

### **Weapons in Schools - Staff**

Employees, district contractors and/or their employees and district volunteers shall not possess a dangerous or deadly weapon or firearm on district property or at school-sponsored events. This prohibition includes those who may otherwise be permitted by law to carry such weapons.<sup>1</sup>

For purposes of this policy, and as defined by state and federal law, weapon includes:

1. “Dangerous weapon” - any weapon, device, instrument, material or substance, which under the circumstances in which it is used, attempted to be used or threatened to be used is readily capable of causing death or serious physical injury;
2. “Deadly weapon” - any instrument, article or substance specifically designed for and presently capable of causing death or serious physical injury;
3. “Firearm” - any weapon (including a starter gun) which will or is designed to or may readily be converted to expel a projectile by the action of an explosive, frame or receiver of any such weapon, any firearm silencer or any other destructive device including any explosive, incendiary or poisonous gas.

Weapons under the control of law enforcement personnel are permitted.

The superintendent will ensure notice of this policy is provided.

Employees with extenuating circumstances may appeal to the superintendent to carry a concealed weapon. The superintendent will inform the board of the approval of an appeal.

Employees in violation of this policy will be subject to discipline up to and including dismissal. Individuals contracting with the district and volunteers will be subject to appropriate sanctions. A referral to law enforcement may be made.

**END OF POLICY**

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<sup>1</sup>Districts should consult with legal counsel prior to adopting this policy. While districts can adopt policies governing its employees’ conduct, others argue that the right to carry a concealed weapon cannot be infringed by the district pursuant to ORS 166.170. This is an unresolved matter of law for district.

**Legal Reference(s):**

[ORS 161.015](#)

[ORS 332.107](#)

[ORS 166.210 - 166.370](#)

Gun-Free School Zones Act of 1990, 18 U.S.C. §§ 921(a)(25)-(26), 922(q) (2006).  
Doe v. Medford Sch. Dist. 549C, 232 Or. App. 38, 221 P3d 787 (2009).