

FIREARMS: PERSONNEL AUTHORIZED TO CARRY

Updated Draft: June 17th, 2025

Pursuant to W.S. § 6-8-105, the Board of Trustees of Fremont County School District No. 2 (the School District) adopts these rules for employees and volunteers of the School District who wish to carry firearms on or in property or facilities owned or leased by Fremont County School District No. 2, subject to the terms, conditions and limitations prescribed by state law and federal law, this rule and such other policies, rules and regulations adopted by the Board of Trustees.

DEFINITIONS:

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

“Employee” shall include any person employed by Fremont County School District No. 2, including, but not limited to: the superintendent, assistant superintendents, principals, assistant principals, teachers, guidance counselors, librarians, teacher’s aids (paraprofessionals), coaches, assistant coaches, business managers, secretaries or administrative assistants, janitors, and bus drivers and other individuals hired or compensated by the School District to provide services of any kind to the School District.

“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 Fremont County School District No. 2.

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

“Volunteer” shall mean any person who provides time, support or assistance of any kind to or for the benefit of a student or students of the School District, or to or for the benefit a school or class in the School District, or to or for the benefit of School District staff, while on School District property, or while attending a School District field trip, activity or event of any kind which is promoted, sponsored or affiliated by the School District. “Volunteer” includes a person who assists, supports, supervises or participates on an ongoing basis, or for a single day, class or event, or any part of a day, class or event. Examples of volunteers shall include, but not be limited to, persons who chaperone, supervise, teach or interact with students in class, on field trips, or during activities or events; persons who are on School District property to deliver food, supplies or materials; or persons who provide assistance for, or participate in events on School District property for the purpose of raising funding or providing financial support for students, schools, School District events, or the School District.

Any School District employee or volunteer who wishes to carry a firearm on school district property shall satisfy the following requirements:

- a. **PERMIT:** The employee must possess and maintain a valid concealed carry permit issued by the State of Wyoming pursuant to W.S. § 6-8-104;

b. Prior to carrying a concealed weapon on School District property or to any School District event or activity, employees and volunteers shall complete firearms training which includes, at a minimum, the training and curriculum requirements described in this policy:

1. Prior to carrying a firearm on School District property or at a School District event or activity, employees and volunteers shall complete an initial training course comprised of not less than 24 hours of live fire handgun training, and sixteen (16) hours of scenario-based training using nonlethal training, firearms and ammunition. The training requirements and curriculum for the initial course shall include the following:
 - a. Equipment selection, wear, use and maintenance to ensure safety, retention of the firearm and deep concealment.
 - b. Firearms safety, including specific safety features and functions of the selected firearm.
 - c. Loading, reloading, unloading and function checks under all conditions.
 - d. Stance, grip, draw and presentation of the firearm from concealment.
 - e. Use of ready positions
 - f. Identification and proper use of cover and concealments.
 - g. Techniques for engaging multiple adversaries
 - h. "Failure to Stop" drills.
 - i. Weapon retention.
 - j. Weapon malfunctions and remedial action.
 - k. Extensive firing drills demonstrating practical accuracy at realistic ranges.
 - l. Completion of the Federal Practical Pistol Course at or above the 80% standard required of law enforcement trainees.
 - m. Shoot/No Shoot Training
 - n. First Aid Training
2. Thereafter, the employee shall complete recurrent training of not less than sixteen hours each year with an approved instructor. The training requirements and curriculum for the annual training shall include the following:
 - a. Use of verbal control techniques and de-escalation where appropriate.
 - b. Application of guidelines for the use of lethal force.
 - c. Understanding of the events and conditions likely to exist in the event of an active shooter situation in the school.
 - d. Safe and effective interaction with other armed staff in the school and with arriving law enforcement officers.

Specific curriculum proposed by any training provider shall be reviewed and approved as meeting these requirements by local law enforcement authorities and by the Board. Additional hours of training may be deemed necessary by the trainer or by local law enforcement to meet these requirements.

Safety procedures for Concealed Carry Employees will be made in consultation with the Superintendent, Local Law Enforcement and subject matter experts.

Proof or a certificate signed by the instructor of the completion of the initial training must be provided by the employee to the superintendent for the employee's personnel file. See

Notification Rule 11.01

- c. COSTS: All costs and expenses for attaining the Wyoming Conceal Carry Permit, firearms, and holster shall be borne by the employee or volunteer. Costs associated with the trainings, instructor fees and ammunition shall be borne by the School District.
- d. FIREARMS KEPT ON PERSON: Each employee and volunteer who carries a concealed weapon on school district property or at a school district event or activity shall keep and maintain the firearm on his or her person at all times within the direct control of the individual.

INSTRUCTOR/TRAINER QUALIFICATIONS:

Instructors who train the employees of Fremont County School District No. 2, shall, at a minimum, meet the qualifications described below, subject to approval by local law enforcement. These qualifications shall apply to course managers, primary instructors and anybody present and in charge of any training session.

Experience: The instructor shall have at least 5 years of experience in law enforcement, military or other positions responsible for public safety and/or protection of personnel or assets against violent threats which involved daily carrying of a handgun; or in the alternative, documented completion of instructor certification courses or programs that develop specific skills for the design, development, implementation and evaluation of firearms tactics and training, including tactics and training in the use of firearms in public settings.

Firearms Safety: The instructor shall demonstrate knowledge and experience of firearms safety rules and practices regarding handling, carry and use of handguns in public settings, including schools.

Firearms Skills: The instructor must be familiar with firearms handling and shooting skills, with modern handguns, documented by successful completion of standards-based training and qualification courses.

Tactics: The instructor must be familiar with individual and small-team tactics, and use of force decision-making relevant to lethal force encounters in domestic, peacetime public settings, documented by successful completion of relevant training and duty performance.

Scenario-based training: The instructor must demonstrate experience as a participant and/or instructor in scenario-based force on force training using non-lethal training firearms, including knowledge of all equipment and performance requirements to ensure safety of participants.

Fremont County School District #2 will put out a request for candidates to submit their qualifications as instructor to the superintendent. The candidate pool will be reviewed by the superintendent, law enforcement representatives, school resource officer, and consultants hired by the district to determine the best candidate. The district will then engage with the approved instructor to provide the training in accordance with this policy.

USE OF FIREARMS

Every employee who carries a concealed firearm pursuant to this rule 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.

REVOCATION/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 action of the Board. The Board 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.

FIREARMS AND AMMUNITION

The employee shall advise the Board of the make, model, caliber, 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.

All ammunition for concealed carry firearms while on District property or in District sponsored training will be inspected and approved by the approved certified trainer. Selected ammunition must be tested for function and reliability in any weapon authorized for use during initial and recurrent training.

Ammunition will be up-to-date from a current manufacturer which includes but is not limited to the following manufacturers: Cor-Bon, Federal, Hornady, Speer or Winchester. Reloads are not permitted.

Ammunition approved for carry on District property will ONLY be ammunition that meets FBI standards for penetration.

NOTICE OF APPROVAL: CONFIDENTIALITY

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

- a. 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.
- b. All 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.

COMPLIANCE

Any employee who carries a concealed firearm pursuant to these rules who fails to comply with any provision of these rules will be subject to disciplinary action, up to and including termination.

LIMITATIONS OF THIS POLICY

Every employee who carries a firearm pursuant to this rule shall be responsible for complying with any and all applicable laws, rules and regulations.

Nothing in this policy shall authorize a student to carry a firearm, concealed or otherwise, on school district property. Any student who carries, possesses, transports or uses a firearm on School District property in any manner will be subject to disciplinary action, up to and including expulsion.

No open carry of firearms shall be permitted or allowed on School District property.

EXCLUSIONS

Conceal carry under this policy is not permitted in the following spaces:

CTE Building: the presence of high-pressure gas (oxy-acetylene and oxygen) bottles.

K-12 Kitchen: the presence of gas lines for the oven.

Science Classrooms: the presence of gas lines for burners and chemicals

K-12 Boiler Room: the presence of propane lines and diesel holding tanks (boilers are dual use boilers).

K-12 Concession Stand: the presence of gas lines for the oven.

Adopted: