



Colorado Association
of School Boards

KEY PEOPLE CAFE



Colorado Association
of School Boards

May 9, 2024

CASB MEMBERSHIP

- ***What districts receive as a part of their CASB membership***
 - Resources
 - Legal information
 - Policy audits
 - Policy information
 - Discounted in-person training



CASB MEMBERSHIP

- ***What districts receive as a part of their CASB membership***
 - Advocacy at the state and federal level
 - Events focused on strengthening the work of the board through professional development
 - Podcasts focused on governance topics
 - Webinars focused on timely issues



CASB MEMBERSHIP

- ***What districts receive as a part of their CASB membership***
 - Monthly virtual calls
 - Mt. Resort, Rural Board Member Roundtable, Board President Cafe
 - CASB Leadership Workbook and New Board Member Handbook



DUES INVOICE

- **When:** In your email this May
- **Where to pay:** Click the invoice tab on your district profile page
- **Payment due date:** July 1, 2024
 - *If not paid by August 31, you will no longer receive services*



DUES INVOICE

- **Key People Role:** Pull the invoice and initiate the payment process
 - Whether sending it to AP or inclusion in a board packet or securing approval from your superintendent



DUES INVOICE

- **Policy Support and Online District Policy Maintenance Services Invoice**
 - Follow the same process



SPECIAL POLICY UPDATE: MAY 10

Reason for policy changes

Overview of SPU changes - new policy structure

Training Update

Resources



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Reason for policy changes

SB23-296:

- Expands protections against harassment for students
- Requires policy separate from Title IX
- Training requirements

SB23-172:

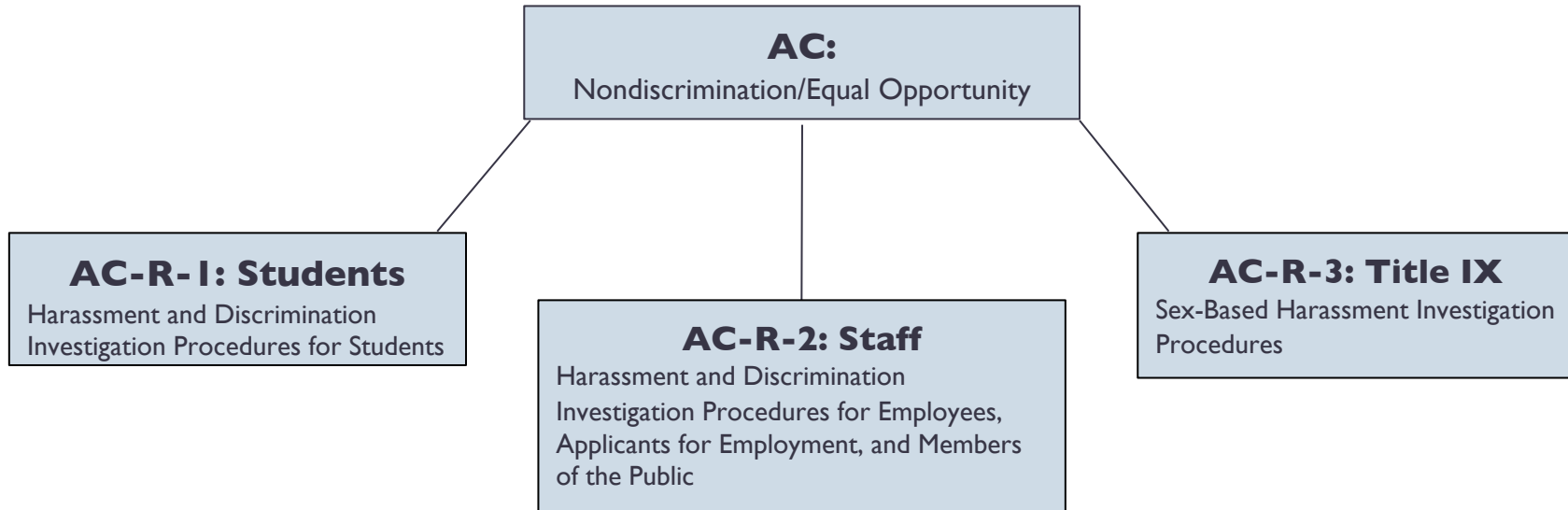
- Expands protections against harassment for employees
- No policy requirement
- No training requirement
- Optional anti-harassment program language

Title IX regulation changes:

- Revamps Title IX procedural requirements - reduces mandates
- Expands behavior that is covered under Title IX



New Policy Structure



Repealed Policies

1. AC-R-1 (Option 1): Nondiscrimination/Equal Opportunity (District Employee as Compliance Officer)
2. AC-R-1 (Option 2): Nondiscrimination/Equal Opportunity (Superintendent as Compliance Officer)

These policies were repealed because the changes were too substantial that it would be confusing otherwise. Additionally, we didn't think we needed two options and baked options into the policy.

These two policies are replaced by AC-R-1 and AC-R-2 depending on whether a student or non-student experienced harassment.



Updated and Renamed Policies

- I. AC-R-2: Sexual Harassment Investigation Procedures
 - to*
 - AC-R-3: **Sex-based** Harassment Investigation Procedures
- 1. GBAA: Sexual Harassment
 - to:*
 - GBAA: **Sex-based** Harassment
- 1. JBB*: Sexual Harassment
 - to:*
 - JBB* **Sex-based** Harassment



Revised Policies

1. AC: Nondiscrimination/Equal Opportunity - substantial revisions - does not include tracked changes
2. AC-E-1: Exhibit - Sample Notice of Nondiscrimination/Equal Opportunity
3. AC-E-2: Exhibit - Complaint Form for Reports of Harassment or Discrimination



Training Required by SB23-296

- Training will be required for all staff starting in the fall
- Topics of Training: *Recognizing harassment and discrimination, including indicators of grooming and child sexual abuse, responding when a report is received or an incident is witnessed, best practices for avoiding victim-blaming, understanding the effect of trauma on victims of harassment/discrimination, communicating with impacted students in a sensitive, compassionate, gender-inclusive, and culturally responsive manner, understanding the impact of harassment or discrimination on students with disabilities, available supportive measures, district-specific reporting procedures, process for responding to incidents of harassment/discrimination, differences between school harassment/discrimination policy, Title IX, Section 504, Title VI, Title VII, and Colorado mandatory reporting laws.*
- **CASB is working with districts and attorneys throughout the state to create a training video that districts can utilize. More updates to come.**



Resources

1. Title IX
 - a. [OCR Resource for Drafting Policies based on Title IX 2024 Regulations](#)
 - b. [COSA Resource: Title IX 2020 Regulations v. 2024 Regulations - Key Provisions and Comparison Chart](#)
2. POWR Act
 - a. [CASB Resource: Protecting Opportunities and Workers' Rights Act \(POWR\) Frequently Asked Questions](#) (link will not be live until May 9, 2024)
3. SPU Explanation
 - a. [CASB Resource: Guide to Harassment and Discrimination Protections and Policy Changes](#) (Link will not be live until May 9, 2024)



Questions?

Contact us: Ramspoker@casb.org or Hdaniels@casb.org

Thank you!



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