

Book	Policies
Section	Chapter 3: General School Administration
Title	Rule Governing Firearms on School District Property
Code	Section 8
Status	
Adopted	
Last Revised	

PREAMBLE

In 2025, the Wyoming State Legislature enacted the "Wyoming Repeal Gun Free Zones Act," which allows Wyoming concealed carry permit holders to lawfully carry a concealed firearm on or in any property owned or leased by a School District. Absent rules and regulations prescribing specific training requirements, employees and volunteers of the School District are similarly allowed to carry a concealed firearm on School District property if they possess a valid Wyoming concealed carry permit.

Laramie County School District No. 1 is dedicated to maintaining a safe and secure environment for all students, employees, and visitors. To achieve this goal, the District does not require or request that employees or volunteers carry a concealed firearm on School District property as part of their duties. In an effort, however, to ensure employees and volunteers who choose to concealed carry on School District property meet minimum training requirements, and pursuant to W.S. 6-8-105(f), the Board of Trustees of Laramie County School District No. 1 adopts these rules for employees and volunteers of the School District who choose to concealed carry firearms on or in property or facilities owned or leased by Laramie County School District No. 1, subject to the terms, conditions and limitations prescribed by state law and federal law and this rule.

DEFINITIONS

“Biometric container or lock box” is a locked, hard-sided safe, gun case, or similar secure container designed with the intent of safely securing a firearm when not being carried on the employee’s or volunteer’s person. The container’s biometric locking mechanism must use unique physiological or behavioral characteristics, such as fingerprints, to verify the user’s identity in order to grant access, and should otherwise be designed to prevent easy access to the contents by anyone other than the concealed carry permitted person.

“Concealed firearm” shall mean a firearm that is covered, hidden or secreted under everyday work clothing when holstered on the employee or volunteer in a manner that the public would not be aware of its presence and that is readily accessible for immediate use. Any lawfully concealed firearm carried in accordance with this rule on School District property must remain concealed such that others are not aware of its presence.

“Direct control” of a biometric container or a lock box shall mean the authority and ability of the individual to access the biometric container or lock box even if it is not in the immediate physical possession of the individual. The biometric container or lock box must be securely placed and protected to prevent unauthorized access, theft, or misuse, allowing the individual to maintain control and oversight, and sufficiently concealed so that its location and contents are not readily discernible to others. In order to ensure the safety and security of school district property, the employee or volunteer must disclose the location of the biometric lockbox or container to the Superintendent, or designee, if utilized.

“Employee” shall mean individuals employed by Laramie County School District No. 1, including, but not limited to: the superintendent, assistant superintendents, directors, principals, assistant principals, teachers, guidance counselors, librarians, nurses, teacher’s aids (paraprofessionals), coaches, business managers, secretaries or administrative assistants, janitors, and bus drivers. Employee shall include substitute teachers, and temporary or seasonal staff.

“Firearm” shall, for purposes of this rule, mean any weapon which will or is designed to or may readily be converted to expel a projectile by the action of an explosive.

“Imminent Risk” shall mean a person who has demonstrated actions that would lead one to reasonably believe they pose a threat of death or serious bodily injury.

“Isolated Rural Schools” are, for the purposes of this rule, identified as Clawson Elementary School, Gilchrist Elementary School, and Willadsen Elementary School.

“School District” shall mean Laramie County School District No. 1.

“School district property” shall mean all real property, buildings, facilities and structures owned or leased by Laramie County School District No. 1 and shall also include vehicles owned or leased by the School District. **For purposes of this rule only, school district property does NOT include Freedom Elementary School.**

“Serious Bodily Injury” shall mean an injury that creates substantial risk of death, long-term loss, or impairment of the function of any body member or organ, or serious permanent disfigurement.

“Volunteer” shall mean an individual 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. Volunteers must be approved by the relevant school administrator. Volunteers are required to complete all of the training requirements of this rule.

FEDERAL PREEMPTION - FREEDOM ELEMENTARY SCHOOL

Because Freedom Elementary School is located on land leased from the Department of the Air Force, Federal law and regulations preempt Wyoming Statute § 6-8-105 and this rule. The Department of the Air Force precludes the concealed carry of firearms on military installations unless the individual is eligible under the Law Enforcement Officer Safety Act, as described in Department of Defense Instruction (DoDI) 5525.12. School District employees, volunteers and visitors who are not eligible are precluded from carrying on the entire Freedom Elementary School Campus.

REQUIREMENTS FOR CONCEALED CARRY BY EMPLOYEES AND VOLUNTEERS

Any person who is an employee or volunteer with the School District who wishes to conceal carry a firearm on school district property shall submit documentation to the Superintendent, or designee, indicating they satisfy the following requirements prior to carrying:

- a. PERMIT: The employee or volunteer must possess and maintain a valid concealed carry permit issued pursuant to W.S. 6-8-104;
- b. TRAINING AND CURRICULUM REQUIREMENTS: The employee or volunteer shall successfully complete firearms training which includes training and curriculum requirements described in this rule in accordance with W.S. 6-8-105(f)(ii)(A) and (B):
 - 1) Prior to carrying a firearm on School District property, the employee or volunteer shall complete an initial training course comprised of not less than sixteen (16) hours of live fire handgun training, and eight (8) hours of scenario-based training using nonlethal training, firearms, and ammunition provided by an approved Instructor.
 - a) The live fire handgun training curricula shall include, at a minimum:
 - i) Equipment selection, wear, use, and maintenance to ensure safety, retention of the firearm, and deep concealment.
 - ii) Firearms safety, including specific safety features and functions of the selected firearm.
 - iii) Loading, reloading, unloading, and function checks under all conditions.
 - iv) Stance, grip, draw and presentation of the firearm from concealment.
 - v) Use of ready positions.
 - vi) Identification and proper use of cover and concealment.
 - vii) Techniques for engaging multiple adversaries.
 - viii) "Failure to stop" drills.
 - ix) Weapon retention.
 - x) Weapon malfunctions and remedial action.
 - xi) Extensive firing drills demonstrating practical accuracy at realistic ranges.
 - xii) Completion of the Wyoming Law Enforcement Academy (WLEA) Close Range Pistol Proficiency Course at or above the 80% standard required of law enforcement trainees.
 - xiii) Moving while shooting and tactical procedural training.
 - xiv) Shoot/No Shoot Training
 - xv) Current laws defining lawful use of a firearm by a private citizen, including lawful self-defense, use of force by a private citizen, use of deadly force, transportation, and concealment
 - b) Scenario-based training using nonlethal training, firearms, and ammunition curricula shall include, at a minimum:
 - i) Placing individuals in the role of an armed school staff member facing an intruder, in a variety of stressful situations requiring judgment, crisis decision-making, and demonstration of firearms and tactical skills developed in live fire training. Scenarios must replicate as nearly as possible the mental, emotional, and physical stress of an actual encounter and have clear pass/fail criteria.
 - ii) Use of verbal control techniques and de-escalation where appropriate.
 - iii) Application of guidelines for the use of lethal force including suicidal individuals.
 - iv) Understanding of the events and conditions likely to exist in the event of an active shooter situation in the school.

- v) Safe and effective interaction with other armed staff in the school, school resource officers, arriving law enforcement officers, and emergency medical first responders.
 - vi) Certified training in immediate lifesaving medical care for gunshot victims equivalent to the American College of Surgeons Stop the Bleed Training.
- 2) Thereafter, the employee shall receive recurrent training of not less than twelve (12) hours each year with an approved instructor. Recurrent training shall meet the course training requirements identified above and must include completion of the WLEA Close Range Pistol Proficiency Course with a score of 80% or better, and a review of evolving threats and developments in the field of school security.
- c. COSTS: All costs and expenses for firearms, containers, boxes, ammunition, training and any and all other costs and expenses incurred as a result of an employee's or volunteers desire to carry a firearm on school district property, including, but not limited to any and all costs incurred to satisfy the requirements of this rule and state and federal laws, shall be borne by such employee.
- d. FIREARMS KEPT ON PERSON: Each employee or volunteer who carries a firearm on school district property shall keep and maintain the firearm on his or her person at all times, or in a concealed, locked, biometric container or lock box within the direct control of the individual.
- e. NO APPLICABILITY OFF SCHOOL PREMISES: This Rule only applies to the ability of employees and volunteers to concealed carry in and on School District property. The employee or volunteer shall be responsible for knowing and adhering to all applicable state and federal law regarding concealed carry requirements off School District property.

INSTRUCTOR / TRAINER QUALIFICATIONS:

Instructors who train the employees and volunteers of Laramie County School District No. 1 who carry a firearm pursuant to this rule 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 anyone present and in charge of any training session.

Experience: The instructor shall have at least five (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.

WAIVER FOR ISOLATED RURAL SCHOOLS

The Board of Trustees of Laramie County School District No. 1 may waive all or part of the training requirements for isolated rural schools and employees in those schools. Employees who wish to request a waiver must submit the following to the Board for consideration:

- a. The specific training requirement(s) the employee wishes to be waived;
- b. The basis for the waiver request;
- c. Any training the employee has that he or she believes is equivalent to the training requirement(s) he or she is requesting be waived.

Every request for waiver shall be considered on its own merits. The decision to waive any training requirement by the Board for one employee shall not bind the Board to waive that requirement for other employees or be considered a waiver of this requirement or any other requirement contained herein for other employees.

USE OF FIREARMS

An employee or volunteer shall only discharge his or her concealed carry 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.

If an employee's or volunteer's concealed carry firearm is discharged on school district property for any reason, intentionally or otherwise, they shall immediately report the discharge to the building administrator and local law enforcement. The employee will immediately be placed on leave pending an investigation of the incident. The volunteer's privileges to be on school property will be suspended pending an investigation of the incident. The School District shall require an employee to undergo drug and alcohol testing after an incident in which the employee uses his or her firearm on school property or while performing duties as an employee for the District. Such testing shall be completed as soon as possible, but within no more than eight (8) hours. The cost of such testing will be borne by the School District.

COMPLIANCE

Any employee or volunteer carrying a concealed weapon on school district property SHALL comply with all provisions of this rule. Any employee who carries a firearm who fails to comply with any provision of this rule will be subject to disciplinary action, up to and including

termination. Any volunteer who carries a firearm who fails to comply with any provision of this rule will be prohibited from volunteering.

OPEN/CONSTITUTIONAL CARRY PROHIBITED

In accordance with W.S. 6-8-105(d)(iii) the School District prohibits any person from openly carrying, displaying, or wearing of a firearm on all School District property. This prohibition applies to all School District property provided for use for all district sponsored events and activities, as well as external private entities for non-district sponsored events and activities, whether rented or provided at no cost.

LIMITATIONS OF THIS RULE

Any person who carries a firearm pursuant to this rule shall be responsible for complying with any and all applicable state and federal laws.

Nothing in this rule shall authorize a student enrolled as a student in any elementary or secondary school to carry a firearm, concealed or otherwise, on School District property.

Nothing in this rule shall prohibit an adult who is NOT an employee or volunteer of the School District from lawfully carrying a concealed weapon in accordance with W.S. 6-8-105.

LIABILITY INSURANCE AND INDEMNIFICATION

The School District maintains liability insurance coverage that may include limited protection related to incidents involving firearms carried pursuant to this rule. The extent of such coverage shall be determined solely by the terms, conditions, and limitations of the School District's applicable insurance policies.

In order to be covered by the School District's liability insurance, each employee or volunteer who wishes to carry a concealed firearm in or on School District property may be asked to provide information reasonably required by the insurance provider to evaluate, obtain, or maintain firearm-related liability insurance coverage applicable to the School District.

Nothing in this rule shall be interpreted to obligate the School District to indemnify, defend or otherwise hold harmless any employee or volunteer for claims, losses, or liabilities arising out of or related to their decision to carry or use a firearm, except to the extent required by applicable law. Each employee or volunteer assumes personal responsibility and liability for the decision to carry and/or use a firearm, including any consequences thereof, and does so voluntarily and at their own risk.

Adopted:

Revised: