



<i>New Summit Charter Academy</i>	<i>Policies and Procedures</i>
Policy Name:	School Security Officers - Armed Staff
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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 law 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 judgement of the SSO committee is final. Candidates can re-apply after the passing of a minimum of one calendar year.

To be eligible, and individual must:

1. Acquire and maintain an El Paso County Concealed Carry license.
2. Be employed by, and in good standing with NSCA.
3. Meet all statutory requirements for psychological fitness.

4. Legally own an approved firearm registered to them.
5. Be deemed acceptable by the SSO Committee.

## **SSO 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, such as the one offered through FASTER Colorado. The cost of this training will be borne by the school.
2. All school security officers must participate in and pass 6 hours of school active shooter training. The cost of this training will be borne by the school, and the school will select the class. Able Shepherd offers training.
3. All school security officers must participate in Tactical Combat Casualty Care training or equivalent. The cost of this training will be borne by the school, and the school will select the class. This is part of FASTER Colorado all levels of training.

### **Ongoing responsibilities:**

1. Quarterly practice/maintenance. Accurate firearm skills are perishable if not maintained. SSO's will be required to demonstrate a monthly practice of at least 200 rounds and provide dated targets.
2. Acquisition and proper use of an approved concealed carry holster to appropriately conceal the firearm, while providing ready access to the same.
3. Maintain the operating status of their personal firearm.
4. 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.
5. Membership options have been discussed with both the local indoor range facilities, Magnum Shooting Centers and DCF Guns. Each offers membership for two SSO's for around \$50-60 per month. This will be paid by NSCA.

## **NSCA Requirements**

Develop and maintain reasonable processes to determine the acceptability of applicants and active SSO's, test randomly, and make recommendations as to the fitness of the individual for the role. Special considerations must be made to avoid discrimination in this process based on protected class such as, but not limited to age, gender, race, etc.

Implementation of this policy must be announced to local law enforcement officials and SSO's should 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 and 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 SSO's for a term of five (5) years after the end of their service; or application if denied.

All school security officers are and will remain anonymous to students and families. However, staff will know who an SSO is.

A school security officer's duty shall extend from 7:15 am - 3:30 pm when school is in session. Duty shall not extend to after-school events without prior written approval from the principal. School will work with the local police department to determine if a school security officer is safe to return to the position after a critical incident.

## **Approval Process**

1. Any active staff member that is not a full-time classroom teacher may volunteer to serve as SSO and must meet with the Principal to discuss the range of responsibilities and the nature of the commitment.
2. All school security officers must possess and maintain an active Colorado Concealed Carry permit.
3. All school security officers must possess his or her own firearm that will be concealed on his or her person.

## **Firearms and Ammunition**

An NSCA SSO may carry a concealed handgun or possess a handgun 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 handgun with additional loaded magazines to include no more than 50 rounds of ammunition in their possession while on the school premises. Possession of loose ammunition is not permitted. Handguns must use 9mm luger (9x19) ammunition. Only school provided ammunition can be loaded in the

firearm and extra magazines while on premises.

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. The firearm must be always concealed in their possession while on NSCA grounds. If it becomes necessary for an SSO to be separated from their firearm the SSO must leave school grounds before handling their firearm.

NSCA will consider the possibility of issued firearms and purchase/storage of approved ammunition for distribution for training and day-to-day carry.

NSCA will consider the acquisition of safe and secure onsite storage for ammunition and firearms.

## 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 conceal 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)

## Revision History

Date	Revision Details	Revised By
01/01/2023	Creation	Board, Executive Director
05/17/2023	Revised	Board, Executive Director
05/07/2025	Revised/Approved	Compliance Officer, Board