, or their designee.~~

~~The cost of any required psychological evaluation shall be covered by the District.~~

Required Physical and Psychological Evaluations

As a continuing condition of authorization to carry a firearm on behalf of the School, each authorized firearms carrier shall undergo, at a minimum, one physical assessment and one psychological evaluation every year.

The physical assessment and psychological evaluation shall be conducted by qualified, appropriately licensed health-care and mental-health professionals selected or approved by the Board. The Board shall establish the required scope and standards for each assessment and evaluation.

The physical assessment and psychological evaluation are separate requirements. Completion of one shall not satisfy or replace the other.

The School shall be responsible for the reasonable and customary cost of required annual (what is this cost?) physical assessments and psychological evaluations when the Board requires the employee to obtain the assessment or evaluation from a provider selected or approved by the Board.

The Board may require an authorized firearms carrier to undergo an additional physical assessment and/or psychological evaluation at any time during the year when the

Administration has a reasonable, good-faith concern regarding the individual's physical or psychological ability to safely and responsibly carry or use a firearm.

Such concerns may arise from observed conduct, reported information, a change in circumstances, a workplace incident, a safety concern, or other information reasonably related to the individual's fitness to carry or use a firearm.

When an additional assessment or evaluation is required by the School, the School shall be responsible for the reasonable and customary cost when the Board requires the employee to use a provider selected or approved by the School.

The School may temporarily suspend or restrict an individual's authorization to carry or possess a firearm on School property while a required assessment or evaluation is pending. A temporary suspension or restriction under this section shall not, by itself, constitute a finding of misconduct or unfitness.

If an individual fails to complete a required assessment or evaluation, refuses to participate, fails to provide required documentation confirming completion, or is determined by the qualified evaluating professional or under the Board's established fitness standards to be unable to safely and responsibly carry or use a firearm, the Board may suspend or revoke the individual's authorization.

The Board may also take other employment action permitted by applicable law, School policy, and the employee's contract or other terms of employment.

An individual whose authorization has been suspended or revoked shall not carry or use a firearm on behalf of the School unless and until the Board determines that all applicable requirements for authorization have been satisfied and authorization has been reinstated in writing by Board authority.

Administration shall maintain medical and psychological information in accordance with applicable confidentiality, privacy, disability, and records-retention requirements.

Administration shall not require disclosure of confidential medical or psychological communications or treatment details beyond information legally permitted and reasonably necessary to determine whether the employee satisfies the Board's fitness requirements for authorization.

Firearms and Ammunition

The firearm, ammunition, caliber, make, model, and other specifications permitted under this policy shall be established by the Board and/or designated in the related confidential procedure or School Firearms and Ammunition Possession Agreement.

The firearm and ammunition used by an authorized employee shall remain the sole property and financial responsibility of the authorized employee. The School shall have no ownership interest in, and shall not be responsible for the purchase, replacement, maintenance, or other costs associated with, the firearm or ammunition.

Authorized employees shall comply with all requirements concerning the possession, concealment, storage, transportation, inspection, maintenance, and handling of firearms and ammunition established by the Board and the School's related procedures.

Specific operational requirements shall be maintained in the confidential procedures and/or School Safety Plan when disclosure of such information could reasonably compromise School safety or security.

Authorization to possess or carry a firearm is always conditioned upon lawful and safe conduct and compliance with this policy, applicable law, the Firearms and Ammunition Possession Agreement, and all related School procedures.

Firearms Training

~~Only those District employees who have obtained and maintain a current enhanced concealed weapons permit (or a Law Enforcement equivalent or higher) and have successfully completed a Board-approved Use of Force training course are eligible for authorization by the RISE Charter School Board to carry a firearm on District property. The Board may reimburse the cost of the training course if requested by the employee.~~

~~Prior to bringing a firearm on school property, an authorized employee will have completed a minimum of 40 hours of firearms and tactical training from a Board approved private vendor. The Board may approve a staff member with approved certifications, or involvement with a law enforcement agency, or unique experiences and waive the 40 hours of initial training. Training will include engagement on the range with a certified instructor in live fire situations that require shoot, don't shoot decision making and other dynamic scenarios. Initial training requirements may be waived by the Board for an employee who also is a current sworn law enforcement officer. Other specific training objectives may be outlined in the procedure.~~

~~After the initial training, all school personnel authorized to carry a firearm must complete a minimum of 16 hours of firearms and tactical training annually and qualify at least twice per year with their weapon. Training may be obtained from a Board approved private vendor, or staff member with approved certifications, or a local law enforcement agency. Training will include engagement on the range with a certified instructor in live fire situations that require shoot, don't shoot decision making and other dynamic scenarios.~~

~~Ongoing training requirements may be waived by the Board for an employee who also is a current sworn law enforcement officer. Other specific training objectives may be outlined in the procedure and/or School Safety Plan. The Training Company/Trainer may make recommendations to the School Board or their designee for armed staff to have their privilege revoked based on observations of unsafe operations, an inability to perform, or any other cause for concern. And based on these recommendations, the School Board or their designee can revoke the ability of a staff member to carry a firearm on campus.~~

Firearms Training and Qualification

Only employees who satisfy all applicable eligibility requirements and have received authorization from the Board may participate in the School's firearms program.

Initial Training

Prior to carrying a firearm on School property, an authorized employee shall successfully complete a minimum of 40 hours of firearms and tactical training from a Board-approved private vendor, instructor, or law-enforcement agency.

Training shall include, at a minimum, live-fire instruction conducted by a qualified instructor and scenarios requiring appropriate shoot/don't-shoot decision-making, judgment, safety, and other dynamic training relevant to the employee's responsibilities.

The Board may approve an employee's existing certifications, law-enforcement training, military training, or other documented experience as satisfying some or all of the initial training requirement when the Board determines that the employee's prior training and experience are substantially equivalent to the requirements of this policy.

The Board may establish additional initial training objectives through the related procedure and/or School Safety Plan.

Annual Training and Qualification

After completing the initial training requirements, every authorized firearms carrier shall successfully complete a minimum of 16 hours of firearms and tactical training annually and shall qualify with the authorized firearm at least twice each year, unless a different requirement is established by applicable law or Board-approved procedure.

Annual training shall include appropriate live-fire instruction, judgment and decision-making scenarios, firearms safety, use-of-force considerations, and other training objectives established by the Board.

Training may be obtained from a Board-approved private vendor, qualified instructor, or law-enforcement agency.

The Board may establish limited training waivers or substitutions for employees with qualifying current sworn law enforcement status or other substantially equivalent training and experience. Any waiver or substitution must be approved in accordance with Board policy and applicable procedures.

Failure to complete required training or qualification shall result in **immediate** suspension of the employee's authorization to carry a firearm until the employee satisfies the applicable requirements.

A Board-approved trainer or instructor shall conduct an annual evaluation of each authorized employee's firearm proficiency, required skills, and safe handling practices. The trainer or instructor shall provide a written evaluation to the Board regarding the employee's continued qualification and any observed safety concerns, deficiencies, or other matters that may affect the employee's authorization. The Board may consider the trainer's evaluation in determining whether to continue, suspend, or revoke the employee's authorization.

A Board-approved trainer or instructor may report to **Administration** for any observed unsafe firearm handling, inability to perform required skills, failure to qualify, or other significant safety concern. The **Board** may use such information in determining whether to suspend or revoke the employee's authorization.

The Board may reimburse approved training costs when authorized in advance and in accordance with School procedures.

Discharge of Firearms

~~The discharge of a firearm falls into an intentional or accidental situation. Intentional discharge will occur either during qualification at the range or in the line of duty. Any intentional or accidental discharge of a firearm on District Property, whether a school campus, within any building or school sponsored activity will require a law enforcement investigation. Discharging a firearm at the shooting range during training and qualification is exempt from the reporting requirement. Firing warning shots in the line of duty is not allowed.~~

Use of Force and Discharge of Firearms

Authorized firearms carriers are not required by this policy to pursue, confront, or engage a person solely because the person is suspected of violating a School rule or policy.

Any use or threatened use of physical force or deadly force by an authorized firearms carrier shall comply with applicable federal and Idaho law, including Idaho Code §§ 19-201,

19-202, and 19-203, as applicable, as well as the School's applicable firearms and use-of-force procedures.

The use of force shall be limited to circumstances in which the authorized employee is legally justified in using such force. Nothing in this policy authorizes an employee to use force beyond that permitted by law.

Discharge of Firearms

The discharge of a firearm shall be classified as either intentional or accidental.

An intentional discharge may occur during authorized firearms training or qualification or in response to an active shooter or other situation in which the employee is legally justified in using deadly force.

Any intentional or accidental discharge of a firearm on School property, whether on a School campus, inside a School building, or during a School-sponsored activity, shall be reported to and investigated by appropriate law-enforcement authorities, except for an authorized discharge occurring at an approved shooting range during training or qualification.

Warning shots are prohibited.

All authorized employees shall comply with applicable law, School procedures, and law-enforcement reporting and investigation requirements following any firearm discharge.

Annual Board Review of Authorization

The Board shall review the authorization of each employee authorized to carry a firearm annually.

Annual Board review shall be separate from and in addition to the employee's required annual physical assessment, psychological evaluation, firearms training, and firearms qualification.

The Board may continue, modify, suspend, or revoke authorization based on the employee's continued compliance with this policy, applicable law, training and qualification requirements, physical and psychological fitness requirements, and other information reasonably related to the employee's ability to safely and responsibly carry a firearm.

Suspension and Revocation of Authorization

The Board or an authorized School administrator may immediately suspend or restrict an employee's authorization to possess or carry a firearm when reasonably necessary to protect students, staff, visitors, or School property.

Grounds for suspension or revocation may include, but are not limited to:

1. Failure to maintain required licensure or credentials;
2. Failure to complete required physical or psychological evaluations;
3. Refusal to participate in a required evaluation;
4. A determination that the employee does not meet applicable physical or psychological fitness requirements;
5. Failure to complete required training;
6. Failure to qualify with the authorized firearm;
7. Unsafe handling, storage, transportation, or use of a firearm;
8. Violation of this policy or related procedures;
9. Violation of the Firearms and Ammunition Possession Agreement;
10. Violation of applicable law;
11. Conduct that reasonably calls into question the employee's ability to safely and responsibly carry or use a firearm; or
12. Any other circumstance that reasonably presents a safety or security concern.

The Board or its authorized designee may suspend or revoke authorization by verbal or written notice when immediate action is necessary. Any verbal notice shall be followed by written notice within 24 hours or as soon as practicable.

Suspension or revocation of firearms authorization under this policy does not, by itself, determine whether an employee has engaged in misconduct or whether other employment action is appropriate. Any employment action shall be handled separately and in accordance with applicable law, School policy, and the employee's contract or other terms of employment.

Identification

~~If District personnel are ever required to draw a firearm to confront an active shooter in a school, it will be important for them to be easily identified when law enforcement arrives on campus to avoid a “friendly fire” situation. Therefore, the District will work with local law enforcement personnel to determine procedures for easy identification. Specific means of identification are outlined in the procedure and/or School Safety Plan.~~

Identification

If an authorized employee is required to draw or discharge a firearm in response to an active shooter or other deadly threat, it is important that responding to law enforcement officers be able to distinguish authorized armed personnel from other individuals.

The school shall work with local law enforcement, as appropriate, to establish procedures for identifying authorized armed personnel.

Specific identification methods and operational procedures shall be maintained in the confidential procedures and/or School Safety Plan.

~~Training Records and Retention of Records~~

~~RISE Charter School will keep a copy of each authorized employee's Enhanced Concealed Weapon License and all training records on file in a secure confidential location for a period not to exceed 3 years after the person leaves district employment.~~

Training Records and Records Retention

RISE Charter School shall maintain a secure record of each authorized employee's current Enhanced Concealed Weapon License or qualifying law enforcement credentials and required firearms training and qualification records.

Records shall be maintained in a secure and confidential location and retained in accordance with applicable law and the school's records-retention requirements.

Medical and psychological records shall be maintained separately from general personnel and training records when required by applicable law and shall be accessible only to individuals with a legitimate need and legal authority to access such information.

~~Request Process~~

~~The employee will submit a completed and signed Application for Concealed Carry of Firearm and Ammunition on District property to the Superintendent and/or designee, who will then forward it to the Board as part of the official approval process. The employee will also submit a letter stating their motivation for and commitment to participate as a RISE Charter School "concealed carry" employee. These materials shall be retained in the employee's personnel file.~~

~~Deliberation and discussion for consideration of each employee's request shall be conducted in Executive Session. Action will be in open session by identifying employees by~~

~~a number or letter to ensure the confidentiality of those staff members that are carrying firearms.~~

Request and Approval Process

An employee seeking authorization to carry a firearm on School property shall submit a completed and signed Application for Concealed Carry of Firearm and Ammunition on School Property to the Executive Director or designee.

The employee shall also submit a written statement describing the employee's motivation for and commitment to participating as an authorized RISE Charter School firearms carrier.

The application and supporting materials shall be handled confidentially to the extent permitted by law and shall be retained in accordance with applicable records-retention requirements.

The Executive Director or designee shall review the application for completeness and eligibility and shall forward the application to the Board for consideration in accordance with the established procedure.

Board deliberation concerning an individual employee's application may be conducted in Executive Session when permitted by Idaho law.

Any action taken by the Board shall occur in the manner required by Idaho law. When legally permissible, the School may identify an applicant or authorized firearms carrier by a number, letter, or other identifier in public portions of Board proceedings to protect the individual's identity.

Board authorization shall be documented in writing.

Confidentiality

~~Board members and RISE Charter School staff members shall maintain confidentiality regarding any knowledge of staff members selected by the Board to carry a concealed firearm on district property. Any staff member that breaches this confidentiality may result in disciplinary actions up to termination.~~

~~The procedural details of Policy 9450, including operational and tactical components (e.g., response protocols, security measures, building access diagrams, or other security-sensitive information), are considered part of the Charter's safety and security operations and may be withheld from routine public inspection or redacted in responses to public records requests to protect student, staff, and public safety. However, the District will~~

~~comply with Idaho's Public Records Act and applicable statutes, and portions of this procedure not subject to a valid exemption will be disclosed in accordance with law.~~

Confidentiality and Security-Sensitive Information

Board members, administrators, and School employees who become aware of the identity of an authorized firearms carrier shall maintain confidentiality to the extent permitted or required by law. Individuals who are provided access to the identity of an authorized firearms carrier shall be required to sign a confidentiality agreement acknowledging their obligation to protect such information and to disclose it only as permitted or required by law.

Unauthorized disclosure of confidential information concerning an authorized firearms carrier may result in disciplinary action, up to and including termination, consistent with applicable law and School policy.

The operational and tactical details of the firearms program, including response protocols, security measures, identification methods, building access information, firearm locations, and other information that could reasonably compromise School safety or security, shall be maintained separately from this policy when appropriate.

The School shall comply with the Idaho Public Records Act and all other applicable public-disclosure laws. Records or portions of records may be withheld or redacted only when a valid statutory exemption or other legal basis applies. The School shall not use this policy to categorically designate all firearms-related records as confidential or exempt from disclosure.

Policy History:

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