



<i>New Summit Charter Academy</i>	<i>Policies and Procedures</i>
Policy Name:	Armed Staff - SSO
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Introduction

In the U.S., school shootings have been on the rise since 2010, with the highest reported number of 249 in 2021. Schools need attention to their security designs and must implement plans to protect their students, staff members, and guests in the event of a shooting in their school.

At New Summit, we embrace our students as our own children, our staff as our brothers and sisters, and our building as our safe space. It is our mission to protect all of them as our own and to the highest level of safety possible.

No single step results in school safety. School safety comes from many different steps taken together. A comprehensive and multifaceted approach to school safety may include arming employees. New Summit Charter Academy (NSCA) recognizes that having armed security on campus is a requisite component of a comprehensive plan to provide a safe environment for our staff and students.

NSCA recognizes that federal and Colorado laws permit armed security at public schools by designating one or more NSCA employees to serve as school safety officers (SSOs), hiring one or more school resource officers (SROs), or engaging a private security firm. The Executive Director is permitted to appoint SSOs from the existing staff who have been thoroughly trained, certified, and vetted to act as a School Safety Officer at NSCA and designated to serve in this role as part of NSCA's overall safety plan.

The following is an outline of the principles and policies that will govern the establishment and ongoing execution of the NSCA Concealed Carry/Armed Staff process.

Eligibility

The Executive Director will build a committee of up to five (5) diversely positioned staff to review the existing staff and/or accept applications from staff to invite up to two (2) individuals to participate in the SSO Concealed Carry team. The judgment of the SSO committee is final. Candidates can re-apply after the passing of a minimum of one calendar year.

To be eligible, an individual must:

1. Acquire and maintain an El Paso County Concealed Carry license.
2. Be employed by and in good standing with NSCA and is NOT a classroom teacher.
3. Meet all statutory requirements for psychological fitness.
4. Legally own an approved firearm registered to them.
5. Be deemed acceptable by the SSO Safety Committee.

Position Requirements

Initial Training:

1. All school security officers must participate in and pass 14 hours of live fire range training exercises, including active shooter training concepts. At the conclusion of fire range practice, participants must be able to pass Peace Officer Standards & Training (POST) shooting range requirements. The school will bear the cost of this training.
2. All school security officers must participate in Tactical Combat Casualty Care training or equivalent.

Ongoing responsibilities:

6. Quarterly practice/maintenance. Accurate firearm skills are perishable if not maintained. SSO's will be required to demonstrate a monthly practice of at least one hundred rounds and provide dated targets.
7. Acquire and adequately use an approved concealed carry holster to conceal the firearm appropriately while providing ready access.
8. Maintain the operating status of their firearm.
9. Voluntarily submit knowledge of any mental, emotional, or physical state of being that may compromise one's ability to safely perform the duties required and be willing to submit to random review from the SSO Committee to ensure ongoing psychological and emotional fitness.
10. NSCA will pay fees for shooting ranges and/or training facilities.

NSCA Responsibilities

Develop and maintain reasonable processes to determine the acceptability of applicants and active SSO's, test randomly, and make recommendations as to the individual's fitness for the role.

Implementation of this policy must be communicated to local law enforcement officials. SSO's should also be introduced to local first responders. Communication and identification protocols should be established with local law enforcement and trained within NSCA to ensure SSO's are not perceived as a threat during an emergency response. Joint training is encouraged whenever possible.

NSCA will review and decide upon a list of acceptable firearms; possession will be limited to that list. Additional considerations can be requested, but no expectation of acceptance should be assumed.

NSCA will maintain all compulsory files on accepted, denied, and former SSOs for five (5) years after the end of their service or application if rejected.

A school security officer's duty shall include their regular working hours. Duty shall not extend to after-school events without prior written approval from the principal.

Firearms and Ammunition

An NSCA SSO may carry a concealed handgun or possess a firearm on the physical premise of the school, but only in the manner provided by written regulations adopted by the board and this policy. The SSO's are allowed only a single 9mm or .380 handgun with additional loaded magazines.

SSO's can only use their firearm under circumstances that would justify the use of deadly force. Any use otherwise may be subject to review and disciplinary actions.

The firearm must only be possessed by the designated and approved SSO. For the Concealed Carry SSO, the gun must always be concealed in their possession while on school grounds. If it becomes necessary for an SSO to be separated from their firearm, the SSO must leave school grounds before handling their firearm.

Exceptions for Concealed Carry SSO

1. Concealed carry SSO's will remain anonymous to all staff, students, and families. The SSO Safety Committee will be aware of the identity of the Concealed Carry SSOs.
2. Concealed carry SSO's must possess and maintain a valid concealed carry license.

Inactive Status

An NSCA SSO can be deemed temporarily or permanently inactive under any or all the circumstances below:

1. Violation of any or all these policies.
2. Expiration, suspension, or revocation of the individual's concealed carry license.
3. Termination, for any reason, of the employee.
4. The employee is deemed unfit for any reason determined by the random physical and/or psychological review.

C.R.S. 18-12-214(3)(b) - Authority granted by permit - carrying restrictions.

C.R.S. 22-32-109.1 (8) (policy requiring inquiries upon good cause to department of education for purposes of ongoing screening of staff members)

C.R.S. 22-32-109.7 (duty to make inquiries prior to hiring)

C.R.S. 22-32-109.8 (6)(a) (requirement to terminate non-licensed staff member for certain felony offenses)

C.R.S. § 22-32-110(1)(k) (power to adopt conduct rules)

C.R.S. 24-18-104 (government employee rules of conduct)

C.R.S. 24-18-190 (local government employee rules of conduct)

C.R.S. 18-12-105.5 Unlawfully carrying a weapon - unlawful possession of weapons - school, college, or university grounds.

C.R.S. 24-18-110 (voluntary disclosure)

18 U.S.C. 922(q)(2)(B)(iv), (v); 922(q)(3)(B)(ii), (iii)