

Book Administrative Guidelines
Section AG's Approved by the Supt (Employees Carrying Concealed Firearms)
Title NREVSD EMPLOYEES CARRYING CONCEALED FIREARMS
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Status

0000 - NREVSD EMPLOYEES CARRYING CONCEALED FIREARMS

A. Confidentiality

1. All parts of a school district's safety plan are considered confidential. Due to the nature of the information contained within this plan all Administrators and School Board members must execute a confidentiality agreement as a condition to being granted access to any information required to be obtained by this CHL plan. Once signed, this confidentiality agreement remains in effect permanently, regardless of CHL status or employment status with NREVSD.
2. Persons who agree to participate in the CHL plan must execute a confidentiality and disclosure agreement wherein they agree:
 1. That all parts of a school district's safety plan are considered confidential.
 2. To immediately disclose to the Superintendent any information that reasonably would reflect on their competence to convey, or the wisdom of their conveying, a concealed firearm into school premises.
3. All records and information for any person who requests to be authorized to carry a firearm and/or becomes authorized to carry a firearm into a school safety zone will be stored in a secure area along with the school safety plan. These documents may not be disseminated into any employee or personnel file or to the public.
4. All records or information for any person who requests to be authorized and/or becomes authorized to carry a firearm into a school safety zone and subsequently has this authorization removed or revoked for any reason will be destroyed unless required to be kept by law or Board record retention policy. In the event a record is required to be retained by law, said record shall be kept in accordance with Board Policy.

B. Qualifications

In order for an employee to be considered to carry concealed firearms on school premises by the safety committee they must first meet the following specifications:

1. Hold a valid Ohio Concealed Handgun License (CHL) or from a state with which Ohio has reciprocity.
2. Have received a minimum of 24 hours of training: Armed School Staff Essential Training (ASSET) through the State of Ohio or another state approved vendor which includes:
 - a. Mitigation techniques
 - b. Communication capabilities
 - c. Accountability
 - d. Reunification
 - e. Psychology of critical incidents

- f. De-escalation
 - g. Crisis intervention
 - h. Trauma and first aid care
 - i. History and pattern of school shootings
 - j. Tactics of responding to critical incidents in schools
 - k. Weapon handling
 - l. Reloads
 - m. Malfunctions
 - n. Use of cover/concealment
 - o. At least four hours of scenario-based training
 - p. Firearms qualifications course
3. Undergo a Mandatory Drug Screen
 4. Own and provide an approved weapon which will be the CC weapon carried on school premises. (If staff member purchases a new weapon and wishes that to be a CC weapon, they must re-qualify with said weapon.)

C. Approval

1. Upon receipt of documented qualifications specified in Section 2, the district committee shall meet and tentatively approve each person individually. Approval must be by majority from the district committee members for a person to be tentatively approved. A certification of completion and readiness will be provided by an approved vendor prior to district committee giving final approval.
2. Once approved, a person agrees to meet the 'Ongoing Qualifications' listed in Section 4 and the 'Implementation Requirements' listed in Section 5.
3. Approval by the Safety Committee is not to be considered a mandate on the person to convey a concealed firearm onto school premises.

D. Ongoing Qualifications

1. Upon approval by the District Committee, the person agrees to the following ongoing qualifications and requirements:
 - a. Annual review and recertification by completing an 8 hour recertification training (ASSET)
 - b. Full disclosure to the district committee of any circumstance that reasonably would reflect on their competence to convey, or the wisdom of their conveying a firearm into a school safety zone, including but not limited to a citation or arrest for or conviction of a crime (other than parking or minor moving traffic violations), the use of any medication or other substance that could impair the person's judgment, or any medical, mental or other condition that could impair or interfere with the person's ability to responsibly convey a concealed weapon on school premises.
 - c. Mandatory random drug screening throughout the year
 - d. The person must retain proficiency through documented firearm practice with approved vendor or law enforcement quarterly.

E. Implementation

1. The following are requirements to be met when a person is conveying a firearm into a school safety zone.
 - a. Concealment - The firearm must be concealed on the person at all times on NREVSD premises. Biometric safes will be provided for all persons trained and approved under this program for safe

storage of weapons during conditions taught and approved by training vendor and/or law enforcement. All employees approved to carry concealed firearms on school premises must use restroom on site which contains biometric safe when weapon must be removed from conceal carry position. At the conclusion of each school day, the weapon must be removed from school grounds by the approved CHL carrier.

- b. Chambering of rounds - A round may only be chambered in the firearm if all of the following conditions are met:
 - 1. The firearm is a striker fired weapon.
 - 2. The firearm is carried in a holster with an approved trigger guard
- c. Ammunition - Only hollow point or approved self-defense ammunition is to be used in the weapon.
- d. Once an armed staff member becomes aware of a violent intruder, he/she is expected to go to the area immediately to attempt to neutralize the problem.
- e. At all times the response of the armed staff member must adhere to the best practices of the provided training.
- f. The District will provide signage at all school facilities notifying visitors of our CHL policy.

F. Disqualification

- 1. A person may be disqualified from being qualified to convey a firearm in a school safety zone under the following provisions. The full safety committee must be immediately made aware of any disqualifications.
 - a. Voluntary - A person approved under this plan may voluntarily remove themselves from the plan at any time for any reason. A person who voluntarily removes themselves from qualification, can be reinstated at their request if they continue to meet the requirements of Section 2 and are re-approved under Section 3.
 - b. Involuntary - The district committee may remove a person at any time qualified under this plan. Any person removed under this involuntary removal provision may apply for reinstatement but must continue to meet the requirements of Section 2 and are re-approved under Section 3
 - c. Violation - A person approved under this plan will be immediately disqualified for violating any provision of the safety plan. Said person will not be eligible for reinstatement in this program.

Financial Responsibility under this Policy and Administrative Guidelines:

NREVSD	CHL Individual
Biometric Safes on Premises	Ohio CHL License
Substitute Costs	Approved Handgun (9 mm minimum)
Cost of Additional Mandatory Training	Approved Holster
Identifying Article to Be Worn	Practice and Requalification Ammunition
	Professional Time (Evenings/Weekends)
	Travel/Mileage Expenses
	Cost of Certification and Annual Re-certification

Administrative Guidelines are subject to immediate revision by the Superintendent/district committee in conjunction with Law Enforcement.

Last Modified by Thea Kellum on December 12, 2023

