



LEGISLATIVE SUMMARY

2025

COLORADO ASSOCIATION OF SCHOOL BOARDS

2253 S. Oneida St., Ste. 300
Denver, CO 80224
303-832-1000
www.casb.org



CASB'S LEGISLATIVE PROCESS

CASB advocates for K-12 education at the capitol each year, with the collaboration of our members and partners. Each year, CASB develops legislative priorities through CASB's Resolutions Process.

1. Each summer, CASB issues a Call for Resolutions request to every member school board as an opportunity to provide input on public education issues for the next legislative session. This year's deadline is **July 18, 2025 by 5:00 pm**. CASB compiles the proposed resolutions, prepares research data, and distributes the information to the Legislative Resolutions Committee (LRC).
2. The members of CASB's Legislative Resolutions Committee (LRC) review the submitted resolutions and develop recommendations to be considered at CASB's Annual Delegate Assembly.
3. The CASB Delegate Assembly will meet on **Saturday, September 6** during CASB's Fall Conference and Delegate Assembly where delegates will adopt resolutions. The Delegate Assembly is the foundation of CASB's governance structure, provides critical direction to CASB when it represents members' interests before state and national policymakers, and is the official body that establishes CASB's legislative "roadmap" for issues critical to public education for the foreseeable future.

Please contact Matt Cook if you have suggestions, concerns, or other ideas on how the presentation of this information could be helpful to you as an advocate for Colorado's children. Thank you for your support and advocacy on behalf of the students in Colorado public schools.

CASB'S ADVOCACY TEAM

Matt Cook

Director of Public Policy and Advocacy
mcook@casb.org

Rachel Amspoker

Senior Legal Counsel
ramspoker@casb.org

Jubal Yennie

Executive Director
jyennie@casb.org

Hilary Daniels

Policy Counsel
hdaniels@casb.org

OVERVIEW

This Legislative Summary includes a list of the bills CASB was registered on behalf of our members. Please note the following process CASB uses to register on bills and what our registration means:

1. Why do we register?

Colorado law requires that a professional lobbyist register with the Secretary of State on a bill before speaking to legislators about a specific piece of legislation. The options for registration include: “support,” “monitor,” “amend,” or “oppose.”

CASB complies with that law by ensuring that its lobbyist, Matt Cook, is registered before advocating a position with legislators.

2. What do the different terms mean?

Individual organizations with a lobbying presence may interpret these terms differently, but from CASB’s standpoint, we define these terms when registering on legislation as follows:

Support: CASB registers in support of bills that promote the beliefs and resolutions as adopted by the CASB Delegate Assembly. Registration in support of a bill does not mean that the bill cannot be improved, or that we do not have concerns about some provisions. It does mean that, on balance, we believe the positives outweigh any concerns. A registration in support of a bill means that CASB may continue to work with legislators to improve the bill.

Monitor: CASB takes a monitor position on bills for three possible reasons. First, CASB is truly neutral on the bill. This could mean that while the bill impacts school boards and the districts they serve, we do not have strong guidance on a position to take. Second, CASB could decide to monitor a bill because the motivation or underlying reason for the bill is unclear. In this case, CASB registers in order to permissibly ask questions about legislative intent. Finally, CASB could take a monitor position on a bill because the bill needs work

before CASB could determine whether to take a position of support or oppose.

Amend: CASB takes an amend position on bills that need work before CASB could determine whether to take a position of support or oppose. By taking a position of amend, CASB may work with legislators to make changes or amendments that would change our position.

Oppose: CASB takes a position of oppose on bills that clearly contradict the beliefs and resolutions adopted by the CASB Delegate Assembly. By taking a position of oppose, CASB may work with legislators to make changes or amendments that would change our position.

3. How does CASB decide its position on specific bills?

The beliefs and resolutions adopted by the CASB Delegate Assembly guide the internal decision-making process for CASB’s positions on bills. CASB staff review introduced bills and offer feedback on the position that the organization should take to CASB’s Legislative Resolutions Committee (LRC). The CASB Legislative Resolutions Committee reviews resolutions presented by CASB members and develops recommendations to be considered at CASB’s Annual Delegate Assembly. It also meets during the legislative session for a briefing on legislative issues and to determine CASB’s position on individual pieces of legislation. The committee is made up of at least one school board member from each CASB region.

In the political process, registering “support,” “monitor,” “amend,” or “oppose” is a required gateway for your CASB lobbyist to engage with legislators and represent the needs of members. We welcome questions about bills or our position on a bill throughout the legislative session and encourage members to get involved in our advocacy efforts.

TABLE OF CONTENTS

<u>ACCOUNTABILITY AND GOVERNANCE</u>	4
<u>EARLY CHILDHOOD EDUCATION</u>	6
<u>ELECTIONS</u>	7
<u>FACILITIES</u>	7
<u>FINANCE</u>	8
<u>HIGHER EDUCATION</u>	11
<u>INSTRUCTION</u>	13
<u>PERSONNEL</u>	17
<u>SCHOOL SAFETY</u>	18
<u>STUDENT AND EMPLOYEE RIGHTS</u>	20
<u>STUDENT SUPPORT AND EQUITY</u>	23
<u>MISCELLANEOUS</u>	25
<u>LOST BILLS</u>	25
<u>VETOED BILLS</u>	26
<u>NOVEMBER ELECTION</u>	26

ACCOUNTABILITY & GOVERNANCE

HB25-1152

Tech Accessibility Liability

<https://leg.colorado.gov/bills/hb25-1152>

This bill helps school districts enforce accessibility standards by strengthening the legal and financial accountability of contractors. It relates to accessibility standards created by HB21-1110 and the implementing rules found in 8 CCR 1501-11.

It requires contractors providing services for schools to comply with digital accessibility standards for individuals with disabilities. Contracts for these services must reflect these standards. Contractors may include learning management systems such as Google Classroom, Canvas, and Schoology, student information systems such as PowerSchool and Infinite Campus, among other educational technology vendors. The bill ensures that any contractor doing business with Colorado school districts must meet the same digital accessibility requirements that apply to districts.

Additionally, the bill requires that contractors are fully responsible for any legal or other costs if they fail to meet these accessibility standards. If desired, districts may require a contractor to undergo a compliance review.

For school boards and superintendents, this bill means that district staff will need to ensure that future contracts include the required accessibility language, contractors will be more accountable for meeting accessibility standards, and the district can recover legal costs if a contractor is noncompliant. **This bill is effective on July 7, 2025.**

Policy Impact: There is no impact to CASB's Sample Policies. CASB's resources on accessibility will be updated to reflect the bill's changes.

HB25-1167

Alternative Education Campuses

<https://leg.colorado.gov/bills/hb25-1167>

Alternative Education Campuses (AECs) are schools with specialized missions designed to serve high-risk student populations. This bill aims to support AECs, which serve some of Colorado's most impacted students but frequently operate with insufficient funding and resources. The bill requires CDE to annually prepare and post a report on the enrollment trends, student demographics, and student mobility at AECs beginning in September 2025. Additionally, it requires AECs to serve some high-risk students through age 21, such as students who are pregnant, are parents, or will be eligible for a diploma at the end of the school year. Finally, the bill lowers the threshold for AECs with fewer than 250 students to maintain their AEC status. Typically, AECs must serve at least 90% high-risk students. These smaller schools will still qualify even if their percentage of high-risk students or students on IEPs drops slightly (by no more than three students below the 90% requirement) as long as they return to the 90% threshold the following year. **Bill is effective July 7, 2025.**

Policy Impact: There is no impact on CASB's sample policies.

HB25-1210

Data Reporting Requirements for Kindergarten Through 12th Grade Schools

<https://leg.colorado.gov/bills/hb25-1210>

This bill is designed to reduce the data collection burden on school districts, responding to a 2017–2018 survey that recommended eliminating numerous reporting requirements. The bill initially aimed to comprehensively reform data collection practices, but proponents found that the current system is so broad and interconnected that significant changes would require a complete structural overhaul.

As a result, the final version of the bill takes a more targeted approach. It directs CDE to create a streamlined format for district planning that consolidates various state, federal, and grant reporting requirements. Local school boards may attach a locally developed action plan component addressing steps,

resources, and any additional requirements identified by the State Board of Education.

The bill also requires CDE to maintain a centralized system for submitting these plans. By August 31, 2025, and on a regular basis thereafter, CDE must gather user feedback to evaluate how widely the streamlined format is used, assess its effectiveness, and inform improvements to the centralized system. **Bill is effective on July 7, 2025.**

Policy Impact: There is no impact on CASB's sample policies.

HB25-1278

Education Accountability System

<https://leg.colorado.gov/bills/hb25-1278>

The accountability, accreditation, student performance, and resource inequity task force, created in HB23-1241, studied and made recommendations on academic opportunities, inequities, promising practices in schools, and improvements to the accountability and accreditation system. This bill implements the recommendations of the task force. It requires CDE to do the following:

- Divide state assessments into shorter sections with age-appropriate time frames to evaluate students with disabilities;
- Create a version of state assessments for math, science, and social studies in languages other than English and Spanish when there are sufficient speakers of a specific language;
- Provide guidance on encouraging student participation in state assessments;
- Include curriculum-based achievement college entrance exams for the purposes of calculating performance for the performance indicator concerning student academic achievement;
- Measure the postsecondary and workforce readiness performance indicator on 4 performance sub-indicators;
- Calculate measures for each performance indicator for the overall student population and for the combined disaggregated group;

- Create additional supports and plans for districts if they are placed on priority improvement or turnaround plan;
- Lower student count thresholds in accountability calculations, address volatility of test score measurements for districts with small student populations, and shorten statewide assessments and implement adaptive assessment technology;
- Gather stakeholder input on the specific data elements and visual reporting format for the statewide education accountability dashboard on or before November 1, 2026. Department shall summarize the stakeholder input, estimated cost for incorporating data elements, and reporting formats with the state board into a report.

The bill also creates an accountability work group to provide feedback and recommendations on the system. **Bill is effective on May 23, 2025.**

Policy Impact: There is no impact on CASB's sample policies.

SB25-147

Modify Board Management Public Employees' Retirement Association

<https://leg.colorado.gov/bills/sb25-147>

The Public Employees Retirement Association (PERA) board is currently not subject to Colorado's Open Meetings Law, which requires public bodies to hold meetings in public. This bill changes that by defining the PERA board as a "local public body" for the purposes of the Open Meetings Law. Beginning January 1, 2025, the board must conduct its meetings in compliance with these transparency requirements. Specifically, the board must:

- Post meeting notices that include specific agenda information;
- Maintain a publicly accessible website with:
 - The notice and agenda for the next public meeting,
 - The policy and process for public participation,

- A link to access recordings or archives of past meetings,
- The board's official email address.

Additionally, the bill modifies term limits for the board to no more than two consecutive 4-year terms and makes other changes to term limit requirements. It also requires the board to post certain financial information on its website. Although the board may delegate responsibilities to the director of PERA, the board itself retains authority for management of the association.

Nearly all school district employees are members of PERA. Increased transparency and public accountability of the PERA board may influence decisions related to retirement benefits, financial planning, and district budgeting. School boards will benefit from greater access to information about PERA's governance and finances, which can support more informed decision-making at the local level. **Bill is effective on June 3, 2025.**

Policy Impact: There is no impact on CASB's sample policies.

EARLY CHILDHOOD EDUCATION

HB25-1305

Repeal Date Extension for Colorado Department of Early Childhood Report

<https://leg.colorado.gov/bills/hb25-1305>

This bill fixes a technical error in statute. It updates the Department of Early Childhood's statutes to extend the repeal date of the reporting section of the Child Abuse Prevention Trust Fund Act to align with the reporting deadline. This change results in no change to state or local government revenue or expenditures and has no fiscal or other impact on school boards. **Bill is effective July 7, 2025.**

Policy Impact: There is no impact on CASB's sample policies.

SB25-004

Regulating Child Care Center Fees

<https://leg.colorado.gov/bills/sb25-004>

This bill establishes rules for fees charged by child care programs, including child care centers, family child care homes, and neighborhood youth organizations. The bill allows application fees to be refunded if a student does not enroll within six months, and requires that any deposit to reserve a child's spot be credited toward tuition upon enrollment. It also allows the Department of Early Childhood to take disciplinary action against child care centers if they do not comply or correct the issue.

School districts that operate a preschool are not included in the definition of child care center and are not subject to the bill's requirements. **Bill is effective January 1, 2026.**

Policy Impact: There is no impact on CASB's sample policies.

SB25-177

Sunset Continue Early Childhood Leadership Commission

<https://leg.colorado.gov/bills/sb25-177>

The bill continues the Early Childhood Leadership Commission in the Colorado Department of Early Childhood for five years, through September 1, 2030. It is currently scheduled to repeal on September 1, 2025.

The Early Childhood Leadership Commission is the state's federally required state advisory council for early childhood and is charged with making recommendations related to early childhood policy in the state; assisting public and private agencies with coordinating services; developing standards, data, and workforce policies; and monitoring efforts related to early childhood access, engagement, and school readiness.

The sunset report for the ECLC is available on the Department of Regulatory Agencies website. **Bill is effective on July 7, 2025.**

Policy Impact: There is no impact to CASB's Sample Policies.

ELECTIONS

HB25-1225

Freedom from Intimidation in Elections Act

<https://leg.colorado.gov/bills/hb25-1225>

The bill attempts to prevent election-related intimidation events, in consideration of several threats against the Colorado Secretary of State and against Colorado election officials in recent years. Although anti-intimidation law already exists in the federal Voting Rights Act of 1965 and Colorado voting laws, this bill provides specific explicit protections.

The bill prohibits an individual from intimidating, threatening, or coercing others in relation to voting or attempting to vote, assisting others in voting, or helping to administer past or present elections. Prohibited intimidation is presumed to include an individual who is not law enforcement carrying a real or imitation firearm while interacting with or observing voting activities.

The bill may be enforced through lawsuits filed by an aggrieved individual, an election official, the Secretary of State, or the Department of Law. **Bill is effective on May 12, 2025.**

Policy Impact: There is no impact on CASB's sample policies. CASB's Elections resources will be updated in accordance with this bill.

SB25-001

Colorado Voting Rights Act

<https://leg.colorado.gov/bills/sb25-001>

The Colorado and U.S. Constitutions protect the right to free and open elections. The bill aims to strengthen those protections by affirming and codifying the right of racial, ethnic, and language minority groups to equal access to the political process, consistent with protections under the federal Voting Rights Act. It places the responsibility on cities and counties to uphold this right and identifies specific election practices that may constitute discriminatory barriers to voting. The bill

establishes a civil process through which individuals or groups can seek legal recourse for violations of these rights. Additionally, it requires the Department of State to collect and publish specific election-related data.

The bill makes a variety of other election-related changes, including expanding ballot translation requirements to include municipal elections.

The bill applies to cities and counties, but not school districts. **Bill is effective July 7, 2025, and applies to elections occurring on or after January 1, 2026.**

Policy Impact: There is no impact on CASB's sample policies. CASB's Elections resources will be updated in accordance with this bill if necessary.

FACILITIES

HB25-1006

School District Solar Garden Lease Term

<https://leg.colorado.gov/bills/hb25-1006>

Under current law, school districts may lease property not needed for district purposes for a maximum of 10 years. This bill removes that limit for leases related to solar fields, energy storage systems, or affordable housing. If a board of education leases or rents property for an affordable housing project, it must adopt a policy that defines "affordable housing" for the purposes of that project. **Bill is effective on July 7, 2025.**

Policy Impact: There is no impact on CASB's sample policies, but school boards who wish to rent property for affordable housing must develop a policy in accordance with the bill.

HB25-1030

Accessibility Standards in Building Codes

<https://leg.colorado.gov/bills/hb25-1030>

This bill's intent is to improve accessibility standards in building codes throughout the state, but it does not require immediate changes. It does require that at the next time a board of county commissioners or municipality adopts or amends a building code, the code must meet certain standards of accessibility: either

the "International Building Code" or the "International Residential Code," depending on the type of building.

School districts are required to comply with building codes developed by their local county or municipality in any school district construction projects. **Bill is effective on January 1, 2026.**

Policy Impact: There is no impact on CASB's sample policies.

HB25-1130

Labor Requirements for Government Construction Projects

<https://leg.colorado.gov/bills/hb25-1130>

Under current law, certain public projects and energy sector public works projects must meet apprenticeship utilization and prevailing wage requirements, depending on the type of project, the entity contracting for the project, and the type of construction. The bill allows state agencies to utilize a project labor agreement that includes certain provisions, including dispute resolution procedures, guarantees against strikes or lockouts, and ensuring a reliable source of skilled labor. **Bill is effective on July 1, 2027.**

Policy Impact: There is no impact on CASB's sample policies.

HB25-1245

Heating Ventilation & Air Conditioning Improvement Projects in Schools

<https://leg.colorado.gov/bills/hb25-1245>

This bill aims to save schools money by ensuring that facility improvement projects are completed by a highly skilled workforce and result in measurable energy efficiency improvements and health improvements for students and staff. It applies to school districts, BOCES, and charter schools.

The bill does not require entities to make any HVAC improvements. However, if a district chooses to make improvements to their HVAC systems using funds from the Infrastructure Investment and Jobs Act Cash Fund (IAJAC Fund), they must follow certain technical

requirements that result in the desired energy efficiency improvements.

The bill outlines substantial technical requirements, including detailed provisions for assessing HVAC quality and efficiency.

It also requires school districts to retain a copy of any HVAC verification report for at least five years and provide it to the public upon request. Districts are also required to hire only HVAC contractors listed on the Colorado Department of Labor and Employment's certified contractor list, unless no responsive, eligible subcontractors are available to perform the mechanical, electrical, or plumbing portions of the contract. If a district uses IAJAC Fund dollars for HVAC improvements, the bill also specifies language that must be included in the grant agreement, including a certification requirement at the end of the grant period. **Bill is effective on July 7, 2025.**

Policy Impact: There is no impact on CASB's sample policies.

FINANCE

HB25-1061

Community Schoolyards Grant Program

<https://leg.colorado.gov/bills/hb25-1061>

This bill establishes the Community Schoolyards Grant Program to support the development of "community schoolyards" - outdoor, park-like spaces designed to promote learning, health, and access to nature. These spaces can serve as outdoor classrooms, educational areas, or recreational facilities.

School districts may apply for funding to create a community schoolyard and are required to partner with local governments (such as cities, counties, or special districts). These partnerships are meant to ensure that the schoolyards function as public community spaces outside of school hours.

To be eligible for funding, school districts must enter into a formal agreement with a local government partner that outlines shared use and responsibilities.

Additionally, if awarded funding, the school district must develop a design plan with meaningful community engagement. **Bill is effective on July 7, 2025.**

Policy Impact: There is no impact on CASB's sample policies.

HB25-1105

Public Employees' Retirement Association True-up of Denver Public Schools Division Employer Contribution

<https://leg.colorado.gov/bills/hb25-1105>

This bill makes changes to the Denver Public Schools division of PERA. When DPS's retirement system joined PERA in 2010, the law required periodic 5-year reviews (called "true-ups") to make sure DPS's contributions stayed aligned with those of other district employers over time. This bill modifies the employer contribution amount for DPS as part of that ongoing process. **Bill is effective on July 1, 2025.**

Policy Impact: There is no impact on CASB's sample policies.

HB25-1215

Redistribution of Lottery Fund

<https://leg.colorado.gov/bills/hb25-1215>

This bill creates a new Strategic Outdoor Recreation Management and Infrastructure Cash Fund to support outdoor recreation infrastructure, visitor management, trail maintenance, and efforts to increase equity and accessibility in outdoor spaces. Starting in the 2024-2025 fiscal year, the bill also reallocates lottery funds, which are usually used for school capital construction funding.

Lottery funds will be distributed to the Outdoor Equity Fund (\$4 million); the BEST Program (\$3 million); and to the Outdoor Recreation Industry Office (\$750,000).

If remaining lottery funds exist after those distributions, funds will be distributed on a percentage basis to the BEST program (50%) and a variety of other cash funds including the Outdoor Equity Fund. **Bill is effective on July 7, 2025.**

Policy Impact: There is no impact on CASB's sample policies.

HB25-1320

School Finance Act

<https://leg.colorado.gov/bills/hb25-1320>

The School Finance Act for 2025 establishes funding levels for Colorado's school districts and makes adjustments to the new school finance formula introduced in House Bill 24-1448. The bill sets base per pupil funding at \$8,691.80 - an increase of \$195.42 from the previous year - and brings total statewide program funding to \$10.036 billion. It also extends the transition to the new formula from six to seven years, modifies the "hold harmless" provision to ensure districts receive at least their FY 2024-25 funding levels through FY 2026-27, and provides a baseline increase for FY 2027-28 through FY 2030-31.

Additional changes include the continuation of four-year averaging for FY 2025-26 and a shift to a three-year averaging method beginning in FY 2026-27, subject to adjustments based on the State Education Fund balance. The bill delays implementation of the new method for counting at-risk students until FY 2026-27 and alters how funding is distributed to charter schools. For FY 2025-26, charter schools will receive additional per pupil amounts based on the 15 percent phased-in funding their authorizing or geographic districts receive. The bill also reduces appropriations to the Colorado Department of Education by \$39.3 million for FY 2025-26. **Bill is effective on May 23, 2025, but Section 15 will not take effect due to the passage of SB25-315.**

Policy Impact: There is no impact on CASB's sample policies.

SB25-028

Public Employees' Retirement Association Risk-Reduction Measures

<https://leg.colorado.gov/bills/sb25-028>

This bill strengthens oversight of the Public Employees' Retirement Association (PERA) by putting into law two requirements that are currently PERA practices. It requires PERA's Board to complete an actuarial experience study and an actuarial audit every four

years. The actuarial experience study helps determine whether PERA's actuarial assumptions match performance, and the audit provides an external audit of the actuarial analysis to ensure it is accurate.

The bill also requires the Pension Review Subcommittee (a legislative body) to conduct an independent review of PERA within three months of each actuarial audit release. **Bill is effective on March 26, 2025.**

Policy Impact: There is no impact on CASB's sample policies.

SB25-090

Department of Early Childhood Supplemental

<https://leg.colorado.gov/bills/sb25-090>

This bill makes supplemental appropriations to the Department of Early Childhood. **Bill is effective on February 27, 2025.**

Policy Impact: There is no impact on CASB's sample policies.

SB25-091

Dept of Education Supplemental

<https://leg.colorado.gov/bills/sb25-091>

This bill makes supplemental appropriations to the Department of Education. **Bill is effective on February 27, 2025.**

Policy Impact: There is no impact on CASB's sample policies.

SB25-113

Mid-Year Adjustments to School Funding

<https://leg.colorado.gov/bills/sb25-113>

This bill makes changes to school funding due to the pupil count being higher than expected and property tax revenue is lower than expected. **Bill is effective on February 27, 2025.**

Policy Impact: There is no impact on CASB's sample policies.

SB25-167

Invest State Funds to Benefit Communities

<https://leg.colorado.gov/bills/sb25-167>

Requires the public school fund to invest certain portions of its fund into community investments, which include bonds issued by Colorado public schools, loans to community development financial institutions that fund housing developments that include preferences for public school employees, and other investments that promote public education in Colorado. Additionally, it creates an educator first home ownership assistance program. **Bill is effective on June 4, 2025.**

Policy Impact: There is no impact on CASB's sample policies.

SB25-178

K-5 Social & Emotional Health Pilot Program

<https://leg.colorado.gov/bills/sb25-178>

The bill requires the State Board of Education to adopt rules that consider certain factors when determining the distribution of money for the K-5 Social and Emotional Health Pilot Program, created through House Bill 19-1017. The program provides funding to participating schools to increase the ratio of school mental health professionals to students. Seven public school districts have received a grant from the program. **Bill is effective on July 7, 2025.**

Policy Impact: There is no impact to CASB's Sample Policies.

SB25-180

Population Growth Calculation

<https://leg.colorado.gov/bills/sb25-180>

This bill changes how Colorado calculates population growth for the purpose of adjusting the state's TABOR (Taxpayers Bill of Rights) spending limit. Currently, the state uses U.S. Census Bureau estimates from the same year to compare population growth, which includes a revised estimate of the prior year's population. The bill requires the state to instead use the population estimate that was originally made in the prior year, rather than the revised version. This change increases

consistency and predictability in budgeting by avoiding retroactive data updates. Because TABOR limits how much revenue the state can retain and spend, the change could slightly affect the amount of money available for K-12 education and other state-funded services. However, the fiscal impact is expected to be minimal and would not directly change school funding formulas. **Bill is effective on July 7, 2025.**

Policy Impact: There is no impact on CASB's sample policies.

SB25-199

Suspend Legislative Interim Activities

<https://leg.colorado.gov/bills/sb25-199>

This bill reduces legislative interim activities for certain committees, therefore reducing expenditures.

Specifically, it eliminates the ability of the Colorado Youth Advisory Council (COYAC) to draft and recommend up to three bills each legislative session. COYAC has been responsible for several bills since it was created in 2019, including HB24-1039 (Non-Legal Name Changes), SB22-008 (College Financial Assistance for Foster Youth), and SB22-1052 (Student Mental Health Resources). Although the bill does not dissolve the committee entirely, removing its authority to draft legislation significantly reduces its resources and diminishes its influence. **Bill is effective on April 30, 2025.**

Policy Impact: There is no impact on CASB's sample policies.

SB25-221

School District Reporting Additional Mill Levy Revenue

<https://leg.colorado.gov/bills/sb25-221>

The bill requires that school districts report to the Colorado Department of Education the total amount of mill levy override revenue that the district distributes to state Charter School Institute schools within their geographic boundaries. **Bill is effective on April 28, 2025.**

Policy Impact: There is no impact on CASB's sample policies.

SB25-223

Mill Levy Equalization & Institute Charter Schools

<https://leg.colorado.gov/bills/sb25-223>

The bill makes changes to state mill levy equalization funding that is distributed to state Charter School Institute (CSI) schools. Developed in collaboration with CSI, the bill aims to reduce program costs considering the state's limited education budget.

The bill excludes multidistrict online schools authorized by CSI from receiving mill levy equalization funds. Currently, only one such school exists. Additionally, the bill deducts any district mill levy override revenue that is already shared with CSI schools from the calculation of mill levy equalization funding. This reflects current practice and does not change expenditures. Presently, there is only one district that shares district MLO revenue with CSI schools in their geographic boundaries. **Bill is effective on April 28th, 2025.**

Policy Impact: There is no impact on CASB's sample policies.

HIGHER EDUCATION

HB25-1038

Postsecondary Credit Transfer Website

<https://leg.colorado.gov/bills/hb25-1038>

The bill requires the Department of Higher Education to develop and maintain a free, publicly accessible online platform to provide current and potential students who are pursuing postsecondary education in Colorado with relevant information about which credits and courses, work-related experiences, and prior learning opportunities are transferable to or between public institutions of higher education in Colorado. Funding to support this project is already provided through a previously-existing grant, but the bill also creates a fund to accept donations and gifts. **Bill is effective July 7, 2025.**

Policy Impact: There is no impact on CASB's sample policies.

HB25-1041

Student Athlete Name Image or Likeness

<https://leg.colorado.gov/bills/hb25-1041>

This bill is not applicable to K-12 school districts but is a significant change for student athletes and prospective student athletes at higher education institutions.

Previous law required institutions to allow students to earn compensation for the use of their name, image, or likeness, but it prohibited institutions from providing compensation to student athletes and prevented student athletes from obtaining professional representation in relation to contracts or legal matters.

The bill expands compensation for student athletes and includes prospective athletes into its protections.

Prospective student athletes and active student athletes can obtain professional representation for contracts and legal matters and may be able to receive compensation from an institution for the use of their name, image, or likeness.

Finally, the bill modifies the Colorado Open Records Act to exempt from the public right of inspection personally identifiable information that is contained within an agreement or contract concerning a student athlete's or prospective student athlete's name, image, or likeness, or any communication or material related to an agreement or a contract concerning a student athlete's or prospective student athlete's name, image, or likeness. **Bill is effective on March 28, 2025.**

Policy Impact: There is no impact on CASB's Sample Policies.

HB25-1221

Emily Griffith Associate of Applied Science Degree

<https://leg.colorado.gov/bills/hb25-1221>

The bill allows the Emily Griffith Technical College to offer an Associate of Applied Science degree if approved by the State Board for Community Colleges and Occupational Education. The bill specifies criteria that the board must evaluate when considering the approval

of the A.A.S. degree program. The A.A.S. degree must include an apprenticeship program, sufficient general education courses, and align with certain occupations.

Bill is effective on July 7, 2025.

Policy Impact: There is no impact on CASB's sample policies.

SB25-087

Academic Adjustments in Higher Education

<https://leg.colorado.gov/bills/sb25-087>

The bill requires each higher education institution in Colorado to create and adopt a policy and a process to support the ability of a prospective, admitted, or enrolled student with a disability to voluntarily self-disclose the student's disability and to engage in an interactive process with the institution to receive an academic adjustment. The bill outlines certain requirements that must be included in the policy and requires higher education institutions to publish the policy on their website in an accessible format. **Bill is effective on July 7, 2025.**

Policy Impact: There is no impact to CASB's Sample Policies.

SB25-220

Accelerated College Opportunity Exam Fee Grant Program

<https://leg.colorado.gov/bills/sb25-220>

This bill repeals the College Opportunity Exam Fee Grant Program. **Bill is effective on July 1, 2025.**

Policy Impact: There is no impact to CASB's Sample Policies.

SB25-230

College Opportunity Fund Program

<https://leg.colorado.gov/bills/sb25-230>

College Opportunity Fund (COF) stipends are provided to undergraduate resident students to attend public universities and participating private universities in Colorado. The bill modifies how appropriations are made to the Colorado Department of Higher Education for COF stipends for students at private institutions and

provides the department with flexibility to use money from general financial aid programs if needed to cover stipend costs. If stipends for students at private institutions exceed the initial appropriation in future years, it may shift the way that financial aid money is spent, but it does not change the total amount of required state expenditures for financial aid or COF stipends. **Bill is effective on April 28th, 2025.**

Policy Impact: There is no impact to CASB's Sample Policies.

SB25-231

Repeal Inclusive Higher Education Act

<https://leg.colorado.gov/bills/sb25-231>

The Inclusive Higher Education Act established a grant program within the Department of Higher Education that distributes money to institutions of higher education to provide services for students with intellectual and developmental disabilities. This bill repeals that program due to budget constraints, resulting in a \$450,000 reduction in General Fund appropriations. **Bill is effective on July 1, 2025.**

Policy Impact: There is no impact to CASB's Sample Policies.

INSTRUCTION

HB25-1149

Comprehensive Black History & Culture Education in K-12

<https://leg.colorado.gov/bills/hb25-1149>

This bill requires the State Board of Education to adopt standards for Black Historical and Cultural studies during its next review of state education standards, which will take place in 2028. The bill requires each local education provider to incorporate the standards into courses for elementary through secondary education students within 2 years after the new standards are adopted. It also creates the 17-member Black Historical and Cultural Studies Advisory Committee to support the creation of the standards.

Existing law requires school boards to ensure that its own academic standards "meet or exceed" the state education standards. See C.R.S. § 22-7-1013. This bill requires boards to ensure that the standards for Black Historical and Cultural studies are also incorporated into their courses, once the standards are created by the State Board in 2028. **Bill is effective on June 3, 2026.**

Policy Impact: There is no impact on CASB's sample policies.

HB25-1192

Financial Literacy Graduation Requirement

<https://leg.colorado.gov/bills/hb25-1192>

This bill aims to promote financial literacy for students as they graduate and enter college or the workforce. It requires changes to student's Individual Career and Academic Plans (ICAP) starting in the 2027-2028 school year. At that point, each ICAP must include a requirement that the student has exposure to federal financial aid eligibility tools and net price calculators and practices filling out a Free Application for Federal Student Aid (FAFSA) or the Colorado Application for State Financial Aid (CASFA).

However, a student is not required to practice filling out either application if the student or their guardian declines to practice filling out the application, or school personnel determine it is not feasible for the student to practice filling out an application.

The bill also requires that already-existing financial literacy standards in C.R.S. 22-7-1105 be incorporated into a course required for high school graduation. Many Colorado high schools offer civics courses which include financial literacy as part of the course, and such a course would likely meet the new bill's requirements. **Bill is effective on July 7, 2025.**

Policy Impact: There is no impact on CASB's Sample Policies.

SB25-063

Library Resource Decision Standards

<https://leg.colorado.gov/bills/sb25-063>

This bill establishes uniform standards and procedures for the acquisition, use, and reconsideration of library materials in Colorado public school libraries.

Library resources are defined broadly to include both print (e.g., books, newspapers), and non-print materials (e.g., e-books, streaming content, software, exhibits), **but do not include classroom library materials.**

By September 1, 2025, the bill requires local education providers (LEPs), which includes school districts, to adopt a written policy governing the acquisition, retention, display, and use of library resources. The policy must also include a process for reconsidering materials when concerns are raised.

The bill requires the policy to comply with state and federal free speech protections (including Supreme Court case *Island Trees v. Pico*), state nondiscrimination provisions, and federal caselaw regarding prohibitions against obscene materials (*Miller v. California*).

The bill also includes provisions about a reconsideration process. Only a parent of an enrolled student may request reconsideration of a library resource, and resources cannot be removed without review under the adopted policy. The board must share with the public the final determination about a challenged book, which includes sharing compliance with legal standards. Additionally, the same resource cannot be reconsidered more than once every two years (or longer if set by policy). Requests for reconsideration are considered public records under CORA.

Finally, the bill includes protections for library staff. Library staff may not be disciplined or retaliated against for refusing to remove materials outside of the policy process, or for acting in good faith in accordance with local policy. **Bill is effective on May 1, 2025.**

Policy Impact: CASB Sample Policy KEC will be reviewed and revised as necessary to comply with the bill.

SB25-200

Dyslexia Screening and READ Act

<https://leg.colorado.gov/bills/sb25-200>

The bill requires school districts to implement a universal dyslexia screener that meets certain criteria by

the beginning of the 2027-2028 school year. The screener or process must be given to students enrolled in kindergarten within the last 90 days of the school year and to first through third grade students in the first 90 days of the school year. Districts may use a screener embedded within an interim assessment recommended under C.R.S. 22-7-1209(2.5) or a separate standalone screener, as long as it meets the statutory criteria outlined in C.R.S. 22-7-1209(2.5)(a).

In addition, the bill allows teachers to conclude that a student has a significant reading deficiency based on a body of evidence. This evidence may include formal assessments, classroom or parental observations, demographic information, and the student's educational and developmental history. This change is meant to ensure that students showing signs of reading challenges receive support, even in the absence of a formal diagnosis. **Bill is effective on July 7, 2025.**

Policy Impact: There is no impact to CASB's sample policies.

SB25-222

Repeal Proficiency Tests Administered by Schools

<https://leg.colorado.gov/bills/sb25-222>

This bill repeals the requirement for school districts to administer special proficiency tests and eliminates the funding previously allocated by the Colorado Department of Education to support those tests. These tests, which were authorized under House Bill 12-1345, were intended to help assess basic skills for students in grades 9–12.

However, the funding for these assessments has not been used in more than seven years. By formally eliminating both the tests and the associated funding, the bill reduces state expenditures by \$50,000 per year beginning in fiscal year 2025–26. The funds will remain in the State Education Fund for other uses. **This bill is effective on April 24, 2025.**

Policy Impact: There is no impact on CASB's sample policies.

NUTRITION & HEALTH

HB25-1025

Stockpile of Essential Materials Distribution

<https://leg.colorado.gov/bills/hb25-1025>

Colorado maintains a stockpile of essential materials, such as personal protective equipment, which can be distributed to schools and other entities in response to a Governor-declared disaster emergency. This bill allows the materials to be distributed in situations other than an emergency. **Bill is effective on March 26, 2025.**

Policy Impact: There is no impact on CASB's sample policies.

HB25-1027

Update Disease Control Statutes

<https://leg.colorado.gov/bills/hb25-1027>

The bill makes several changes to student immunization requirements including:

- Repealing a provision allowing students without immunization to attend schools if they, or a relevant guardian, request that local public health officials administer the immunization;
- Extending the period for students with out-of-date immunizations to submit documentation to schools before suspension or expulsion to 30 days;
- Extending reporting periods for schools to submit immunization and exemption rates to CDE and Department of Human Services; and
- Repealing the requirement for school officials to notify CDPHE of student suspensions or expulsions as a result of non-compliance with immunization requirements.

Bill is effective on April 10, 2025.

Policy Impact: CASB Sample Policy JLCB, Immunization of Students, and its accompanying regulation JLCB-R will be reviewed and revised as necessary to comply with the bill.

HB25-1059

Food Waste Reduction in Public Schools

<https://leg.colorado.gov/bills/hb25-1059>

This bill encourages school boards to consider adopting an optional policy to reduce food waste in school cafeterias. While not required, local policies may include strategies such as creating "share tables" where unopened food or beverages that students choose not to eat can be made available to others, composting food scraps, and donating excess food.

Any school board choosing to adopt a food waste reduction policy must follow all applicable local, state, and federal regulations such as local health department rules, sanitation and safety standards, and federal child nutrition program requirements. Staff involved in any food redistribution activities must also receive appropriate safety training.

Technical assistance and possible grant funding to accomplish the goals of this bill may be available through the Colorado Circular Communities Enterprise. **This bill is effective on July 7, 2025.**

Policy Impact: There is no impact on CASB's sample policies. School districts may choose to develop policy based on the bill.

HB25-1274

Healthy School Meals for All Program

<https://leg.colorado.gov/bills/hb25-1274>

The bill refers two ballot issues to the voters at the November 2025 statewide election concerning funding for the Health School Meals for All Program. **Sections 1, 2, 3, 20, and 21 of this bill are effective on June 3, 2025, and the remaining sections are effective upon voter approval.**

Policy Impact: There is no impact on CASB's sample policies.

HB25-1293

Drug Overdose Education

<https://leg.colorado.gov/bills/hb25-1293>

The bill requires the state board of education to adopt high school health education standards regarding drug

overdose risks, identification of a drug overdose event, and drug overdose prevention and response. The bill authorizes the state board of education to seek, accept, and expend gifts, grants, or donations for the purpose of adopting these standards. The standards must be completed by July 1, 2028 if funding is available, but if funding is not available on that date, the state board must complete the standards by July 1, 2032.

The bill authorizes a school district, the state charter school institute, a public school, or a nonpublic school to seek, accept, and expend gifts, grants, or donations for purposes related to maintaining, administering, and furnishing opioid antagonists. **Bill is effective on July 7, 2025.**

Policy Impact: JLCD, Administering Medications to Students and its accompanying regulation JLCD-R will be reviewed and revised as necessary to comply with the bill.

SB25-017

Measures to Support Early Childhood Health

<https://leg.colorado.gov/bills/sb25-017>

The bill codifies the existing HealthySteps program in the Department of Early Childhood (CDEC) as the Pediatric Primary Care Practice Program. The bill does not require CDEC to implement the program beyond its current implementation unless it receives sufficient funding to cover any expansions to the program. **Bill is effective on July 7, 2025.**

Policy Impact: There is no impact on CASB's sample policies.

SB25-164

Opioid Antagonist Availability

<https://leg.colorado.gov/bills/sb25-164>

Under current law, school districts may adopt a policy allowing schools to acquire and maintain a stock supply of opioid antagonists on school grounds. These policies may permit trained school employees to administer an opioid antagonist to a person at risk of an opioid-related overdose and to furnish the medication to individuals if the employee has received appropriate training.

The bill makes several updates to existing opioid-related laws, including allowing schools to store opioid antagonists in an automated external defibrillator (AED) or defibrillator cabinet located in the school or on a school bus; repealing the requirement that school employees receive training before administering an opioid antagonist; and authorizing school employees to give an opioid antagonist to a student even if the student has not received training, if the employee reasonably believes the student is in a position to help someone experiencing or at risk of an opioid-related overdose.

This law also indicates further flexibility to schools and communities regarding their response to the opioid crisis and gives more agency to students to support classmates who may be at risk of an opioid-related overdose. **Bill is effective on May 5, 2025.**

Policy Impact: CASB Sample Policies JLCD, Administering Medications to Students and the accompanying regulation will be reviewed and revised as necessary to comply with the bill.

SB25-191

Cardiac Emergency Plans for School Sports

<https://leg.colorado.gov/bills/sb25-191>

Effective January 1, 2026, both public and nonpublic schools in Colorado that have acquired or will acquire an automated external defibrillator (AED) are required to place and maintain the AED in accordance with nationally recognized, evidence-based standards for emergency cardiovascular care.

The district must ensure the AED is properly located and maintained to align with recognized standards, such as those issued by the American Heart Association which provide guidelines for placement of AEDs and other best practices. **Bill is effective on May 5, 2025.**

Policy Impact: CASB Sample Policy JLCE*, First Aid and Emergency Medical Care, will be reviewed and revised as necessary to comply with the bill.

SB25-278

Epinephrine Administration in Schools

<https://leg.colorado.gov/bills/sb25-278>

The bill broadens the use of epinephrine on school property by changing the phrase “epinephrine auto-injector,” to “emergency-use epinephrine.” Emergency-use epinephrine is defined as a portable, disposable drug delivery device or product approved by the federal Food and Drug Administration that contains a premeasured, single dose of epinephrine that is used to treat anaphylaxis in an emergency situation. The legislation aims to promote the safe and effective use of AEDs in school settings by requiring adherence to best practices in emergency response. **Bill is effective on May 30, 2025.**

Policy Impact: CASB Sample Policies JLCDAC, Screening/Testing of Students and JLCD-R, Administering Medications to Students will be reviewed and revised as necessary to comply with the bill.

PERSONNEL

HB25-1300

Workers’ Compensation

<https://leg.colorado.gov/bills/hb25-1300>

This bill makes a variety of changes to workers’ compensation practices that are applicable to school districts. Under current law, the Division of Workers’ Compensation in the Colorado Department of Labor and Employment (CDLE) adopts utilization standards for the delivery of medical benefits for workers’ compensation claims. This bill requires that an employer or the employer’s insurer use the division’s utilization standards when responding to a request for authorization from a treating physician.

If the employer or insurer fails to act in accordance with the standards, the division may deem the physician’s services as reasonable and necessary, and require payment for the services by the employer or the employer’s insurer.

The bill repeals the requirement that an employer provide a list of health care providers from which an injured worker may select to attend to an injury, and repeals the related provisions with respect to geographic location of providers and requirements when the employer is a health care provider that could

treat the injury “in house.” Instead, this bill requires that an employer or insurer notify the injured employee of the right to designate a treating physician and where to access the list of Level I and Level II accredited physicians maintained by the CDLE. The treating physician must be within 70 miles of the employee’s home or work, or within 100 miles if there is limited availability of accredited physicians in closer proximity. If the employee fails to designate a primary physician, the employer or insurer may select from the list of accredited physicians. **This bill is effective January 1, 2028.**

Policy Impact: There is no impact to CASB’s Sample Policies.

HB25-1307

Updating Technical References Education Law

<https://leg.colorado.gov/bills/hb25-1307>

This is a technical cleanup bill that moves the definition of “paraprofessional” from the repealed teacher residency expansion program to another section of statute. Currently, there are two definitions of paraprofessional in statute, and this bill preserves the repealed program’s definition because it is still referenced by other programs. The bill is purely technical and has no impact on paraprofessionals or staffing. Future consolidation of the two definitions of paraprofessionals would need to occur in a future legislative session. **Bill is effective on July 7, 2025.**

Policy Impact: There is no impact on CASB’s sample policies.

SB25-144

Change Paid Family Medical Leave Insurance Program

<https://leg.colorado.gov/bills/sb25-144>

This bill makes minor modifications to the Family and Medical Leave Insurance program (FAMLI), the state-wide leave insurance program created in 2020. Since its creation, school districts have been able to choose to participate in FAMLI or opt out of the program.

The bill extends the duration of FAMLI leave up to an additional 12 weeks for a parent who has a child

receiving inpatient care in a neonatal intensive care unit but does not make any other changes to FAMLI leave coverage.

The bill also makes changes to FAMLI premiums. FAMLI is funded through premiums that are 50% paid by the employer (including school districts that participate) and 50% deducted from an employee's paycheck. The current premium rate is .9% of wages, which will remain through 2025. For 2026, the premium amount will decrease to .88% of wages.

For future years, the Department of Labor and Employment must set the premium on or before September 1. The premium amount cannot exceed 1.2% of wages per employee, among other requirements. **Bill is effective on July 7, 2025.**

Policy Impact: There is no impact on CASB's sample policies.

SB25-154

Access to Educator Pathways

<https://leg.colorado.gov/bills/sb25-154>

The bill intends to remove barriers for those who want to teach, particularly in special education and early childhood education, due to the statewide teacher shortage. The bill modifies the ways that candidates for certain educator license endorsements may demonstrate professional competency. Colorado requires a variety of exams for certain endorsements, with high testing fees. The bill limits licensure assessments for key endorsements in early childhood, elementary, and special education and enables currently licensed teachers to expand into high-needs areas by demonstrating competency without retesting. Finally, it improves access to teacher prep programs by requiring them to be accessible at community college rates. **Bill is effective on July 7, 2025.**

Policy Impact: There is no impact on CASB's sample policies.

SB25-217

Repeal Computer Science Education Grant Program

<https://leg.colorado.gov/bills/sb25-217>

This bill repeals the computer science education grant program for teachers. **Bill is effective on July 1, 2025.**

Policy Impact: There is no impact on CASB's sample policies.

SB25-219

Repeal Colo. Career Advisor Training Program

<https://leg.colorado.gov/bills/sb25-219>

This bill repeals the Colorado Career Advisor Training Program, which was created in 2022 to support training for career advisors and developed an online course and several other online tools. **Bill is effective on April 28, 2025.**

Policy Impact: There is no impact on CASB's sample policies.

SCHOOL SAFETY

HB25-1173

Advisory Board Serving Office of School Safety

<https://leg.colorado.gov/bills/hb25-1173>

The bill expands the role of an advisory board that recommends policies for the School Safety Resource Center, allowing it to provide policy recommendations for all functions of the Office of School Safety, not just the Center. The expansion aims to improve the overall effectiveness and coordination of school safety efforts statewide. **Bill is effective on April 10, 2025.**

Policy Impact: There is no impact on CASB's sample policies.

HB25-1230

Changes Violation Driver Overtaking School Bus

<https://leg.colorado.gov/bills/hb25-1230>

This bill authorizes state and local governments, with school board approval, to install automated vehicle identification systems (AVIS) on school buses to detect and penalize drivers who illegally pass a stopped school bus with activated visual signal lights. A civil penalty of up to \$300 may be issued to violators, and a rebuttable presumption is created that visual signal lights are

operational if the AVIS image includes an electronic indicator showing they were actuated.

The bill prohibits compensation to AVIS vendors based solely on the number of citations issued or revenue generated. It also clarifies that the exception in current law (allowing drivers to pass a stopped school bus on a separate roadway) applies only when the roadways are divided by a physical barrier, not merely by painted medians. **Bill is effective on July 7, 2025.**

Policy Impact: There is no impact to CASB's Sample Policies.

HB25-1250

Gun Violence Prevention

<https://leg.colorado.gov/bills/hb25-1250>

This bill requires the Office of Gun Violence Prevention to create and post on their website K-12 specific resources surrounding gun violence prevention. Each year, school districts will be required to distribute the materials on the website to each parent, guardian, and legal custodian of students enrolled in the district. The materials may be distributed electronically or in a written format. **Bill is effective on July 7, 2025.**

Policy Impact: There is no impact on CASB's sample policies.

SB25-027

Trauma-Informed School Safety Practices

<https://leg.colorado.gov/bills/sb25-027>

On or before September 1, 2025, the bill requires the Office of School Safety to convene and oversee a work group to develop best practices for the use of trauma-informed practices to conduct school safety drills.

However, the work group is not required to meet until or unless the office receives \$50,000 to fund the group from gifts, grants, or donations. **Bill is effective on July 7, 2025.**

Policy Impact: There is no impact on CASB's sample policies.

SB25-143

Extend Prohibition on School Facial Recognition

<https://leg.colorado.gov/bills/sb25-143>

This bill extends the current prohibition on the use of facial recognition technology in schools, continuing to limit its use in most circumstances. However, it adds exceptions, allowing school districts to use facial recognition in specific situations, including for educational or instructional purposes; to identify a person who has made a credible threat of violence; to locate a missing student; and to identify an individual who is subject to a no-trespass order and may attempt to re-enter school property.

Even when these exceptions apply, school districts must strictly limit the use of facial recognition to the permitted purpose. They must ensure that the technology is not used more broadly or for longer than necessary, and only on individuals relevant to the identified exception.

Schools that choose to use facial recognition technology must meet specific requirements to protect the privacy of students and staff, including adopting a formal policy that matches the law's requirements. Additionally, a school may not process an individual's biometric data without obtaining consent or parent's consent. If a school enters into a contract with a vendor to provide facial recognition services, it must notify all students, parents, and staff, and must also post clear notices on school grounds to inform individuals about the use of the technology.

If a school or employee violates the bill (i.e., by misusing facial recognition technology), the affected person can file a lawsuit to request a temporary restraining order or an injunction to prevent continued misuse of the software. **Bill is effective on April 18, 2025.**

Policy Impact: There is no impact on CASB's sample policies, but the bill does require an administrative policy if a school district utilizes facial recognition software.

STUDENT & EMPLOYEE RIGHTS

HB25-1017

Community Integration Plan Individuals with Disabilities

<https://leg.colorado.gov/bills/hb25-1017>

This bill codifies the U.S. Supreme Court's 1999 decision in *Olmstead v. L.C.* into state law. The *Olmstead* decision was a landmark ruling affirming that individuals with disabilities have the right to receive services, programs, and activities in the most integrated setting appropriate to their needs – typically within their communities rather than in institutional settings.

Although these requirements already exist under federal law, this bill places them into state statute to preserve their enforceability in the event of future changes at the federal level. For school districts, the bill does not impose new obligations but reinforces existing federal mandates. These include federal requirements that districts provide special education services for students in the least restrictive environment (LRE), meaning students should be educated alongside their peers to the greatest extent appropriate.

Specifically, the bill requires public and government entities, including school districts, to provide services in the most integrated setting that is appropriate to the needs of an individual with disabilities, unless doing so would require a fundamental alteration of the entity's program. Additionally, by September 1, 2028, the bill requires the Colorado Disability Opportunity Office to create a community integration plan to assess how well the state is providing services in the most integrated settings and develop state goals. **Bill is effective on July 7, 2025.**

Policy Impact: CASB Sample Policy IHBA, Special Education Programs for Students with Disabilities; JK*-2, Discipline of Students with Disabilities; IHBIB, Primary/Preprimary Education; and JLCDC*, Medically Necessary Treatment in School Setting will be reviewed and revised as necessary to comply with the bill.

HB25-1135

Communication Devices in Schools

<https://leg.colorado.gov/bills/hb25-1135>

This bill aims to address the impact of cell phones on students' mental health by requiring boards to consider the issue and develop or update a policy regarding cell phone use at school.

Boards must adopt a policy concerning student communication device possession and use (including exceptions) during the school day by July 1, 2026. The policy should cover use of cell phones, tablets, wearable devices like smart watches, and any other device that can access the internet and make or receive calls or text messages – but does not include school-sponsored laptops or tablets used as directed by staff. Before January 5, 2026, CDE is required to publish a collection of accessible resources and research that may assist in policy development.

The policy requirement is not a one-size-fits-all mandate and does not require boards to ban cell phone use. Boards have discretion in developing the policy, including whether to impose restrictions and what those restrictions should be. However, any policy must allow students with IEPs or 504 plans to use necessary devices as accommodations. The bill also outlines aspects that boards may wish to include in their policies, such as possible exceptions.

In developing the policy, the bill states that boards should engage in conversations with the community and staff, consider unintended burdens and costs, and review evidence-based resources and research.

After adoption, districts should provide training for staff who are required to understand and enforce the policy. **This bill is effective on June 3, 2025.**

Policy Impact: CASB Sample Policy JICJ will be reviewed and revised as necessary to comply with the bill.

HB25-1239

Colorado Anti-Discrimination Act

<https://leg.colorado.gov/bills/hb25-1239>

The Colorado Anti-Discrimination Act (CADA), first enacted in 2013, prohibits discrimination in places of public accommodation, including public schools. Under this law, school districts may face legal action if they treat individuals differently based on protected class (such as race, gender, sexual orientation, disability), or enforce policies that disproportionately affect a protected group.

This bill modifies CADA to strengthen protections for people with disabilities, particularly in response to the Supreme Court decision in *Cummings v. Premier Rehab Keller, P.L.L.C.* In that case, the Court ruled that emotional distress damages are not available under certain federal anti-discrimination laws because Congress did not clearly authorize them. The bill clarifies that under Colorado law, individuals subjected to discrimination, including those with disabilities, can seek compensatory damages, including emotional distress damages.

The bill also expands remedies under CADA for all protected classes by allowing the recovery of attorney's fees and costs, imposing fines of \$5,000 per violation, and making other changes to damages provisions. **Bill is effective on July 7, 2025.**

Policy Impact: There is no impact on CASB's sample policies.

HB25-1248

Protect Students from Restraint & Seclusion

<https://leg.colorado.gov/bills/hb25-1248>

Current law describing the acceptable conditions for the use of restraint or seclusion by a state or local government or agency are found in the Protection of Individuals from Restraint and Seclusion Act. The bill removes schools and districts from the requirements of this act and instead creates a separate article unique to public schools and school districts.

Requirements for restraint and seclusion have not changed. Specially, these requirements include a general prohibition of the use of restraint on students (with some exceptions) and training and documentation requirements.

By January 1, 2026, the State Board of Education (SBE) must adopt, amend, or repeal rules as necessary to reflect the bill's requirements, including a process for filing complaints. CDE must make training available to local education providers on relevant state laws, and the rules adopted by the SBE. CDE also has enforcement authority over any restraint investigation decisions, following the same procedures used for investigations under the federal Individuals with Disabilities Education Act (IDEA). **Bill is effective on May 24, 2025.**

Policy Impact: CASB Sample Policy JKA, Use of Physical Intervention and Restraint and the accompanying regulation JKA-R, and accompanying exhibits JKA-E-1, and JKA-E-2 will be reviewed and revised as necessary to comply with the bill.

HB25-1312

Legal Protections for Transgender Individuals

<https://leg.colorado.gov/bills/hb25-1312>

This bill aims to modify state statute to provide legal protections for transgender individuals. It makes several definitional changes to state anti-discrimination statutes and modifies school policy requirements. First, it expands the definition of chosen name to include chosen names that reflect a person's disability, race, creed, color, religion, sex, sexual orientation, gender identity, gender expression, marital status, familial status, national origin, or ancestry, so long as the name does not contain offensive language and the request is not for frivolous purposes. The bill also changes the definition of "gender expression," within anti-discrimination statutes to include chosen name and pronouns.

Finally, the bill requires policy changes for school districts. School districts with a chosen name policy (required by HB24-1039) must ensure the policy is inclusive of all reasons that a student might adopt a name that differs from their legal name. Additionally, any dress code policy must allow each student to choose from any of the options provided in the dress code policy, i.e., dress codes must not be enforced by gender.

The bill makes a variety of other changes regarding transgender individuals, including modifying marriage licenses if a person changes their name and making it easier to amend birth certificates and drivers' licenses following a change in gender designation. **Bill is effective on May 16, 2025, except that Sections 11, 12, and 13 take effect on October 1, 2026.**

Policy Impact: CASB Sample Policies ACA, Name Changes, and JICA, Student Dress Code will be reviewed and revised as necessary to comply with the bill.

SB25-050

Racial Classifications on Government Forms

<https://leg.colorado.gov/bills/sb25-050>

The bill requires state and local government agencies, including school districts, to update any forms that request racial or ethnic identification to include an option for individuals to self-identify as Middle Eastern, North African, or South Asian (MANASA). This addition must be included alongside the existing federal Office of Management and Budget (OMB) racial and ethnic categories. The intent is to provide a more accurate option for individuals whose identities are not currently reflected and who may otherwise be forced to select "Other."

An exception is made for forms used solely for federal reporting purposes, where adherence to federal data standards is required. **Bill is effective on September 1, 2026.**

Policy Impact: There is no impact on CASB's Sample Policies.

SB25-276

Protect Civil Rights Immigration Status

<https://leg.colorado.gov/bills/sb25-276>

This bill's aim is to protect immigrants in Colorado. It prohibits public schools from collecting information that might relate to a person's immigration status. This includes place of birth, immigration or citizenship status, and documents such as passports, permanent resident cards, alien registration cards, or employment authorization documents. However, collecting such information is permissible if required by state or federal

law or the school is following a valid subpoena or warrant issued by a federal judge. Additionally, students may voluntarily consent to provide such information, and there are several exceptions that ensure legally mandated data collection is still permitted. For example, place of birth or immigration status could be collected if necessary to verify eligibility for a government-funded program. Ultimately, any district forms that include an option for place of birth or immigration status should be reviewed and updated to comply with the bill. Additionally, if the district has a practice of collecting birth certificates or other documents, they should review and reconsider those processes in consultation with their attorney. To verify age, schools may be able to review a birth certificate but should not keep a copy of the document.

Policy. The bill requires a policy that must be adopted by "each district and school" by September 1, 2025. The policy or policies must explain how the district/school will respond when state or federal law requires them to share certain information or give access to the district facilities. It must be available on the website, or any other typical way the district/school communicates important information to students. The bill includes details of what must be addressed in the policy, including, but not limited to, when and how to share a student's personal information and/or family's information if required by law, how to allow access to parts of the school that are normally off limits, and naming a staff member to be the main contact if federal immigration officials request information or access.

Violations. Intentional violations of the bill's provisions may subject a school or district to an injunction and civil penalties of up to \$50,000 per violation. Violations include collecting prohibited immigration-related information, releasing protected records without proper legal authority, and failing to adopt or update the required policy.

Other provisions. Other sections of the bill have new requirements related to immigration that do not concern school districts. This legislation expands access to higher education for undocumented students by allowing students without lawful immigration status who qualify for in-state tuition classification to be

eligible for the College Opportunity Fund program and for state student financial assistance. The bill also prohibits jails from delaying a defendant's release from custody for the purpose of facilitating an immigration enforcement operation. Certain provisions also restrict data sharing for political subdivisions, which does not include school districts in the context of the bill. **Bill is effective on May 23, 2025.**

Policy Impact: CASB Sample Policy KLG, Relations with State Agencies, and the accompanying regulation KLG-R will be reviewed and revised as necessary to comply with the bill.

STUDENT SUPPORT & EQUITY

HB25-1086

Interstate Compact Placement Children Timing
<https://leg.colorado.gov/bills/hb25-1086>

Currently, a child who is found to be abused or neglected can be placed in homes in other states in accordance with the Interstate Compact for the Placement of Children. The General Assembly enacted an updated version of the compact in 2024, which only takes effect if it is enacted by 35 other states. The bill clarifies that the current compact remains in effect until it is replaced by the updated version of the compact. **Bill is effective on April 7, 2025.**

Policy Impact: There is no impact to CASB's Sample Policies.

HB25-1087

Confidentiality Requirements Mental Health
<https://leg.colorado.gov/bills/hb25-1087>

The bill prohibits the disclosure of confidential information shared during a peer support interaction, with certain exemptions, by a peer support team member. Peer support team members are not liable for damages in civil actions based on whether or not they disclose information. The bill also clarifies that certain mental health professionals may disclose confidential

information if a client makes a threat that, if carried out, would result in harm to an individual. **Bill is effective on July 7, 2025.**

Policy Impact: There is no impact to CASB's Sample Policies.

HB25-1153

Statewide Government Language Access Assessment

<https://leg.colorado.gov/bills/hb25-1153>

This bill does not require any work for school districts. It requires an assessment of what departments, including the Colorado Department of Education, can do to make their information and resources more accessible for English learners. **Bill is effective on May 30, 2025.**

Policy Impact: There is no impact to CASB's Sample Policies.

HB25-1188

Mandatory Reporter Task Force Recommendations

<https://leg.colorado.gov/bills/hb25-1188>

The mandatory reporting task force was established in 2022 and made recommendations regarding improvements to Colorado's mandatory reporting procedures. This bill implements several of those recommendations.

The bill first updates requirements for mandatory reporters. Reports must be submitted as soon as possible, and no later than 24 hours after receiving information of child abuse or neglect. The bill clarifies that reports cannot be based on a parent's or child's poverty, lack of access to services, housing status, or disability. It also prohibits delegating the duty to report to a person who does not have firsthand knowledge of the suspected child abuse or neglect. Finally, mandatory reporters who properly submit a report that has already been made are considered to have fulfilled their obligation.

In a significant change to existing responsibilities, the bill no longer requires mandatory reporters file a report if the information was obtained outside their

professional role. Additionally, the bill exempts individuals employed by attorneys providing legal services from mandatory reporting requirements. Additionally, victim advocates are no longer classified as mandatory reporters.

For employers of mandatory reporters, such as school districts, the bill allows the creation of internal protocols for making reports, as long as the protocols comply with state law and regulation. The bill also prohibits employers from deterring or impeding a person from filing a report. **Section 2, 4, and 5 of the bill are effective on May 31, 2025, and the remainder of the bill is effective September 1, 2025.**

Policy Impact: There is no impact to CASB's Sample Policies.

SB25-055

Youth Involvement in Environmental Justice

<https://leg.colorado.gov/bills/sb25-055>

This bill adds a new youth member, between the ages of 14 and 21, to the Environmental Justice Advisory Board within the Department of Public Health and Environment. The youth member will be appointed by the Governor no later than September 15, 2025, and will serve a single two-year term. During the first year, the youth member will participate as a non-voting member to allow time for onboarding, mentorship, and learning. In the second year, the member will have full voting rights. The purpose of this provision is to ensure that student perspectives are included in environmental policy discussions while also providing support and training.

The bill also requires the Colorado Energy Office to develop and publish best practices by December 31, 2025, for how schools can implement and finance clean energy resources, such as solar power and energy efficiency upgrades. These best practices must be made publicly available on the Energy Office's website and updated periodically to reflect advancements in technology and funding opportunities. **Bill is effective on July 7, 2025.**

Policy Impact: There is no impact to CASB's Sample Policies.

SB25-073

Military-Connected Children with Disabilities

<https://leg.colorado.gov/bills/sb25-073>

This legislation ensures that children of inbound active-duty military families can enroll in Colorado public schools with minimal disruption, especially when the child has special education needs. The bill specifies that active-duty military families with an IEP or 504 Plan are eligible for open enrollment, remote enrollment, and guaranteed matriculation in Colorado public schools. School districts must promptly provide services and accommodation consistent with the student's IEP or 504 Plan upon enrollment.

The bill requires districts and charter schools to take reasonable steps to inform inbound military families of their rights and the availability of special education services to avoid unintentional exclusion and ensure families are fully informed. **Bill is effective on July 7, 2025.**

Policy Impact: There is no impact to CASB's Sample Policies.

SB25-238

Repeal School Mental Health Screening Act

<https://leg.colorado.gov/bills/sb25-238>

House Bill 23-1003 created a mental health screening program available to public schools serving grades 6 through 12, administered by the Behavioral Health Administration, to screen students into programs like the "I Matter" Program. I Matter is also administered by the BHA and provides up to six free therapy sessions per year for youth in Colorado. The bill repeals the screening program on the bill's effective date, reducing state expenditures by 2.9 million annually. **Bill is effective on April 28, 2025.**

Policy Impact: CASB Sample Policy JLDAC, Screening/Testing of Students will be reviewed and revised as necessary to comply with the bill.

MISCELLANEOUS

HB25-1332

State Trust Lands Conservation & Recreation Work Group

<https://leg.colorado.gov/bills/hb25-1332>

The State Land Board currently oversees 2.8 million acres of surface land and 4 million acres beneath the surface in Colorado, which primarily benefit public schools. This bill establishes a working group to make recommendations to improve the State Land Board, including improving conservation while upholding the Board's fiduciary responsibilities. **Bill is effective on May 13, 2025.**

Policy Impact: There is no impact to CASB's Sample Policies.

SB25-020

Tenant and Landlord Law Enforcement

<https://leg.colorado.gov/bills/sb25-020>

This bill strengthens how tenant and landlord laws are enforced. Although it may impact school districts who lease property, it does not require landlords to take any particular steps, instead modifying enforcement of landlord-tenant laws.

New housing protections will be enforced starting January 1, 2026. These include rights for tenants who are survivors of sexual assault, stalking, or domestic violence, requirements for proper housing documentation, and regulations about bed bugs in rental housing. Other types of landlord-tenant enforcement (beyond those three) can begin as soon as the bill becomes law on July 7, 2025. **Bill is effective May 28, 2025.**

Policy Impact: There is no impact on CASB's sample policies.

SB25-216

Eliminate Reprinting of Education Laws

<https://leg.colorado.gov/bills/sb25-216>

This bill removes the requirement for the Colorado Department of Education to publish the annual book of state education laws. Ending this publication is expected to save the state approximately \$35,480 each year, with the savings coming from the State Public School Fund. **This bill is effective on July 1, 2025.**

Policy Impact: There is no impact on CASB's sample policies.

LOST BILLS

These are the bills that were postponed indefinitely (failed/lost) or were laid over (rescheduled), until after the end of the legislative session:

HB25-1078

Forestry & Firefighter Workforce & Education

<https://leg.colorado.gov/bills/hb25-1078>

SB25-064

Safe2tell Handle with Care Notice

<https://leg.colorado.gov/bills/sb25-064>

SB25-284

Youth Service Organization Engagement on School Campuses

<https://leg.colorado.gov/bills/sb25-284>

SJR25-021

Full & Fair Funding of Public Schools

<https://leg.colorado.gov/bills/sjr25-021>

HB25-1037

Income Tax Credit for Eligible Teachers

<https://leg.colorado.gov/bills/hb25-1037>

HB25-1079

Independent Ethics Commission Jurisdiction

<https://leg.colorado.gov/bills/hb25-1079>

HB25-1158

Digital Education Materials

<https://leg.colorado.gov/bills/hb25-1158>

HB25-1178

Ban Student Seclusion

<https://leg.colorado.gov/bills/hb25-1178>

SB25-153

Public School Financial Reporting

<https://leg.colorado.gov/bills/sb25-153>

VETOED BILLS

SB25-077

Modifications to Colorado Open Records Act

<https://leg.colorado.gov/bills/sb25-077>

This bill made some helpful changes to the Colorado Open Records Act for school districts, including extending the timeline for responding to most CORA requests from three working days to five working days. The timeline for responding to CORA requests from “mass media” was to remain at three working days. Finally, the bill allowed an extended response period if a custodian determines that a request is for “direct solicitation of business for pecuniary gain.” The bill also provided direction if a request is made for records and the person with control of the records is not scheduled to work.

The bill was passed by both chambers but vetoed by Governor Polis. In his [veto letter](#), he explained that he would support some common-sense adjustments to CORA within the bill, he “cannot do so in the context of the broader, more significant problems SB25-077 would have on transparency and the State’s open records structure.” Particularly, he explained that, in his view, requiring government employees to determine whether a requestor is a legitimate “mass medium,” and/or they are making a request for financial gain would lead to inconsistent outcomes. Additionally, he shared a fundamental disagreement with differentiating between classes of open requests that are subject to different timelines, explaining that “all legitimate requests for public transparency under CORA should be treated equally under the law, without preference for some requestors over others.”

SB25-086

Protections for Users of Social Media

<https://leg.colorado.gov/bills/sb25-086>

The bill would have required social media companies to follow certain protocols relating to their policies, reports, and engagement with law enforcement.

The bill passed the House and Senate, but [was vetoed by Governor Polis](#). Governor Polis stated that: “My administration takes very seriously our obligation to promote and protect the public safety across our state.... Despite good intentions, this bill fails to guarantee the safety of minors or adults, erodes privacy, freedom, and innovation, hurts vulnerable people, and potentially subjects all Coloradans to stifling and unwarranted scrutiny of our constitutionally protected speech.”

SB25-005

Worker Protection Collective Bargaining

<https://leg.colorado.gov/bills/sb25-005>

Under current law, employees may unionize with a simple majority vote but must conduct a second vote with 75 percent approval to negotiate a union security agreement clause in the collective bargaining process. The bill attempted to eliminate the requirement for a second election. However, it was vetoed by Governor Polis. “I believe there must be a high threshold of worker participation and approval to allow for bargaining over mandatory wage deduction. And SB 25-005 does not satisfy that threshold, which is why I am vetoing the bill,” Polis wrote in his [veto letter](#).

NOVEMBER ELECTION

2025 is a school board election year. School districts may submit tax and revenue measures to voters during this year’s state election on Tuesday, November 5, 2024. There will also be statewide ballot measures, which are listed below.

Visit CASB’s [Elections](#) website for information and resources on ballot elections. Visit the [Secretary of State’s website](#) for updates to initiative filings following the date of publication of this Legislative Summary.

Allow State to Retain Revenue from Proposition FF – Healthy School Meals Program

[https://ballotpedia.org/Colorado-Allow-State-to-Retain-Revenue-From-Proposition-FF-Measure-\(2025\)](https://ballotpedia.org/Colorado-Allow-State-to-Retain-Revenue-From-Proposition-FF-Measure-(2025))

Would allow the state to retain additional funds for the Health School Meals for All Program.

Tax Deductions and Revenue for School Meals Measure

[https://ballotpedia.org/Colorado-Tax-Deductions-and-Revenue-for-School-Meals-Measure-\(2025\)](https://ballotpedia.org/Colorado-Tax-Deductions-and-Revenue-for-School-Meals-Measure-(2025))

Would lower the state income tax deduction limits for taxpayers making \$300,000 or more from \$12,000 to \$1,000 for single filers and \$16,000 to \$2,000 for joint filers.



COLORADO ASSOCIATION OF SCHOOL BOARDS

2253 S. Oneida St., Ste. 300
Denver, CO 80224
303-832-1000
www.casb.org

