

Big Horn County School District #1

Rule Governing Firearms on School District Property

Policy Number: CKA

Adopted: [Date]

Reviewed: [Annually]

Purpose

Pursuant to Wyoming Statute § 6-8-105 and House Bill 172 (2025), this policy establishes the conditions under which designated employees and volunteers of Big Horn County School District #1 may carry concealed firearms on or in property owned or operated by the District. The primary intent is to enhance school safety and protect students and staff from acts of violence, consistent with all applicable state and federal laws.

Definitions

- **Board:** The Board of Trustees of Big Horn County School District #1.
- **Employee:** Any individual employed by the District in any capacity, including certified, classified, or administrative positions.
- **Volunteer:** Any person who provides time, assistance, or support to the District or its students, whether regularly or occasionally, on school property or during school events.
- **Concealed Firearm:** A handgun designed to expel a projectile by explosive means, carried in a manner not visible to the public, on the person or in a biometric lock box.
- **School District Property:** All real property, vehicles, buildings, and structures owned or leased by the District.
- **Permit:** A valid Wyoming concealed carry permit issued under W.S. 6-8-104(a)(ii).
- **Direct Control:** A biometric box must be secured in a location that only the staff member has access.
- **Local Law Enforcement:** Any law officer employed by the district, county, or local municipality.

Eligibility and Application Process

To be eligible for authorization under this policy, an individual must:

- Be a current employee or designated volunteer in good standing.
- Possess a valid Wyoming concealed carry permit.
- The firearm intended for concealed carry shall be inspected and approved by a certified armorer or designated law enforcement official to verify mechanical integrity, safe operation, and compliance with training standards.

Required Training

Initial Training

Before receiving authorization, the applicant must complete:

- **Minimum 16 hours** of live-fire handgun training.
- **Minimum 8 hours** of scenario-based training using nonlethal firearms and ammunition.
- Topics must include: firearm fundamentals, firearm safety, defensive tactics, threat identification, judgment under stress, secure storage, holster options, trauma first aid, and relevant Wyoming laws.

Annual Recurrent Training

Annual training shall include:

- **Minimum 12 hours** of training annually, including live-fire and updated scenario-based sessions.
- Completion of the Wyoming Law Enforcement Academy (WLEA) Close Range Pistol Proficiency Course with an 80% pass rate
- Updated scenario-based simulations (e.g., active shooter, hostage, de-escalation)
- Review of use-of-force law, trauma response, and communication with law enforcement during crises

All training must be conducted by instructors approved by local law enforcement and meet the instructor qualification standards below.

Instructor Qualifications

All instructors must:

- Have a minimum of 5 years' experience in law enforcement, military, or personal protection roles.
- Demonstrate comprehensive knowledge of handgun safety and tactical training.
- Be certified in force-on-force and nonlethal scenario training.
- Undergo approval by the Big Horn County Sheriff's Office or relevant law enforcement agency.

Carrying and Storage of Firearms

- Firearms must be **on the authorized individual's person** or in a **locked, concealed biometric container or lock box**. The container must be permanently affixed in a concealed, secure location accessible only to the authorized individual.
- Only handguns and **FBI-standard ammunition** are permitted.
- Open carry is **strictly prohibited** on District property.
- Firearms and biometric boxes must never be left accessible to students.

Use of Firearm

- A firearm may only be discharged if the authorized individual reasonably perceives an imminent risk of death or serious bodily harm to themselves or others. Use of force must comply with all applicable state and federal laws.
- Following any firearm discharge, the employee will be placed on administrative leave pending investigation. The individual shall undergo drug and alcohol testing within eight (8) hours of the incident, at the District's expense.
- Any weapon taken out of the conceal carry holster except to place it in a biometric box will be reported to administration.

Confidentiality and Communication

- Authorized individuals' identities shall remain **confidential** and exempt from public records requests.
- All authorized individuals must sign a **confidentiality agreement**.
- The Superintendent shall notify:
 - Local law enforcement agencies with jurisdiction.
 - Relevant school administrators.
 - Parents and guardians (general notification only, not identifying individuals).
- Any breach of confidentiality may result in disciplinary action, including termination.

Revocation, Suspension, and Withdrawal

Authorization to carry a concealed firearm under this policy may be:

- **Immediately suspended** if training, permit, conduct, or policy requirements are violated.
- **Voluntarily withdrawn** by submitting written notice to the Superintendent.

Compliance and Disciplinary Action

- Any employee or volunteer who fails to comply with this policy or misuses a firearm will be subject to disciplinary action, up to and including termination or removal from volunteer service.
- The authorized individual is personally responsible for adhering to all applicable state and federal laws governing firearm possession and use.

Use of Force Liability Disclaimer

- Carrying a firearm on District property is voluntary. Authorized individuals assume all personal responsibility and liability for their decision to carry and/or use a firearm, including legal consequences. The District shall not indemnify or be held liable for the actions of individuals acting outside the scope of this policy.

Expenses

- All costs associated with obtaining a permit, psychological evaluations, training, equipment, ammunition, and insurance (if required) shall be the responsibility of the applicant. The Board may consider partial reimbursement at its discretion based on budget, demand, and need.

Oversight and Records

- The Superintendent shall maintain a secure, confidential file of all authorized individuals, their permits, training records, evaluations, and approvals.
- This policy shall be reviewed **annually** by the Board.
- Training programs and protocols shall be updated in collaboration with local law enforcement.

Student Firearm Restrictions

- **Students are prohibited** from carrying, possessing, or transporting firearms on District property or at school-sponsored events.
- Violation of this provision will result in disciplinary action, including possible expulsion.

Firearm Safety

- Students will have the opportunity to learn about gun safety.
- Staff will have access to general firearm safety.
- The district will provide families with information regarding firearm safety.