

4341-R Section 2, Personnel Authorized to Carry Concealed Firearms - Holster, Concealed Biometric Container, or Lockbox Requirements for Concealed Carry

CONCEALED CARRY FIREARMS

- Employees approved to conceal carry a firearm on school district property shall only conceal carry a firearm that has been approved and inspected by Board approved certified trainers per Policy 4341.
- Once an employee's concealed carry firearm is approved by the District, it shall be used in all live-fire training required by Policy 4341 and Administrative Regulation 4341-R, Section 4, Personnel Authorized to Carry Concealed Firearms – Training Requirements.
- The make and model of the concealed carry firearm approved for use shall be documented in the employee's application packet and certificate of training completion.
- Approved concealed carry firearms under this policy shall be concealable under everyday work clothing when holstered on the employee. Those approved to conceal carry shall demonstrate the ability to conceal an approved firearm during initial training to the satisfaction of Board approved certified trainers.
- The following are District guidelines and requirements for employees approved to conceal carry a firearm on school district property:
 - The District requires one of the following caliber of semiautomatic pistols: 9mm, .40 S&W, .380, or .45 acp.
 - The District requires double/single action, double-action, and striker-fired designs.
 - Single-action pistols designed for Condition 1 carry with external safety are acceptable.
 - The District recommends concealed carry firearms manufactured by Beretta, Colt, Glock, Smith & Wesson, Sig Sauer, or Springfield Armory.
 - If a proposed concealed carry firearm with a proven design from a reputable manufacturer does not meet any of these guidelines, the employee may submit the concealed carry firearm to Board approved certified trainers to consider as an approved concealed carry firearm for use.
 - The District recommends that employees carry at least one spare magazine in a concealed fashion.
- Approved concealed carry firearms shall not be modified from original factory specifications except for replacement of sights or grips.
- Approved concealed carry firearms must have a trigger guard.
- Employees approved to conceal carry are responsible for the care, cleaning, and inspection of their concealed carry firearm per the manufacturer's recommended cleaning and maintenance guidelines.

HOLSTER

Employees approved to conceal carry shall only use a holster that has been approved and inspected by Board approved certified trainers per Policy 4341. A holster for use under this policy must meet the following requirements:

- **Retention:** The holster must provide security (retention) of the selected concealed carry firearm by means of a tensioning device, molded closure, tab, or strap. The holster may be tested by holding the holstered, fully loaded concealed carry firearm inverted. Once the holstered concealed carry firearm is inverted, it is shaken vigorously and must not fall free during the test.
- **Safety:** The holster must completely cover the trigger guard of the concealed carry firearm. Designs with push-button releases in the vicinity of the trigger guard are not acceptable.
- **Concealability:** The holstered concealed carry firearm must satisfy the requirements of “deep concealment.” For example, when concealed by everyday work clothing such as a jacket, vest, or sweater, the concealed carry firearm must not “print” on the outer garment or otherwise be identifiable as a firearm to a casual observer.
- **Accessibility:** The concealed carry firearm must be reasonably accessible. Rapid draw and presentation is a secondary priority to Retention, Safety, and Concealability, due to the circumstances of concealed carry and possible use in the schools.
- **Training:** For timed courses of fire in the WLEA Close Range Pistol Proficiency Course, an alternative duty-type belt holster may be utilized. Training will also utilize the holster approved for District use.

CHANGE ORDER

- If an employee approved to conceal carry wants to change an approved holster or concealed carry firearm, they must have written approval by the District per 4341 Form, Personnel Authorized to Carry Concealed Firearms – Concealed Carry Firearm or Holster Change Order.
 - The employee must present the new item(s) for inspection and approval by Board approved certified trainers.
 - If the employee is applying for a change in concealed carry firearm, they must complete the WLEA Pistol Proficiency Course at or above the 80% standard required of law enforcement trainees.
- Concealed biometric containers or lockboxes will be provided by the District. Personal lockboxes will not be permitted per Policy 4341.

ADOPTION DATE: April 14, 2020

LEGAL REFERENCE(S): W.S. 21-3-132; W.S. 6-8-104; W.S. 16-4-201 through 16-4-205

CROSS REFERENCE(S): 4341

ADMINISTRATIVE REGULATIONS: 4341-R Section 1, 3, 4, and 5

ADMINISTRATIVE FORMS: 4341 Form, Personnel Authorized to Carry Concealed Firearms – Concealed Carry Firearm or Holster Change Order; 4341 Form, Personnel Authorized to Carry Concealed Firearms – Application; 4341 Form, Personnel Authorized to Carry Concealed Firearms - Application (For Office Use Only)