

CASRO Bylaws

Bylaws 04/22/16

MISSION STATEMENT

The mission of the Colorado Association of School Resource Officers (C.A.S.R.O.) is to promote and facilitate training and communication among School Resource Officers, educators and school security personnel within the State of Colorado. C.A.S.R.O. is a resource for all officers to use in providing a safe and secure learning environment for the students of the State of Colorado.

ARTICLE I - NAME

The name of this organization is the Colorado Association of School Resource Officers (C.A.S.R.O.).

ARTICLE II - OFFICE

The principal office of the organization for transaction of business will be in the city of residence of the elected Treasurer.

ARTICLE III - PURPOSES

Section 3.01 - General Purposes:

This organization is nonprofit and is not organized for the private gain of any person. It is organized under the laws of the State of Colorado and the IRS 501c3 for charitable, religious, educational or scientific purposes, the making of distributions to organizations that qualify as exempt organizations under section 501c3 of the Internal Revenue Code, or corresponding section of any future Federal tax code. [Amended 11/10/06]

Section 3.02 - Specific Purposes:

Within the context of its general purposes, this organization is created:

For the advancement of education, charity and any other related or corresponding purposes by the use and distribution of its funds for such purposes.

To provide a means to disseminate, share, advise and coordinate information on the value of qualified law enforcement officers to teach elementary, middle, junior high and high school students on the principles of good citizenship and community responsibilities.

To work to reduce school violence by enforcing violations of the law occurring on school property, by informing students of the dangers of substance abuse, by introducing programs that will promote and enhance acceptable social behavior, and by serving as positive role models.

Section 3.03 - Activities/Limitations:

No part of the net earnings of the organization shall inure to the benefit of, or be distributed to its members, trustees, officers, or other private persons, except that the organization shall be authorized and empowered to pay reasonable compensation for services rendered and to make payments and distributions in furtherance of these purposes.

No substantial part of the activities of the organization shall be the carrying on of propaganda, or otherwise attempting to influence legislation, and the organization shall not participate in, or intervene in (including the publishing or distribution of statements) any political campaign on behalf of or in opposition to any candidate for public office.

Notwithstanding any other provision of these Articles, the organization shall not carry on any other activities not permitted to carry on (a) by an organization exempt from Federal income tax under section 501(c)(3) of the Internal Revenue Code, or corresponding section of any future Federal tax code or (b) by an organization, contributions to

which are deductible under section 170(c)(2) of the Internal Revenue Code, or corresponding section to any future Federal tax code. [Amended 11/10/06]

Section 3.04 - Dissolution:

Upon the dissolution of the organization, assets shall be distributed for one or more exempt purposes within the meaning of section 501(c)(3) of the Internal Revenue Code, or corresponding section of any future Federal tax code, or shall be distributed to the federal government, or to a state or local government, for public purpose. Any such assets not so dispersed shall be disposed exclusively for such purposes or to such organizations that are organized and operated exclusively for 501(c)(3) purposes.[Amended 11/10/06]

Section 3.05 - Conflict of Interest/Politics:

C.A.S.R.O. does not promote or allow lobbying, (directly or indirectly) in or for political issues, campaigns or candidates for public office, nor do we affiliate with any one party. Furthermore, C.A.S.R.O. as an organization or its members while associating themselves as C.A.S.R.O. members do not and will not engage in ANY political activities on behalf of C.A.S.R.O. or its individual members. We are law enforcement and educators attempting to come together in an effort to deliver safe learning environments and helpful educational programs to the children of the State of Colorado. [Amended 11/10/06]

ARTICLE IV - MEMBERS

This organization shall have the following classes of membership:

Section 4.01 - Anti Discrimination Clause:

The Colorado Association of School Resource Officers (C.A.S.R.O.) does not discriminate on the basis of race, religion, color, national origin, ancestry, sex, age, disability, familial status, nor on the basis of any other characteristic that is prohibited by federal, state, and/or local law, for

purposes of membership and participation with this Association. [Bylaws amended to include this clause on 04/07/08]

Section 4.02 - Active Member:

A person shall be eligible for Active Membership if he/she is:

Employed or previously employed or appointed by a law enforcement agency as a School Resource Officer. [amended 07/10/13]

Employed or previously employed or appointed by a school district that has a School Resource Officer Program, as a school administrator or educator or school employee responsible for school safety. [amended 07/10/13]

A member of a law enforcement agency actively involved in developing and encouraging School Resource Officer Programs and other programs that impact the young people and youth of the State of Colorado.

An employee of an agency of the State of Colorado, working with law enforcement agencies in training School Resource Officers and other Youth Officers and/or developing youth crime prevention programs.

Section 4.03 - Associate Member:

Persons who do not meet the requirement for Active Membership, but who are otherwise connected to law enforcement and/or educational institutions are entitled to Associate Membership. An Associate Member will have all of the privileges of Active Membership except those of voting and -holding office.

Section 4.04 - Sustaining Member:

Any individual, partnership, firm or corporation interested in fostering the aims and objectives of this Association may, upon contribution of \$50.00 or more per year (payable on the first day of January each year), become a sustaining Member. A Sustaining Member will have all the privileges of Active Membership except those of voting, holding office or committee membership.

Section 4.05 - Honorary Member:

Honorary Membership may be conferred on any person who has rendered outstanding service to the Association or youth of the State of Colorado for the purposes for which this organization was formed. A person may be awarded Honorary Membership as a result of a two-thirds majority vote of the Board of Directors present and voting. An Honorary Member shall have all the privileges of Active Membership except those of voting, holding office or committee membership.

Section 4.06 - Life Membership:

Life Membership may be conferred on individuals or other such members who have rendered outstanding services to the Association or the youth of the State of Colorado for the purpose for which this organization was formed. A person may be awarded Life Membership by a two-thirds

majority vote of the Board of Directors present and voting. A Life Member shall have all the privileges of Active Membership in good standing. [01/13/06]

Section 4.07 - Fees and Assessments:

The Board of directors may assess a membership fee as a condition of initial or continued membership. The membership period shall be from January 1st to December 31st or as otherwise determined by the Board of Directors. [01/13/06]

ARTICLE V - DIRECTORS

Section 5.01 - General Corporate Powers:

Subject to the provisions and limitations of the laws of the State of Colorado and any other applicable laws, and subject to any limitations of the articles of incorporation of By-Laws regarding actions of the Board of Directors, the corporation activities and affairs shall be managed and all corporate powers will be exercised by or under the direction of the Board of Directors.

Section 5.02 - Specific Powers:

Without prejudice to the general powers set forth in Section 5.01 of these By-Laws, but subject to the same limitations, the Board of Directors will have the power to:

Appoint and remove, at the pleasure of the Board, all the Association's committees, agents and employees, prescribe powers and duties for them that are consistent with law, with the articles of incorporation, and with these By-Laws; and fix their compensation and require from them security for faithful performance of their duties.

Change the principal office or the principal business office from one location to another, conduct its activities within the United States designate any place within the state for holding any meeting.

Adopt and use a corporate seal.

Borrow money and incur indebtedness on behalf of the Corporation and cause to be executed and delivered for the Corporation's purposes, in the corporate name, promissory notes, bonds, debentures, deeds of trust, mortgages pledges, hypothecation, and other evidence of debt and securities.

Section 5.03 - Number of Qualifications of Directors:

The Board of Directors will be composed of: The Immediate Past President, President, Vice President, Secretary, Treasurer, and Regional Representatives from each of the six regions, Northern, Southern, Southwestern, Northwestern, Western and Metro. [06/24/14]

Section 5.04 - Executive Committee:

The Elected Officers will constitute an Executive Committee, which may act in the best interest of the Association

between its regular meetings, with the specific power to act with the full power of the Association on any matter that needs immediate action or response.

Section 5.05 (as amended) - Election, Designation and Term of Office:

The President, Vice President, Secretary and Treasurer will be elected by written or absentee ballot by the active members of the Association at the annual conference of the Association. The outgoing President will serve as Immediate Past President. The Immediate Past President will serve as an advisor to the Board and will not have a vote in the board decisions. The President may only vote to break a tie. All other members of the Board of Directors will have one (1) vote.

The position of Educational Advisor will be filled with a volunteer from the educational community, subject to the approval of the Board. The Regional Representative's must work in the region which they represent and will be elected by the members of their respective region.

In even-numbered year elections for the positions of President, Vice President, Southern Representative, Southwestern Representative, Northwestern Representative, Western and one Metro Representative will be held. These positions will be held to a two (2) year term to commence following the general election, held at the annual conference. In odd-numbered year elections for the positions of Secretary, Treasurer, Northern Representative and one Metro Representative will be held. These positions will be held to a two (2) year term to commence following the general election, held at the annual conference. [04/22/16]

No officer shall be eligible for nomination to an alternate office while serving the term of office for which he or she is currently holding, in the event it would cause a vacancy in their present office prior to the expiration of their current term.

No officer may serve, with the exception of the Secretary and Treasurer, in the same elected office for more than two consecutive terms. [04/22/16]

Section 5.06 - Vacancies:

Events causing vacancies shall be by death, resignation, or proven conduct detrimental to the purpose of this Association.

Death: Vacancies caused by death will be filled by action of the remaining Board of Directors

Resignation: Except as provided below, any member or officer may resign by giving written notice to the President, if any, or to the Secretary of the Board. The resignation will be effective when written notice is given unless it specifies a later time for the resignation to become effective. When a member of officer's resignation is effective, the Board will elect a successor to take office as of the date the resignation takes effect. This appointee shall hold office until the next scheduled election is to be held for that office.

Proven Conduct Detrimental to the Purpose of the Association: Any officer may be removed from the office by the affirmative vote of two-thirds of all the members of the Association at any scheduled or special meeting called for that purpose, for any conduct detrimental to the interests of the Association. Any officer proposed to be removed shall be entitled to at least fifteen (15) days notice, in writing, of the meeting of the members at which such removal is to be voted upon and shall be entitled to appear before and be heard by the members.

Section 5.07 - Membership Meetings:

Meetings of the members will be held at any place within the State of Colorado that has been designated by resolution of the Board or in the notice of the meeting or, if not so designed, at the principal office of the organization.

The Board will hold annual meetings for purposes of organization, election and training of officers and transaction of other business. Other regular meetings of the Board of Directors may be held at such times and places as the Board may fix from time to time.

Special meetings of the Board of Directors for any purpose may be called at any time by the President or Vice President. Notices of the time and place of the special meetings shall be given to each member by one of the following methods:

By personal delivery of written notices.

By first class mail.

By telephone, either directly to the member or to a person at the member's office who would reasonably be expected to communicate that notice promptly to the member.

All such notices shall be given or sent to the member's address or telephone number as shown on the records of the Corporation.

Notices sent by first class mail shall be deposited in the United States mail at least two (2) weeks before the time set for the meeting. Notice given by personal delivery, telephone or telegraph shall be delivered at least forty-eight (48) hours before the time set for the meeting. The notice will state the time of the meeting and the place of the meeting if the place is other than the principal office of the Corporation.

Notice of meeting need not be given to any member who, either before or after the meeting, signs a waiver of notice, a written consent to hold the meeting, or an approval of the minutes of the meeting. The waiver or consent or approval need not specify the purpose of the meeting. All such waivers, consents and approvals shall be filed with the corporate records or made a part of the minutes of the meeting. Notice of the meeting need not be given to any member who attends the meeting and does not protest, before or at the commencement of the meeting, the lack of notice to him or her.

Section 5.08 - Quorum:

A majority of the Directors of the Board present at a regular or special meeting shall constitute a quorum for the transaction of business, except to adjourn. Every action taken or decision made

by the majority of members present at a duly held meeting at which a quorum is present shall be the act of the Board, including, without limitation, those provisions relative to:

Approval of contracts or transactions in which a member has direct or indirect material financial interest.

Approval of certain transactions between corporations having common directorships.

Creation and appointment of committees of the Board.

Indemnification of members.

A meeting at which a quorum is initially present may continue to transact business, despite the withdrawal of members, if any action taken or decision made is approved by at least a majority of the required quorum for that meeting. A majority of the members present, whether or not a quorum is present may adjourn any meeting to another time and place.

Section 5.09 - Action Without a Meeting:

Any action that the Board is required or permitted to take may be taken without a meeting if all members of the Board of Directors consent, in writing, to the action; provided, however, that the consent of any member who has material financial interest in a transaction to which the corporation is party shall not be required for approval of that transaction. Such action by written consent shall have the same force and effect as any other validity-approved action of the Board of Directors. All such consents shall be filed with the minutes of the proceedings of the Board.

Section 5.10 - Compensation and Reimbursement:

Officers may receive such compensation, if any, for their services as officers, and such reimbursement of expenses as the Board of Directors may determine by resolution to be just and reasonable.

ARTICLE VI - COMMITTEES

Section 6.01 - Committees of the Board:

The Board, by resolution adopted by a majority of the directors, provided a quorum is present, may create one or

more committees, each consisting of two (2) or more directors. Appointments to committees of the Board will be by majority vote of the directors. The Board may appoint one or more directors as alternate members of such committees who may replace any absent member at any committee meeting. The President and Vice President will be ex-officio members of all committees. Any such committee, to the extent provided in the Board resolution, will have all the authority of the Board, except that no committee, regardless of Board resolution may:

Fill vacancies on the Board or on any committee that has the Authority of the Board.

Fix compensation or approve reimbursement of expenses of the directors serving on the Board or on any committee. Amend, repeal or adopt new By-Laws of the Corporation. Amend or repeal any resolution of the Board that, by its express terms, is not amendable or repeal able. Create any other committee of the Board or appoint the members of committees of the Board. Expend corporate funds to support a nominee for office after more people have been nominated than can be elected.

Approve any contract or transaction to which the Corporation is party and in which one or more of its members has material financial interest.

Notwithstanding any provision of these By-Laws to the contrary, the President, as Chief Executive Officer of the Corporation, and with the concurrence of the Vice President, may appoint or designate a member of the Board to serve as an alternate or substitute member of a committee of the Board when and to the extent that such appointment is needed to expedite an emergency project of the organization and no meeting of the Board is planned at such a time as to allow a delay of such appointment to a committee.

Section 6.02 - Meetings and Actions of Committee:

Meetings and Actions of Committees of the Board will be governed, held and taken in accordance with provisions of these By-Laws concerning meetings and other Board actions, except that the time for regular meetings of such committees and the calling of special meetings of such committees may be determined either by Card resolution or, if there is none, by resolution of the committee of the Board. Minutes of each meeting of any committee of the Board will be kept and will be filed with the corporate records. The Board may adopt rules for the governing of any committee provided they are consistent with these By-Laws or, in the absence of rules adopted by the Board, the committee may adopt such rules.

Section 6.03 - Executive Committees:

There is created an Executive Committee of the Board, which will be composed of the President, Vice President, Secretary, and Treasurer. The President will service as the Executive Committee Chairperson. The Executive Committee will have all the authority of the Board.

Section 6.04 - Training Committee:

There is created a Training Committee of the Board which will be composed of the Immediate Past President, the Educational Advisor, and one additional member, for the purpose of coordinating and preparing all areas of training as needed or requested by the Executive Board.

ARTICLE VII - OFFICERS

Section 7.01 - Officers of the Corporation:

The Officers of the Corporation will be a President, Vice President, Secretary, Treasurer, and the Immediate Past President. [01/13/06]

Section 7.02 - Election of Officers:

The Officers of the Corporation, except those appointed under Section 6.01 of these By-Laws, will be chosen in a general election by the membership and will serve at the pleasure of the membership, subject to the rights, if any, of any officers under contract of employment. [01/13/06]

Section 7.03 - President:

Subject to the control of the Board, the President will be the general manager of the Corporation and will supervise, direct and control the Corporation's activities, affairs and officers. The President will preside at all Board meetings. The President will have such other powers and duties as the Board or By-Laws may prescribe.

Section 7.04 - Vice President:

If the President is absent or disabled, the Vice President will perform all the duties of the President. When so acting, the Vice President will have all the powers and be subject to all the restriction of the President. The Vice President will have such other powers and perform such other duties as the Board or By-Laws may prescribe.

Section 7.05 - Secretary:

The Secretary will keep Books of Minutes, give notice of meetings, keep the Corporate Seal and will have such other powers and perform such other duties as the Board or the By-Laws may prescribe.

Books of Minutes: The Secretary will keep or cause to be kept, at the Corporation's principal office or such other place as the Board may direct, Books of Minutes of all meetings, proceedings and actions of the Board and of the committee of the Board. The Minutes will include the time and place that the meeting was held, will tell whether the meeting was annual, regular, or special. If the meeting was special the Minutes will tell how the meeting was authorized, the notice given, the names of those present at the Board or committee meeting and the actions taken. The Secretary shall keep or cause to be kept, at the principal office, if any, a copy of the Articles of Incorporation and the By-Laws as amended to date.

Notices, Seal and Other Duties: The Secretary will give, or cause to be given, notice of all meetings of the Board and of committees of the Board required by these By-Laws to be given. The Secretary will keep the Corporate Seal in safe custody. The Secretary will have such powers and perform such other duties as the Board of the By-Laws may prescribe.

Section 7.06 - Treasurer (Chief Financial Officer):

The Treasurer will have the following powers and duties as well as such other powers and perform such other duties as the Board or the By-Laws may prescribe:

The Treasurer (Chief Financial Officer) will keep and maintain, or cause to be kept or maintained, adequate and correct books and accounts of the Corporation's properties and transactions. The Treasurer will send, or cause to be given, to the members such financial statements and reports as are required to be given by law, by these By-Laws or by the Board. The Books of Accounts will be opened to inspection by any member at all reasonable time.

Deposit and Disbursement of Money and Valuables: The Treasurer (Chief Financial Officer) shall deposit, or cause to be deposited, all money and other valuables in the name of and to the credit of the Corporation with such depositories as the Board may designate. The Treasurer will disburse, or cause to be disbursed, the Corporation's funds as the Board may order. All checks require the signature of either the President or the Treasurer. The Treasurer will render to the President and the Board, when requested, an account of all transactions and of the financial condition of the Corporation.

Bond: If required by the Board, the Treasurer (Chief Financial Officer) will give the Corporation a bond in the amount of and with the surety of sureties specified by the Board for the faithful performance of the duties of the office and for restoration to the Corporation of all its books, papers, vouchers, money and other property of every kind in the possession of under the control of the Treasurer in the event of his/her death, resignation, retirement or removal from office.

Audit: At the end of each two (2) year term of office or at the discretion of the Board, the Treasurer will submit the Books of Accounts to an independent, external agency for an audit.

Corporate Credit Card: A Corporate Credit Card may be secured by the organization for the purposes of completing business transactions. The Treasurer (Chief Financial Officer) will oversee the record keeping of the account and provide the Board with statements of the use of the Corporate Credit Card upon request. Only the President, Immediate Past President, and the Treasurer may have a Corporate Credit Card issued to them. The Treasurer (Chief Financial Officer) will be responsible for the addition or removal of names from the account.

Section 7.07 - Educational Advisor:

The Educational Advisor will act as a liaison between the educational and law enforcement communities and will provide assistance to the Board or its designees as follows:

To encourage an understanding of and to promote the concept of School Resource Officers within the educational community.

Providing up to date information on educational and administrative policies implemented by the Department of Education and the State of Colorado.

Assisting the Board with educational issues related to the training of School Resource Officers.

Assisting the Board by working with the Immediate Past President and one other member in good standing on the Training Committee.

Section 7.08 - Immediate Past President:

The Immediate Past President will serve a two-year term on the Training Committee to help oversee training issues. The Immediate Past President will be assisted on the Training Committee by the Educational Advisor and by one other member who is in good standing. The member may be a volunteer or may be appointed by the President as required.

ARTICLE VIII - ELECTION OF OFFICERS

Section 8.01 - Election of Officers:

Each officer will be nominated by written or absentee ballot. Nominations for office will be made by any member in good standing in writing to the chairman of the Elections Committee or to the Secretary.

In even-numbered years elections for the positions of President, Secretary, Southern Representative, Southwestern, and Western Representative and one Metro Representative will be held. These positions will be held to a two (2) year term to commence on the 1st of January following the year of the election. In odd-numbered years elections for the positions of Vice President, Treasurer, Northern Representative, Northwest Representative and one Metro Representative will be held. These positions will be held to a two (2) year term to commence of the 1st of January following the year of the election. [06/24/14]

Section 8.02 - Notice and Balloting:

Whenever an office for election is challenged, a biography, photograph or facsimile and campaign platform if any of each candidate will be mailed with the ballots to those Active Members entitled to vote. Absentee ballots shall be mailed to requesting members no later than two (2) weeks before the annual election date as set by the Board.

Section 8.03 - Certification of Election:

The Elections Committee will be responsible to count all ballots within the time prescribed by Section 8.02 of these By-Laws and will certify each election for office.

ARTICLE IX - INDEMNIFICATION

Section 9.01 - Right of Indemnity:

To the fullest extent permitted by law, this Association will indemnify its members, officers, employees and other persons described in these By-Laws including persons formerly occupying any position, against all expenses, judgments, fines settlements and other amounts actually and reasonably incurred by them in connection with any proceeding, as that term is used in that section, and including an action by or in the right of the Corporation by reason of the fact that the person is or was a person described in that section.

Section 9.02 - Approval of Indemnity:

On written request of the Board by any other person seeking indemnification, the Board will promptly determine

whether an acceptable standard of conduct has been met and may therefore authorize indemnification. If the Board cannot authorize indemnification because the number of members who are parties to that proceeding with respect to which indemnification is sought prevents the formation of a quorum of members who are not parties to that proceeding, the Board will appoint a committee of non-party members to examine the facts and evidence and make a determination whether the applicable standard of conduct has been met and if so, the committee will authorize indemnification.

Section 9.03 - Advancement of Expenses:

To the fullest extent permitted by law and except as otherwise determined by the Board in a specific instance, expenses incurred by a person seeking indemnification under Section 9.01 and 9.02 of these By-Laws in defending any proceeding covered by those Sections, will be advanced by the Corporation before final disposition of the proceeding, on receipt by the Corporation of an undertaking by or on behalf of that person that the advance will be repaid unless it is ultimately determined that the person is entitled to be indemnified by the Corporation for those expenses.

Section 9.04 - Insurance:

The Association will have the right to purchase and maintain insurance to the fullest extent permitted by the law on behalf of its officers, members, employees and other agents, against any liability asserted against or incurred by any officer, member, employee or agent in such capacity of arising out of the officer's, members employee's or agent's status as such.

ARTICLE X - RECORDS AND REPORTS

Section 10.01 - Maintenance of Corporate Records:

The Corporation will keep:

Adequate and correct books and records of accounts.

Written minutes of proceedings of its Board and committees of the Board.

A record of each person's name and address that is associated with this Corporation as a member, officer, employee or agent.

Section 10.02 - Accounting Records and Minutes:

On written demand of the Corporation, any member may inspect, copy and make extracts of the accounting books and records and the minutes of the proceedings of the Board and the committees of the Board at any reasonable time for the purpose reasonably related to the member's interest as a director. Any such inspection and copying may be made in person or by the member's agent or attorney. Any right of inspection extends to the records of any subsidiary of the Corporation.

Section 10.03 - Maintenance and Inspection of Articles and By-Laws:

The Corporation will keep, at its principal office or at its principal business office, the original or a copy of the Articles on Incorporation and By-Laws, as amended to date, which will be open to inspection by any member at all reasonable times during office hours. A member shall have an absolute right to inspect the Corporation's books, records, and documents of every kind or physical properties.

Section 10.04 - Annual Reports:

The Board will cause an annual report to be sent to the officers and members within 120 days after the end of the Corporation's fiscal year. That report will contain the following information, in appropriate detail, for the fiscal year.

The assets and liabilities, including trust funds, of the Corporation as of the end of the fiscal year.

The principal changes in assets and liabilities, including trust funds.

The revenue of receipts of the Corporation both restricted and unrestricted to particular purposes.

The expenses or disbursements of the Corporation, both general and restricted purposes.

Any information required by Section 8.02 of these By-Laws.

The annual report will be accompanied by any report on it of an independent accountant or, if there is no such report, by the certificate of an authorized officer of the Corporation that such statement was prepared without audit from the Corporation's books and records.

Section 10.05 - Annual Statement of Certain Transaction and Indemnification:

As part of the annual report to all members, or as a separate document if no annual report is issued, the Corporation shall annual prepare and mail or deliver to each member, a statement of any transactions or indemnification of the statement as set forth in these By-Laws within 120 days after the end of the Corporation's fiscal year.

ARTICLE XI - BY-LAW AMENDMENTS

The Board may adopt, amend or repeal By-Laws at any regular or special meeting provided timely written notice was given to each member of the Board, together with a statement of the subject area of the By-Laws to consider for adoption, amendment or repeal.

ARTICLE XII - FISCAL YEAR

The fiscal year of the Association will end on October 31st every year. [Amended 11/10/06]

ARTICLE XIII - CERTIFICATION OF SECRETARY

I certify that I am the duly elected and acting Secretary of the Colorado Association of School Resource Officers, a Colorado non-profit organization, that the above By-Laws, consisting of 10 pages, are the By-Laws of the Association as adopted by the Board of Directors on:

Amended and modified as of April 22, 2016.

Executed on: April 22, 2016 Electronically by way of: Lakewood, CO

Secretary Kelly Jacobsen Witness: President Ken Balltrip