# An Inside Look at the
# June 2025 Policy Packet

**csba**

# Webinar Agenda

1. **Housekeeping & Presenter Introductions**

2. **Practice Poll and Poll #1**
   **(Fun Poll; Composition of Attendees)**

3. **GAMUT Overview**

4. **Policy Updates/Q&As**

5. **Poll #2**
   **(Evaluation of Webinar)**

6. **Time for Additional Questions**

# Housekeeping: Questions and Answers/Link to Presentation

‣ Please use the Q&A feature to submit your questions. This is located on ribbon below the speaker. The chat feature has been turned off.



‣ Your questions will be answered either in the Q&A feature in writing or live by our presenters.

‣ All attendees will receive a link to the video of this webinar as well as the slide deck.

# Presenters

▸ **Barbara Laifman**, Director, Policy Manual Development

▸ **Kristin Lindgren-Bruzzone,** General Counsel

▸ **Dustin Bindreiff**, Senior Policy Manual Writer

▸ **Tezeta Stewartz**, Senior Director, Policy & Governance Technology Services

▸ **Joshua Daniels**, Chief, Policy & Governance Technology Services

# Practice Poll:
## Ice Cream or Popsicles

▸ **What is your favorite summer cool down treat?**

A. Ice cream by far. I love the creamy taste!

B. Popsicles. The cold crisp sweetness is irresistible!

C. Neither. I prefer a dive into the swimming pool.

# Poll #1:
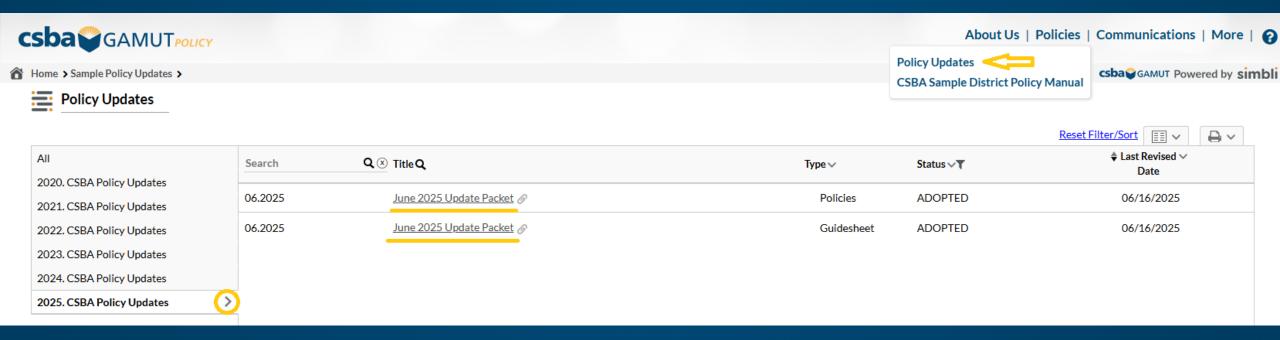## Composition of Attendees

▸ **Have you previously attended one or more Update Webinars?**

   A. No, this is my first one
   B. Yes, I have previously attended 1 or 2
   C. Yes, I have previously attended 3 or more

▸ **What is your role in your District or COE?**

   A. Board Member
   B. Supt/ Administrator
   C. Executive Assistant
   D. Other

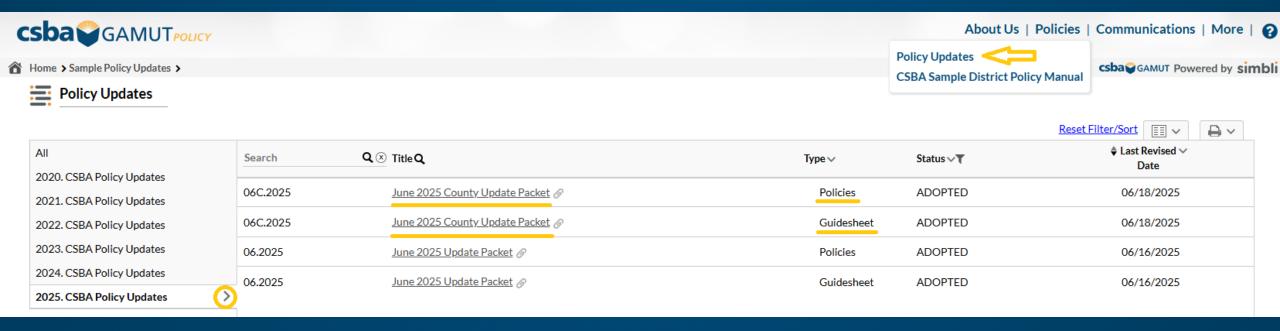# Using GAMUT to Access the Update Packets

# Via the GAMUT Policy site:

**If your district subscribes to GAMUT Policy but does not have your own Policy Plus site, you will find the Update Packets on the GAMUT Policy site in the Policy Updates section**

# Via the GAMUT Policy site:

**If your County Office of Education subscribes to GAMUT Policy but does not have your own Policy Plus site, you will find the Update Packets on the GAMUT Policy site in the Policy Updates section**
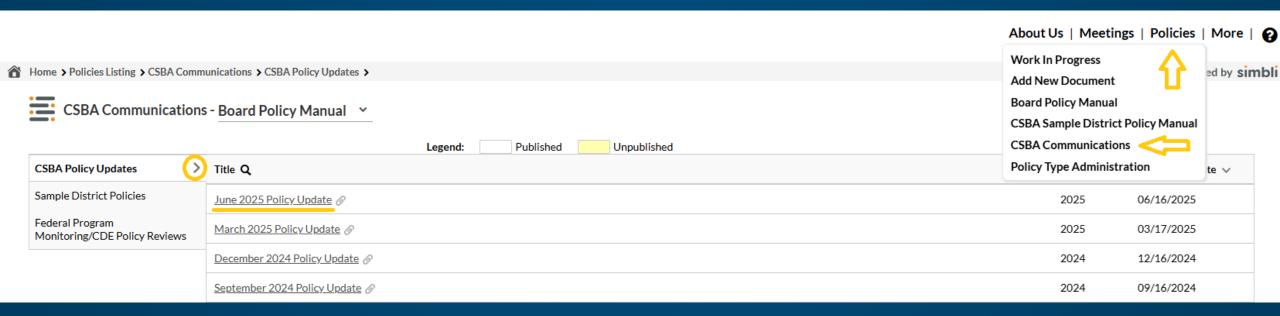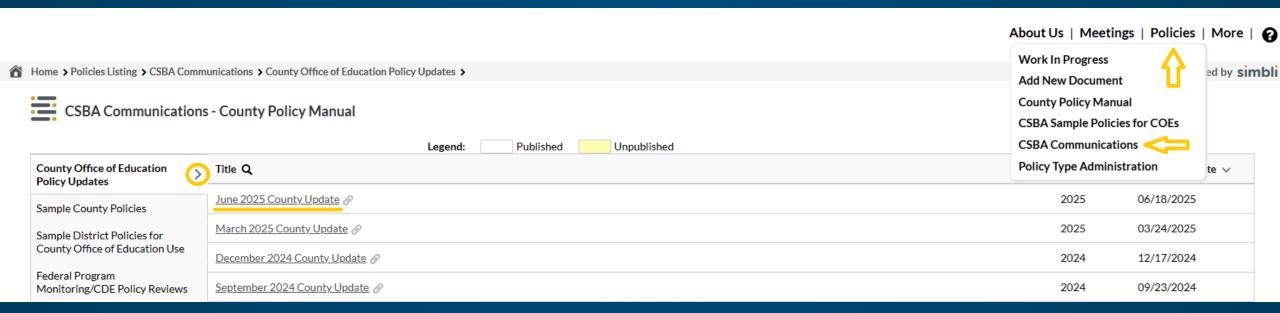
# Via your GAMUT Policy Plus site:

**If your district subscribes to GAMUT Policy Plus, you will find the Update Packets in the CSBA Communications area on your site**

# Via your COE's GAMUT Policy Plus site:

## If your County Office of Education subscribes to GAMUT Policy Plus, you will find the Update Packets in the CSBA Communications area on your site

# GAMUT Virtual Support



**The GAMUT Team hosts Weekly Drop-In Sessions every Wednesday at 2:00pm.**

**To register, go to csba.org/webinars**

# Have you missed several update packets?

**Policy Manual Review**

CSBA's Policy Manual Review

Districts are mandated by law to adopt over 90 policies, and many others are necessary to ensure legal compliance. Due to the passage of hundreds of new laws every year, district policies can quickly become out-of-date. CSBA's Policy Audit Program can help you make sure that your district's policies accurately reflect current state and federal law.

**Policy Development Workshop**

POLICY DEVELOPMENT Workshops

Develop a robust and legally compliant policy manual through CSBA's Policy Development Workshop. Let our policy consultants guide your district or county office of education through the process of developing a manual that addresses key issues and complies with state and federal mandates.

The **Policy Manual Review** is an audit that lets you know **which policies** you may need to update

CSBA's policy team compares the last-revised date of your district's policies with those of its sample manual and issues a report

The **Policy Development Workshop** updates your entire manual in one fell swoop

CSBA policy consultants work side-by-side with you to assist you in developing a policy manual tailored to the needs of your district/COE

# Interested in combining GAMUT Policy Plus and Meetings?

**csba** GAMUT      About Us | Meetings | Policies | More | ❓

Manage your Board's Meetings and Policy Manual in one site - go fully paperless!

Save time and streamline your process with modules that interact with each other.

Maintain one user database to keep track of your LEA's contributors and manage their access/visibility levels.

Search meetings and policies all at once with the Advanced Search feature.

Remotely access your Meetings and Policies data from anywhere - safely & securely.

# Sample Policies:
# The Basics

# Sample Policies - Things To Know

‣ The Governing Board legislates by way of **Board Policies (BPs)**, which articulate policy direction of district or county office of education

‣ The Superintendent implements BPs by way of **Administrative Regulations (ARs)**, which provide necessary details while staying within confines of applicable BPs

- This structure may not apply to County Superintendents

‣ **Exhibits (Es)** provide forms, notices, and other implementation tools consistent with specific BP or AR to which it relates

‣ **Board Bylaws (BBs)** are specific BPs that provide rules and procedures that Governing Board itself must follow

‣ *"Policies" is inclusive term for all BPs, ARs, Es, and BBs*

# Sample Policies - Things To Know

▸ Numbering System

- **0000**: Philosophy, Goals, Objectives and Comprehensive Plans

- **1000**: Community Relations

- **2000**: Administration (applicable only to Districts)

- **3000**: Business and Noninstructional Operations

- **4000**: Personnel

- **5000**: Students

- **6000**: Instruction

- **7000**: Facilities

- **9000**: Bylaws

▸ In total, there are over 800 sample policy documents

▸ There are 550+ code numbers in our sample policy list

- Most have a BP

- Some have just an AR

# Sample Policies - Things To Know

- ‣ Policies (our collective word for BPs, AR, Es, BBs) are **<u>SAMPLES</u>**
- ‣ Serve as starting point for districts and COEs
- ‣ Districts and COEs are expected to review each policy or policy update and, within the confines of the law, customize them to the needs and context of the district or COE
- ‣ Policies have gone through legal review but…
  - They do **<u>NOT</u>** constitute legal advice
  - They may become quickly out of date
- ‣ Notes are embedded to provide context and additional guidance
  - They can be provided to Board members but should not be included in adopted version of policy

# June 2025
# Policy Update Packet Highlights

# Highlighted Topics in June Packet

## AI Policies:

‣ BP 0440 - District Technology Plan

‣ BP 0441 - Artificial Intelligence (**NEW**)

## Other AI-Related Policies:

‣ BP 4040 - Employee Use Of Technology (Updated 9/24)

‣ BP 5131.9 - Academic Honesty (Updated 9/23)

‣ BP 6154 - Homework and Makeup Work (Updated 9/23)

‣ BP 6162.5 - Student Assessment (Updated 9/23)

‣ BP 6163.4 - Student Use of Technology (Updated 9/24)

## Title IX Policies:

‣ BP 0410 - Nondiscrimination in District Programs and Activities

‣ BP/AR/E(1)/E(2) 1312.3 - Uniform Complaint Procedures

‣ BP/AR 4030 - Nondiscrimination in Employment

‣ BP 4033 - Lactation Accommodation

‣ BP/AR 4119.11/4219.11/4319.11 - Sexual Harassment

‣ AR/E(1) 4119.12/4219.12/4319.12 - Title IX Sexual Harassment Complaint Procedures

‣ BP/AR 5145.3 - Nondiscrimination/Harassment

‣ BP/AR 5145.7 - Sexual Harassment

‣ AR/E(1) 5145.71 - Title IX Sexual Harassment Complaint Procedures

‣ BP 5146 - Married/Pregnant/Parenting Students

# Other Policies Updated in June Packet

- BP/AR 0420.4 - Charter School Authorization
- BP/E(1) 0420.41 - Charter School Oversight
- BP/AR 0450 - Comprehensive Safety Plan
- BP/AR/E(1) 1113 - District and School Websites
- AR/E(1) 3512 - Equipment
- AR 3542 - School Bus Drivers
- BP/E(1) 4112.9/4212.9/4312.9 - Employee Notifications
- BP/AR/E(1) 5125.1 - Release of Directory Information

- AR 5131.41 - Use of Seclusion and Restraint
- BP/E(1) 5145.6 - Parent/Guardian Notifications
- BP 6142.91 - Reading/Language Arts Instruction
- BP/AR 6145.2 - Athletic Competition
- AR 6159.4 - Behavioral Interventions for Special Education Students
- BB 9011 - Disclosure of Confidential/Privileged Information

# Highlighted Topic: **Artificial Intelligence**

- ‣ BP 0440 - District Technology Plan
- ‣ BP 0441 - Artificial Intelligence (**NEW**)

# Foundational Considerations & Principles

- Artificial intelligence (AI)
  - Has great potential to benefit and to harm
  - Already being widely used
- Two options:
  - A. Permit AI use subject to certain restrictions and caveats
  - B. Prohibit AI use subject to certain permissions and caveats
- Went with Option A
  - Restriction for Students:
    - Any use of technology that prevents or inhibits students from achieving district's or COE's academic standards is prohibited
  - Restrictions for Employees:
    - Review and be responsible for any final product/document

# BP 0440 - District Technology Plan

‣ Original policy drafted based on CDE requirement to create technology plan, which no longer exists

- Deleted AR which focused on plan requirements

‣ BP updated to

- Still require creation of technology plan (but now based solely on Board authority)
- Add need to align plan with goals, objectives, academic standards, safe use, district/COE policy, and use of artificial intelligence
- Include list of components to be included in technology plan
- Acknowledge potential negative consequences from technological resources (as well as potential benefits)

# BP 0441 - Artificial Intelligence (NEW)

‣ Provides principles for use of artificial intelligence (AI) by students and staff

1. **Student-Centered**: AI should be used to personalize and enhance learning experience for each student and to support digital citizenship and literacy

2. **Staff-Centered**: AI should be used as tool to augment and support, rather than replace, staff in performing duties and responsibilities

3. **Ethical Use and Transparency**: AI should be used ethically and transparently by all staff and students, with careful consideration of potential biases, and in compliance with all applicable intellectual property and copyright laws

4. **Accountability and Responsibility**: AI should be used in manner that ensures accountability by those who use it and that those who use it are responsible for such use, including when and how it is used

5. **Equity and Access**: AI should be implemented in manner that ensures equitable access and opportunity for all students, regardless of background or ability, and for all schools across district/COE

# BP 0441 - Artificial Intelligence (NEW)

▸ Principles (cont.)

6. **Secure and Private**: District/COE should prioritize security and privacy when changing existing practices or adopting new practices regarding AI

7. **Professional Development**: District/COE should provide ongoing professional development for staff in all aspects of AI, with particular focus on ethical and responsible use of AI

8. **Community Engagement**: District/COE should engage with community to share these principles, to educate community on AI, and to discuss permitted and prohibited uses of AI in district/COE

9. **Continuous Improvement**: District/COE should regularly evaluate use of AI by students and staff, and adapt its policies, procedures, and professional development to align with best practices and evolving technologies

# BP/E(1) 4040 - Employee Use of Technology (*From 9/24 Webinar*)

‣ Updated to reflect:
  - Guidance related to appropriate use of AI by employees
  - Philosophical statement regarding use and usefulness of technology
  - Revised prohibited and permitted uses of technology
  - "Software as a service" and "AI apps" in definition of "district technology" or "COE technology"
  - Permission for employees to access mobile/other device(s) to seek emergency assistance, assess safety, or communicate to confirm safety of another
  - Add internet searches, browsing history, and use of artificial intelligence in list of technology that may be monitored and recorded
  - Include cyberattack or phishing in list of security problems employees must report

# BP 5131.9 - Academic Honesty
## (*From 9/23 Webinar*)

‣ Updated to
  - State that any use of technology, including AI, that prevents or inhibits students from achieving standards is prohibited
  - Prohibit using technology primarily or solely for completion of coursework or for generating answers to mathematical, scientific, or analytical problems
  - Permit using technology for conducting research, correcting grammar and spelling, educational applications (e.g., tutoring systems and language learning applications), or with teacher consent
  - In cases of suspected dishonesty,
    ◦ Require disclosure of any staff use of technology to detect dishonesty
    ◦ Give student opportunity to demonstrate that use of technology was in accordance with policy
  - Include exceptions for technology use when identified in student's IEP
  - Encourage training and professional development regarding technology, including AI

# BP/E(1) 6163.4 - Student Use of Technology (*From 9/24 Webinar*)

▸ Updated to reflect:

- Guidance related to appropriate use of AI by students

- Philosophical statement regarding use and usefulness of technology

- Prohibited and permitted use of technology, as revised

- "Software as a service" and "AI apps" in definition of "district technology" or "COE technology"

- Requirement that student use of technology must be in accordance with policies on academic honesty, data privacy, and nondiscrimination, and with copyright laws

- No guarantee that technology is without defect

- District/COE is not responsible for financial obligations arising from unauthorized use, or misuse, of technology

- Addition of internet searches, browsing history, and use of artificial intelligence in list of technology that may be monitored and recorded

- Inclusion of cyberattack or phishing in list of security problems students must report

# BP 6154 - Homework and Makeup Work
# BP 6162.5 - Student Assessment
# (*From 9/23 Webinar*)

‣ BP 6154 updated to permit student use of technology in accordance with BP 5131.9 - Academic Honesty

‣ BP 6162.5 similarly updated to require that any use of technology to complete assessments be in accordance with BP 5131.9 - Academic Honesty

- BP 0440 - District Technology Plan
- BP 0441 - Artificial Intelligence (**NEW**)

# Questions?

# Highlighted Topic: Title IX

- BP 0410 - Nondiscrimination in District Programs and Activities
- BP/AR/E(1)/E(2) 1312.3 - Uniform Complaint Procedures
- BP/AR 4030 - Nondiscrimination in Employment
- BP4033 - Lactation Accommodation
- BP/AR 4119.11/4219.11/4319.11 - Sexual Harassment
- AR/E(1) 4119.12/4219.12/4319.12 - Title IX Sexual Harassment Complaint Procedures
- BP/AR 5145.3 - Nondiscrimination/Harassment
- BP/AR 5145.7 - Sexual Harassment
- AR/E(1) 5145.71 - Title IX Sexual Harassment Complaint Procedures
- BP5146 - Married/Pregnant/Parenting Students

# Background

- ‣ What is Title IX?
  - Intended to provide protection from discrimination based on sex in education programs or activities that receive federal financial assistance
  - 20 USC 1681-1688; 34 CFR 106.1-106.82
- ‣ What is the status of the Title IX Regulations?
  - Final revised regulations released in April 2024 (2024 Regulations)
    - ◦ Took effect August 1, 2024
  - *Tennessee v. Cardona* (opinion issued in January 2025)
    - ◦ Vacated 2024 Regulations
  - U.S. Department of Education's Office for Civil Rights (OCR)
    - ◦ Will enforce Title IX based on prior regulations, effective August 14, 2020 (2020 Regulations)

# Impact on Policy (Back-and-Forth)

‣ CSBA's July 2024 Special Packet
- Updated policies based on
  ◦ 2024 Regulations
  ◦ Other changes in state and federal law/guidance documents

‣ CSBA's June 2025 Update Packet
- Updated policies based on
  ◦ *Tennessee v. Cardona* and OCR guidance/return to 2020 Regulations
  ◦ New legislation and guidance
- Maintains non-Title IX changes made as part of update to July 2024 Special Packet
- Deletes outdated guidance documents

# Key Foundational Differences

- Certain protections were in 2024 Regulations but not in 2020 Regulations
  - California law provides many same protections as 2024 Regulations
  - Some "Dear Colleague Letters" and Executive Orders potentially conflict with state law
    - It is CSBA practice to reference "Dear Colleague Letters" (in effect) in policy notes, as applicable
    - It is CSBA practice to not rely on executive orders as basis for legal requirements
  - Consult CSBA's District and County Office of Education Legal Services/legal counsel
- "Sex" was defined in 2024 Regulations but not in 2020 Regulations
  - Policies use definitions consistent with California law, California case law, and generally accepted terms within academia
- Lactation was included for purposes of sex discrimination and accommodations in 2024 Regulations but not in 2020 Regulations
  - State law and other federal law still provide protection in certain circumstances

# Key Foundational Differences

- 2024 Regulations required grievance procedures for complaints alleging <u>sex discrimination and sex-based harassment</u>

- 2020 Regulations require grievance procedures for complaints alleging <u>sexual harassment</u> as defined in Title IX (34 CFR 106.30)
  - To be used for conduct between August 14, 2020 and July 31, 2024 and after January 9, 2025
  - Between August 1, 2024 and January 9, 2025, consult CSBA's District and County Office of Education Legal Services/legal counsel
  - For complaints alleging sex discrimination and/or sexual harassment that does not amount to sexual harassment as defined in Title IX (34 CFR 106.30):
    - BP/AR 1312.3 - Uniform Complaint Procedures (students)
    - AR 4030 - Nondiscrimination in Employment (employees)

# Other Key Differences

- Movement of policy language
  - Material related to sex discrimination
    - Students: BP/AR 5145.3 - Nondiscrimination/Harassment (moved from BP/AR 5145.7)
    - Employees: BP/AR 4030 - Nondiscrimination in Employment (moved from BP/AR 4119.11/4219.11/4319.11)
- Clarification
  - List of actual or perceived characteristics that may serve as basis for unlawful discrimination in education programs and activities

# Other Key Differences

‣ Changes to policy titles
  - Student-related policies
    ◦ BP/AR 5145.7 - Sexual Harassment (previously titled "Sex Discrimination and Sex-Based Harassment")
    ◦ AR/E(1) 5145.71 - Title IX Sexual Harassment Complaint Procedures (previously titled "Title IX Sex Discrimination and Sex-Based Harassment Complaint Procedures")
  - Employee-related policies
    ◦ BP/AR 4119.11/4219.11/4319.11 - Sexual Harassment (previously titled "Sex Discrimination and Sex-Based Harassment")
    ◦ AR/E(1) 4119.12/4219.12/4319.12 - Title IX Sexual Harassment Complaint Procedures (previously titled "Title IX Sex Discrimination and Sex-Based Harassment Complaint Procedures")

# Other Changes in Law

- **AB 3074** (2024) which
  - Prohibits public schools, except those operated by Indian tribe or tribal organization, from using term "Redskins" as school or athletic team name, mascot, or nickname
  - Beginning July 1, 2026, prohibits public schools, except those operated by Indian tribe or tribal organization, from using derogatory Native American term for school or athletic team names, mascots, or nicknames without written consent of local federally recognized tribe
  - Requires use of uniform complaint procedures to resolve complaints related to school or athletic team names, mascots, or nicknames
- **SB 939** (2024) which requires that specified resources related to neurodiversity are readily accessible in prominent location on district's/COE's website in manner that is easily accessible to parents/guardians and students

# Other Changes in Law

- **SB 1100** (2024) which makes it unlawful employment practice to include statement in job advertisement, posting, application, or other material that applicant is required to have driver's license, unless specified conditions are satisfied

- **SB 1137** (2024) which provides that prohibited discrimination includes discrimination not just because of one protected class under state law, but also because of combination of two or more protected bases

- BP 0410 - Nondiscrimination in District Programs and Activities
- BP/AR/E(1)/E(2) 1312.3 - Uniform Complaint Procedures
- BP/AR 4030 - Nondiscrimination in Employment
- BP4033 - Lactation Accommodation
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- AR/E(1) 5145.71 - Title IX Sexual Harassment Complaint Procedures
- BP5146 - Married/Pregnant/Parenting Students

# Questions?

**Other Highlights:**

- ▸ BP/E(1) 0420.41 - Charter School Oversight

- ▸ AR 3542 - School Bus Drivers

- ▸ BP 6142.91 - Reading/Language Arts Instruction

- ▸ BB 9011 - Disclosure of Confidential/Privileged Information

# BP/E(1) 0420.41 - Charter School Oversight

‣ "Material Revisions" section of BP was moved to BP 0420.4 - Charter School Authorization

‣ Exhibit updated to incorporate 25 pieces of legislation

- **NOTE: Exhibit 1 will no longer be updated**

# AR 3542 - School Bus Drivers

‣ Regulation updated to

- Reflect specified qualification and training requirements for all drivers

- Add training related to district's transportation safety plan to list of required trainings for drivers

# BP 6142.91 - Reading/Language Arts Instruction

‣ Policy updated to

- Clarify that Board adopt instructional materials that meet or exceed Common Core State Standards

- Add new section "Screening for Risk of Reading Difficulties" that provides for:

  ◦ Board adoption of screening instruments to assess K-2 students for risk of reading difficulties

  ◦ Annual assessment of each K-2 student for risk of reading difficulties, unless exempted

# BB 9011 - Disclosure of Confidential/Privileged Information

▸ Bylaw updated to

- Expand and clarify definition of confidential information
  ◦ Information acquired in closed session or in anticipation of/follow-up to closed session
  ◦ Information contained in communications from legal counsel
  ◦ Information deemed confidential by Board

- Expand and clarify actions if Board member threatens to improperly disclose or discloses
  ◦ Injunctive relief to prevent disclosure
  ◦ Referral to grand jury
  ◦ Censure or other disciplinary action, provided Board member has received training or been informed of legal requirements

- But note that limited disclosure is proper if to
  ◦ DA or grand jury
  ◦ Express opinion concerning propriety or legality of Board action
  ◦ Law enforcement officials or to joint legislative audit committee

# Other **Updated** Policies:

- ‣ BP/AR 0420.4 - Charter School Authorization
- ‣ BP/AR 0450 - Comprehensive Safety Plan
- ‣ AR/E(1) 3512 - Equipment
- ‣ AR 5131.41 - Use of Seclusion and Restraint
- ‣ BP/AR 6145.2 - Athletic Competition
- ‣ AR 6159.4 - Behavioral Interventions for Special Education Students
- ‣ BP/AR/E(1) 1113 - District and School Websites
- ‣ BP/E(1) 4112.9/4212.9/4312.9 - Employee Notifications
- ‣ BP/AR/E(1) 5125.1 - Release of Directory Information
- ‣ BP/E(1) 5145.6 - Parent/Guardian Notifications

# Almost Time for Questions!

# Poll #3:
**Evaluation of Webinar**

▸ **How would you rate this webinar?**

  ▸ 5 - Incredible!!!

  ▸ 4 - Really Helpful!

  ▸ 3 - Good Enough

  ▸ 2 - Barely Ok

  ▸ 1 - Not Worth My Time

# CSBA Policy News

▸ Next set of policy updates will be released in September 2025

▸ Quarterly policy updates will then shift to November, February, May, and August (rather than December, March, June, and September)
  - Based on user feedback
  - To better align with school year calendar

# Final Q & A

# Thank you

csba

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