

# 400 Policy Series Summary of Changes - 2025

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EMPLOYEES / PERSONNEL	
Policy Number	Proposed Changes
<i>Click the policy number to see details</i>	
<a href="#">410</a>	<p>Family and Medical Leave</p> <ul style="list-style-type: none"><li>● Add to definitions: "Academic term" means the school semester, which typically ends near the end of the calendar year and the end of spring each school year. A school may not have more than two academic terms each year for purposes of the FMLA</li><li>● In section IV.A.13 add "outlined in the employee handbook and" "Specific requirements are also outlined in the employment contracts."</li><li>● In section V, replace semester and/or trimester with academic term</li><li>● Formatting changes needed</li><li>● Update legal references</li></ul>
<a href="#">413</a>	<p>Harassment and Violence</p> <ul style="list-style-type: none"><li>● MSBA Update Note: Updates definition of "disability" to reflect amended Minnesota law</li><li>● Add Protected Class definition: "has an impairment that is episodic or in remission and would materially limit a major life activity when active."</li><li>● Remove "Definitions" after Protected Classifications, Sexual Harassment, Sexual Violence and Violence in the definitions section.</li><li>● Remove #7 under Familial Status definitions (pg 3)</li><li>● Under Investigation add: "The alleged perpetrator of the act(s) of harassment or violence shall be allowed the opportunity to present a defense during the investigation or prior to the imposition of discipline or other remedial responses."</li><li>● Formatt and minor text changes needed</li><li>● Update legal references</li></ul>
<a href="#">425</a>	<p>Staff Development</p> <ul style="list-style-type: none"><li>● MSBA Update Note: Clarified whether the board or school administration appoints staff development committee members</li><li>● Remove "DIT" from section II title, section III title and paragraph B in section IV</li><li>● Remove "goal" in III.B.1 and add "as may be"</li><li>● Add any board-determined education outcomes for our district after III.B.1</li><li>● Add "linguistically" to paragraph C in III.B.4 after ethnically. .</li><li>● Formatt and minor text changes needed</li><li>● Add "or teacher mentoring" after development in III.F</li><li>● Add "and mentoring" after development in VI.A</li><li>● Formatt and minor text changes needed</li><li>● Update legal references</li></ul>