



4021

Weapons Free Work Place

Policy 4021

Original Adoption: 01/08/1991 (as Policy 4025)

Effective Date: 03/12/2014

Revision Dates: 03/23/1993, 09/18/2001, 05/27/2008 (all as Policy 4025), 03/11/2014

Review Dates:

I. PURPOSE

The purpose of this policy is to establish the commitment of the Minneapolis Public Schools to provide work environments for employees that are weapons free.

II. GENERAL STATEMENT OF POLICY

- A. The Minneapolis Public Schools Board of Directors is committed to weapons free workplaces. The Board has established this policy to address violence including weapons possession in our workplaces.
- B. The District will act to enforce this policy and to discipline or take appropriate action against any employee, contractor, volunteer, and other personnel of the District or member of the public who violates this policy.
- C. It shall be a violation of this policy for any employee, contractor, volunteer, other personnel of the District or member of the public to possess a firearm or a dangerous weapon as described in Minnesota Statutes Section 609.02 when in any district facility or property including buses or district vehicles, or off-campus at any school-related activity.
- D. It is not an exception to this policy for any employee, contractor, volunteer, other personnel of the District or member of the public to carry a weapon pursuant to a Minnesota State Permit or permit of any state.
- E. It is a violation of this policy for any person authorized to carry a pistol under Minnesota Laws related to weapon carry permits within three hundred feet of any district property.

III. EXCEPTIONS

- A. It is not a violation of this policy for an employee or contractor to possess a weapon in a school location for the sole purpose of staff training regarding weapons, provided that the weapon is secured in a locked container when not being used in class demonstration.
- B. It is not a violation of this policy for an active licensed law enforcement officer to be in possession of a weapon at any district location.
- C. It is not a violation of this policy for any contracted bank or deposit courier service personnel to be in possession of a weapon at any district location when in the performance of his or her duties as a bank or deposit courier.



- D. It is not a violation of this policy for military personnel who are on duty performing official duties to be in possession of a weapon at any district location.
- E. It is not a violation of this policy for any non-student authorized to carry a pistol under the Minnesota Laws related to weapon carry permits (Minn. Stat. § 624.714) while in a personal motor vehicle or outside a personal motor vehicle for the purpose of directly placing a firearm in, or retrieving it from, the trunk or rear area of the vehicle. Any possession or carry of a firearm beyond the immediate vicinity of a permit-holder's personal vehicle shall constitute a violation of this policy
 - 1. Employees and other personnel of the District who have carry permits
 - a) may only possess firearms within their locked vehicles, and not on their persons.
 - b) may only possess firearms that are equipped with trigger locks in their locked vehicles on or adjacent to district parking areas or facilities;
 - c) must secure firearms in a locked container or a locked compartment of their vehicle.
- F. It is not a violation of this policy for any person to possess a dangerous weapon, or replica firearm while serving as a ceremonial color guard.
- G. It is not a violation of this policy to possess, use or distribute appropriate equipment and tools required by an employee, contractor, volunteer or other district personnel in the exercise of his or her assigned duties when such equipment and tools are properly possessed, used and stored. However, when otherwise authorized work equipment and tools are used in a potentially dangerous or threatening manner with an intent to be dangerous or threatening, or without regard to dangers or threats created by the possession or use, such possession or use shall be treated as the possession and use of a prohibited weapon.
- H. Any employee, contractor, volunteer, other personnel of the District or member of the public who finds a weapon or ammunition at a district facility who takes the weapon or ammunition immediately to the principal's office, school resource officer or site administrator shall not be considered to be in possession of a weapon or ammunition. If the person believes that it would be dangerous or impracticable to take the weapon or ammunition to the appropriate location, the person has an affirmative duty to report the presence and location of any weapon or ammunition to the principal, officer or site administrator.

IV. RESPONSIBILITY

- A. It is the responsibility of every employee, contractor, volunteer and other personnel of the District to comply with this policy.
- B. It is the responsibility of every visitor or member of the public at or in district facilities to comply with this policy.



- C. Each employee, contractor, volunteer or other personnel of the district shall be provided with written notice of this policy and shall be required to acknowledge receipt thereof.
- D. The Superintendent or Superintendent's designee shall cause such written notices as are permitted by law to be posted at all district facilities to inform the public of this policy.
- E. Any employee, contractor, volunteer or other personnel of the District who receives a report of the presence or suspected presence of a weapon at a district facility has an affirmative duty to inform the principal, officer or site administrator or to otherwise initiate the emergency response plan of the facility to assure the safety of students, staff and the public.

V. DISTRICT ACTION

- A. Violation of this policy shall result in discipline of the offending employee, contractor or other personnel of the district in keeping with the terms of applicable collective bargaining agreements and contracts up to and including discharge, termination and cancellation of contract for services for employees, volunteers, contractors or other District personnel. The violation shall also be reported to local law enforcement.
- B. A member of the public who violates the policy
 - 1. shall be asked to leave the premises,
 - 2. the situation shall be reported to the school resource officer or other law enforcement department, then the office of Emergency Management, Safety & Security
 - 3. may be barred from future entry to school locations,
 - 4. may be escorted from the school location by law enforcement officers, or be taken into custody by them at their sole discretion.

Legal References:

18 U.S.C. § 921 (Definition of firearm)
20 U.S.C. §§ 7101 – 7165 (Safe and Drug-Free Schools and Communities Act)
Minn. Stat. § 121A.05 (Referral to Police)
Minn. Stat. § 121A.06 (Reports of Dangerous Weapon Incidents in School Zones)
Minn. Stat § 609.66 (Dangerous Weapons)
Minn. Stat. § 609.605 (Trespass)
Minn. Stat. § 624.714 (Carrying of Weapons without Permit; Penalties)

Cross References:

MPS Policy 5221 (Weapons Free Schools)
MPS Policy 6680 (Safety, Security and Emergency Management)