

522.9**POSSESSION OR USE OF WEAPONS – STAFF/ EMPLOYEES**

The Williams Bay School District prohibits staff members from possessing, storing, or using a weapon, look-alike weapon or facsimile in any setting that is under the control and supervision of the District for the purpose of school activities approved and authorized by the District including, but not limited to, property leased, owned, or contracted for by the District, a school-sponsored event, or in a District vehicle, without the permission of the District Administrator or designee.

Nothing in this policy prohibits a staff member or employee with a properly issued permit to carry a concealed weapon from exercising his or her rights consistent with Wisconsin's concealed carry law and the state and federal gun free school zones laws. However, a staff member or employee who is the holder of a concealed carry permit license issued or recognized by the State of Wisconsin may not, by virtue of Wis. Stat. 948.605(2)(b)1r, possess a concealed weapon anywhere in or on school grounds, including parking areas. Further, no staff member or employee may carry a concealed weapon or otherwise store any firearm or ammunition in the passenger compartment of his or her personal vehicle while transporting students for school sponsored events or school-related purposes in his or her own vehicle. This does not apply to the transportation of students related by blood or marriage to the staff member if only such students are being transported.

For this policy, the term "weapon" means any object which, in the way it is used, is intended to be used, or is represented, is capable of inflicting serious bodily harm or property damage, as well as endangering the health and safety of persons. Weapons include, but are not limited to, firearms (including, but not limited to, firearms as defined in 18 U.S.C. 921(a)(3)), guns of any type, including air and gas-powered guns (whether loaded or unloaded), knives, (subject to the exceptions below) razors, with unguarded blades, clubs, electric weapons, metallic knuckles, martial arts weapons, ammunition, and explosives.

Exceptions to this policy include:

- Weapons under the control of law enforcement personnel in accordance with state and federal law.
- Items approved by a principal as part of a class or individual presentation under adult supervision, including but not limited to hunters' education courses, if used for the purpose of and in the manner approved (working firearms, except those protected at all times by a cable or trigger lock, and live ammunition shall never be approved).
- Theatrical props used in appropriate settings.
- District-approved bows & arrows associated with physical education classes.

- Starter pistols used in appropriate sporting events; and
- A knife lawfully used for food consumption or preparation, or a knife used for a lawful purpose within the scope of the person's employment.

Law enforcement will be contacted as soon as possible when it is determined that a weapon is present in violation of this policy where there is any possibility of endangerment.

The District Administrator or designee may refer a staff member of employee who violates this policy to law enforcement. The staff member will also be subject to disciplinary action, up to and including termination, as permitted by applicable Board policy.

Any staff member who has reason to believe that a person has or will violate this policy shall report to the school principal or his/her supervisor immediately. Failure to report such information may subject the staff member to disciplinary action, up to and including termination. The staff member may also confront the person if the staff member believes the risk of injury to self or others is minimal or if immediate action is necessary to prevent injury to any person.

LEGAL REFERENCE: Wisconsin Statutes, 120.13(1); 943.13; 948.605; 948.61;
939.22 18 U.S.C. 921(a)(3), 18 U.S.C. 922, 20 U.S.C. 7151

APPROVED: May 24, 2021