



KLMA - Relations with Military Recruiters, Postsecondary Institutions and Prospective Employers

This policy provides guidelines for military recruiters, postsecondary institutions, and prospective employers regarding access to school facilities and students for recruiting purposes.

Definitions

For purposes of this policy, these terms have the following meanings:

- **“Recruiter”** means an entity with information for high school students about a college or university; trade school or apprenticeship; scholarship, grant or loan; or other post-secondary-school vocational or career opportunity. Recruiters include college recruiters, prospective employers, military recruiters, and entities that offer information on alternatives to military careers.
- **“Military recruiters”** are representative of one of the Armed Forces whose job or purpose is to secure enlistment of persons into the Armed Forces.
- **“Armed Forces”** includes United States Military Branches of Army, Air Force, Navy, Marines, National Guard, Space Force, and Coast Guard.
- **“Career information”** means materials designed to help students make an informed decision whether or where to continue their education, seek job training, or get a job.
- **“Career information site”** means a bulletin board in a counseling office or other area of the school that is accessible to students or a location on the school’s website where career information can be posted for viewing by students.
- **“Recruiting visits”** are the designated time for recruiters to provide information about the opportunities it offers for students.

Treatment of Recruiters

All military recruiters, postsecondary institutions, and prospective employers shall be treated uniformly regarding on-campus student recruitment. A schedule of recruiters visiting the District’s high schools will be announced to students in advance through publications, by posting on bulletin boards, or through other means of providing announcements to students. Recruiters may be permitted to conduct recruiting visits during the school day with those students who are interested.

Recruiters may be permitted to conduct follow-up visits to the high school in order to meet with individual students upon the individual request of the student involved and with the authorization of the high school administration. Requests for follow-up individual meetings are to be scheduled through the college and career center or office designed by each high school.

All group meetings will be scheduled through the college and career center or office designated by each high school. Employees who would like to schedule recruiters as a career awareness activity should coordinate those activities through the college and career center or office designated by each high school.

Recruiters' Access to School Grounds

- All recruiters must contact the school's college and career center or other office designated by each high school in advance to make an appointment for a mutually convenient time for an on-campus visit. Unannounced or unscheduled visits are not permitted.
- Recruiters will be given an equal level of access within a high school.
- Access for general meetings or recruiting events will be permitted at least once per semester.
- Recruiters will follow the same rules regarding visitor check-in as other visitors to the school.
- Recruiters must wear visitor identification at all times on school grounds.
- The high school will determine the location within the school for the visit. All recruiters will be provided with comparable locations during their recruiting visits.
- Recruiters may only display or distribute materials that contain age-appropriate information for students.
- High schools will decide how recruiting visits will be communicated. High schools will provide comparable communication about all recruiting visits.
- Recruiters must not:
 - Interfere with the educational process, engage in any activity that creates a substantial disruption or likelihood of substantial disruption, or create a nuisance that interferes with the students' ability to engage in their learning environment;
 - Solicit personal information from students who do not approach the recruiter or solicit student information from District employees;
 - Interact with students on school grounds outside the area designated by the school;

- Provide information to students who do not approach the recruiter;
- Utilize or distribute interactive video games on school grounds;
- Sponsor drawings, lotteries, or chance activities, or provide gifts or prizes to students unless they are of nominal value (i.e. under \$5.00); Activities and gifts of “nominal value” may not be used as a means of obtaining student information.
- Move about the building unaccompanied by school employees; or
- Interrupt instructional time.

Access to Student Records Information

Student names, addresses, email addresses, and phone numbers will be released to military recruiters as required by law and in accordance with District Policy JRA/JRC - Student Records/Release of Information on Students.

Adopted by Superintendent: July 21, 2026

Cross References:

JRA/JRC, Student Records/Release of Information on Students
 KI, Visitors to Schools

Legal References:

10 U.S.C. 503, 544 (military recruiter access to student records contained in National Defense Authorization Act for FY 2002)
 20 U.S.C. 1232g (Family Educational Rights and Privacy Act)
 20 U.S.C. 7908 (military recruiter access to student records)
 34 C.F.R. 99.1 et seq. (district shall comply with FERPA)
 C.R.S. 24-72-204 (3)(a)(VI) (schools cannot disclose address and phone number without consent)
 C.R.S. 24-72-204 (3)(d) (information to military recruiters)