

**Kimberly School District**  
**School Facilities 9450**  
**Firearms Policy**

Permission to Carry Concealed Firearms on School Property

Kimberly School District is committed to providing a safe environment for students and staff members. In furtherance of this goal, the Board may designate district employee/s written permission to possess Board approved firearms and ammunition on school property 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 Kimberly School District.

Kimberly School District 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 the District 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 only to aid Kimberly School District 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.

**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. 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 District's Safety Plan.

The Board may exercise its discretion to grant written permission to a District 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 Superintendent. 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.

### **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 Kimberly 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, or Board approved and qualified staff member with approved certifications, or a local law enforcement agency within the previous 12 months. 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 requirement 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

### **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.

### **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.

### **Training Records and retention of records**

Kimberly School District 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.

### **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 Kimberly School District "concealed carry" employee. The letter should contain an explanation of their background and experience with firearms. 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.

### **Confidentiality**

Board members and Kimberly 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.

#### Policy History

Adopted on: March 21, 2024

Revised on: