

## **Use of Lethal Force and Use of Firearms**

### **Approval**

The Board may designate security personnel, who have met the prescribed training requirements and related administrative regulations listed below, to carry licensed firearms on campus.

### **Initial Training and Certification**

Prior to Board approval, all security personnel designated to carry a firearm must meet minimum training and certification requirements including:

1. State of Oregon Department of Public Safety Standards and Training (DPSST) Armed Professional certification;
2. State of Oregon DPSST Unarmed Professional certification;
3. State of Oregon DPSST Executive Manager;
4. Oregon Concealed Handgun License;
5. Use of Force training;
6. Tactical Defense Shooting; and
7. Psychological evaluation for fitness to carry and use a firearm.

### **On-Going Training and Certification**

All certificates must be maintained with appropriate training and testing. Approved personnel shall be required to maintain their skill level with their firearm by regular training. This shall be done in cooperation with Marion County Sheriff's Office to include four trainings annually as well as an annual certification for the firearm to be in service on campus. Cost for trainings and practice rounds to be billed to the district.

### **Liability Insurance**

Property and Casualty Coverage for Education (PACE), the school liability insurance carrier, shall be informed of any changes to the roster of employees approved to carry firearms. The district shall maintain appropriate insurance coverage as determined by PACE.

## **Life Insurance**

The district shall pay for the approved security personnel's life Insurance policy at a value of \$250,000. The policy shall have an Accidental Death and Dismemberment (ADD) rider.

## **Concealed Carry**

Establishing and maintain a positive relationship between staff and students is the best way to insure a safe and welcoming school environment. To limit the possible detrimental effect arming the security officer might have on the relationship between the security officer and students; and to lessen the possible exposure to unauthorized access to the weapon; the security officer shall be directed to carry the authorized firearm in a concealed manner. In addition, appropriate holster mechanisms shall be employed to prevent any accidental discharge or unauthorized removal. Exceptions to the "Concealed Carry" rule may be granted by the superintendent for special events or circumstances.

## **Body Armor**

On a daily basis, the approved security personnel will wear discrete undershirt body armor designed to deflect knife thrusts, shotgun or small arms fire. "Bullet-Proof" outer vests will be worn at the discretion of the security personnel at events. The district shall purchase the required armor protection for the security personnel. Security personnel may choose to not wear the undershirt body armor when weather or activities make it impractical.

## **Attire**

The security personnel will wear the required school supplied polo and dress shirts that indicate their role as security at North Marion School District. When appropriate, the security personnel shall wear an outer jacket that clearly identifies the security role the person plays at North Marion School District.

## **Ancillary Safety Devices**

The security personnel may carry additional safety items with them on their job. These devices may include but are not limited to: handcuffs and collapsible baton. Other devices may be carried upon permission of the superintendent.

## **Gun Ownership**

The approved security personnel shall provide their own firearm that is approved by the superintendent and certified for safety and serviceability by the Marion County Sheriff's office. The firearm shall be kept in good working order and must be presented for inspection annually to a qualified law enforcement supervisor in the Marion County Sheriff's office. The approved personnel shall submit a signed inspection form to the superintendent each year to be kept on file at the district office.

## **Storage of Firearms and Ammunition**

Should the need arise to store the weapon or ammunition on campus; they will be stored in a secured safe at a designated spot on campus. Access to the safe shall be limited to the security officer, superintendent and law enforcement.

## **Hearing Loss Abatement**

The approved security personnel shall participate in the district hearing loss abatement program as suggested by our insurance provider.

### **Local Law Enforcement**

Approved security personnel shall contact local law enforcement making them aware they are authorized to carry a firearm on campus. The approved security personnel will meet with local law enforcement officers and provide them a picture of themselves, as well as a picture and description of the types of clothing the security officer will be wearing while on duty.

The security personnel shall endeavor to integrate themselves with local law enforcement training so as to establish common response protocols and develop professional relationships with local law enforcement personnel.

### **Adherence to Use of Lethal Force Policy**

Security personnel designated to carry firearms shall adhere to the district's "Use of Lethal Force" policy. Annually, the approved security personnel shall review and pass an exam on the district's "Use of Lethal Force" policy. The security personnel shall sign an agreement form stating he/she knows, understands and will abide by the policy.

### **Oversight and Review**

Any use of lethal force by the security personnel shall result in a filing of a "Use of Lethal Force Form" that shall be submitted to the superintendent within 72 hours of the incident. At the first Board meeting following the event, the superintendent and security personnel involved shall present to the Board a synopsis of the event and the reasons for the deployment of lethal force.

Should the Board find that the lethal force was used contrary to policy, the Board may discipline the security personnel up to and including dismissal.

The security personnel who employed the use of lethal force shall be placed on paid administrative leave immediately following the event to allow sufficient time for psychological recovery and to allow the district to investigate the incident.

### **Annual Report to the Board**

The director of security will report to the Board annually.