



NDSBA POLICY UPDATE

AT A GLANCE

- Reminder about revisions
- Webhosted Districts Information
- Reminder about Title IX injunction
- Fourth quarter policy updates

The NDSBA Policy Update is here again! In this edition, NDSBA has reviewed and revised several policies, exhibits, administrative regulations, and board regulations. These updates are part of our ongoing effort to ensure that our template policy documents remain current and compliant with legal requirements. We remain committed to providing our Policy Services members with relevant, insightful, and accessible resources to navigate the ever-changing landscape of policy services. As part of this process, NDSBA will continue updating policy templates across all tiers, introducing new relevant templates, and removing outdated ones to better serve our members. If NDSBA reviews a policy, exhibit, or regulation and makes any substantive revisions (e.g., revisions due to change in the law, change in the content, change in the title, etc.), NDSBA recommends updating your document to reflect those revisions. However, if NDSBA makes only non-substantive revisions (e.g., revisions due to formatting changes, grammatical corrections, spelling corrections, etc.), you are not required to update your document accordingly. You may choose to update any non-substantive revisions at your own discretion.

PLEASE NOTE: If you are part of a webhosted district, NDSBA is in the process of manually reformatting your district's policy manual prior to uploading it on the new policy services website. Districts are reformatted on a first-come-first-serve basis, and a district will only be given public access to their manual on the website after both their membership dues and webhosting fee are paid. Once the reformatting is complete and NDSBA has uploaded your district's policy manual to the new policy services website, NDSBA will email your district website liaison(s) (e.g., a business manager or superintendent) with information on how to access the manual. Once your district has access to your manual on the new policy services website, NDSBA will be emailing your district's website liaison with further information on how to update policies via the website. **ALSO NOTE:** if your district is still awaiting access to your manual on the new policy services website, continue to update these policies as normal and email the changes to NDSBA for continual maintenance. NDSBA greatly appreciates your continued patience through this period of change!

Reminder: Title IX Regulations Injunction. We've received a number of questions about the 2024 Title IX Regulations and their effect on Policy AAC and supporting documents. In April of last year, the US Department of Education released the final 2024 Title IX rule, which was set to go into effect on August 1, 2024. As a result, NDSBA updated policy AAC, Nondiscrimination and Anti-Harassment Policy, and its supporting documents to reflect these changes. However, in July, a federal court in Missouri granted a preliminary injunction preventing the new Title IX rule from taking effect in *North Dakota*, Missouri, Arkansas, Iowa, Nebraska, and South Dakota. NDSBA sent out an email to Policy Services members, recommending districts disregard the 2024 updated version of AAC and its supporting documents, and, instead, continue to utilize the previous version of AAC updated in 2020. Another federal court recently vacated the 2024 Title IX Rule making it ineffective nationwide. Therefore, NDSBA continues to recommend districts use the 2020 versions of AAC and its supporting documents.



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The following policies, regulations, and exhibits were reviewed for updates:

- **Required Policy ABAD, Virtual School** - Policy ABAD was reviewed for compliance with the North Dakota Century Code. Several substantive edits were made to the policy to bring it into compliance with state law. NDSBA recommends updating your district's policy ABAD to reflect these updates.
- **Recommended Policy DDC, Unpaid Leave** - Policy DDC was reviewed for updates. Substantive edits were made to the policy to better reflect federal law. A number of non-substantive edits were also made to the policy. NDSBA recommends updating your district's policy DDC to reflect these updates.
- **Cognia Policy DFAA, Teacher Evaluation** - Policy DFAA was reviewed for updates. Several edits were made to the policy to add substance and better reflect state law. A number of non-substantive edits were also made to the policy for clarity. NDSBA recommends updating your district's policy DFAA to reflect these updates.
- **Cognia Administrative Regulation DFAA-AR, Teacher Evaluation Procedure** - Administrative Regulation DFAA-AR was reviewed for updates. Several substantive and non-substantive edits were made to the regulation. NDSBA recommends updating regulation DFAA-AR to reflect these updates.
- **Recommended Policy DGAA, Teacher Grievance Procedure** - Policy DGAA was reviewed for updates. NDSBA added clarifying language to parts of the policy, as well as a number of non-substantive edits. NDSBA recommends updating your district's policy DGAA to reflect these updates.
- **Recommended Exhibit DGAA-E, Grievance Form** - Exhibit DGAA-E was reviewed for updates. A few non-substantive edits were made to the exhibit. NDSBA recommends updating your district's exhibit DGAA-E at your discretion.
- **Cognia Policy DGGA, Professional Development** - Policy DGGA was reviewed for updates. No substantive changes were made to the policy.
- **Recommended Policy DKA, Reduction-in-Force Policy** - Policy DKA was reviewed for updates. Substantive edits were made to the policy to better reflect state law. NDSBA recommends updating your district's policy DKA to reflect these updates.
- **Recommended Exhibit DKA-E, Reduction-in-Force Rubric** - Exhibit DKA-E was reviewed for updates. No substantive changes were made to the exhibit.
- **Recommended Policy FGDB, Student Handbooks** - Policy FGDB was reviewed for updates. Several substantive edits were made to the policy to add clarification, and to better reflect state and federal law. NDSBA recommends updating your district's policy FGDB to reflect these updates.
- **Member Requested Policy HDB, Revenues from School-Owned Properties** - Policy HDB was reviewed for updates. NDSBA eliminated the policy as it is redundant and therefore, generally not useful. NDSBA recommends removing policy HDB if your district currently has it in your list of policies.
- **Member Requested Policy ICCB, Disposal of School Equipment and Supplies** - Policy ICCB was reviewed for updates. NDSBA made several substantive edits to the policy for clarification, and to better reflect state law. NDSBA recommends updating your district's policy ICCB to reflect these updates.
- **Recommended Policy KACA, Patron Complaints** - Policy KACA was reviewed for updates. Several substantive and non-substantive edits were made to the policy for clarity. NDSBA recommends updating your district's policy KACA to reflect these updates.

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- **Recommended Policy KACB, Complaints About Personnel** - Policy KACB was reviewed for updates. Several substantive and non-substantive edits were made to the policy for clarity. NDSBA recommends updating your district's policy KACB to reflect these updates.
- **Recommended Exhibit KACB-E1, Personnel Complaint Form** - Exhibit KACB-E1 was reviewed for updates. A number of substantive and non-substantive edits were made to the exhibit to elicit more detailed responses from anyone filling out the form in the exhibit. NDSBA recommends updating your district's exhibit KACB-E1 to reflect these updates.
- **Recommended Exhibit KACB-E2, Investigation Report on File** - Exhibit KACB-E2 was reviewed for updates. NDSBA eliminated the exhibit as investigation reports regarding complaints about personnel should be drafted on a case-by-case basis. A general report form for every complaint is not helpful in this regard. NDSBA recommends removing exhibit KACB-E2 if your district currently has it in your list of policies.
- **Recommended Policy KADA, Weapons Prohibition on School Property-Public** - Policy KADA was reviewed for updates. NDSBA added a footnote to include a reference to the relevant state law for more information. A number of non-substantive edits were also made to the policy. NDSBA recommends updating your district's policy KADA to reflect these updates.

Policy templates are the intellectual property of NDSBA and should never be copied, reproduced, distributed, or displayed without NDSBA's permission. Districts that have purchased our Required or Total Template Manuals or are members of our Maintenance Service can access and download the editable policy by clicking the Policy Templates tab on the Policy Services website. Districts that do not have online access to the template(s) must request the policy by using the Policy Request Form or contacting Lexie Bergstrom at lexie.bergstrom@ndsba.org. Members who willfully disregard the NDSBA copyright guidance risk suspension in the Policy Services program.

Policy Services members should refrain from sending any NDSBA policy templates outside their District. Districts with policy template requests or questions should contact Patty Verdouw at our office at 1-800-932-8791, or patty.verdouw@ndsba.org.

*To print a policy, you will either need to: 1) Request the policy from the NDSBA office if you do not have access to our online policy manuals, or 2) Download the policy on the Policy Services website by clicking the **Policy Templates** tab. Download and print capabilities are only available to districts that have purchased our Required or Total Template Manual.*