

522.91 Employee Possession/Use of Weapons

No employee of the District shall possess or use any destructive device, firearm or other dangerous weapon (as defined under 948.61 of the state statutes) of any kind, whether concealed or not concealed, at any time:

- in any school or other building/facility that is owned, occupied or controlled by the District;
- on the grounds of a school or on other school premises;
- in any District-owned vehicle or on any form of District-provided transportation;
- at school-related activities; or
- when acting within the scope of his/her employment.
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The only exceptions to this policy are: (1) Where state law prohibits a School District from restricting an employee's right to possess a firearm or other dangerous weapon in a location covered by this policy (e.g., an employee holding a valid license to carry a concealed weapon has limited rights to store a licensed weapon in his/her own vehicle, which rights are further restricted when the vehicle is located on school grounds); and (2) although strongly discouraged, an employee will not be disciplined in the event that he/she sporadically possesses an unloaded, properly licensed hunting firearm that is either encased and stored in a locked and secure area of the employee's personal vehicle; or stored in a locked firearms rack that is mounted on the employee's personal vehicle. Nothing in this paragraph shall prevent a Building Principal or the District Administrator from directing such an employee to remove the vehicle and the weapon from school property, and parking the vehicle on a public street until such time as most students are no longer at school.

This policy is not intended to prohibit the possession or use of potentially dangerous objects not designed primarily as weapons, provided that such objects have been issued or expressly authorized by the District, and provided that such objects are possessed and used exclusively for their limited and authorized purpose.

Law enforcement officers should be contacted to help deal with a weapons situation which presents an immediate threat to safety. If the situation does not allow an opportunity to contact law enforcement officials immediately, school staff shall attempt to diffuse and control the situation in the safest manner possible until law enforcement officials can be summoned. Appropriate information and training shall be provided to staff in dealing with weapons situations in accordance with the school safety plan.

Employees violating this policy may be subject to disciplinary action up to and including termination of employment, and may be referred to law enforcement officials for possible prosecution under applicable laws or ordinances.

This policy shall be published in employee handbooks.

Legal Ref: Sections 175.60; 941.235; 943.13; 948.605 & 948.61 of Wisconsin State Statutes

Adopted: September 18, 2012

Revised: March 16, 2016