

Thrun Policy Update Guide

*Guide for Adopting the
Annual Thrun Policy Update
June 11, 2025*



THRUN
LAW FIRM, P.C.
POLICY SERVICE

Policy Update Summary
Annual Thrun Policy Update – June 2025

Board Policy Manual	
Policy / Form	Revision(s)
2000 Series	
2504 Public Participation at Board Meetings	Clarified that First Amendment rights inure to individuals.
3000 Series	
3110 Data Breach Response	<ul style="list-style-type: none"> Added reference to instances in which the District is notified from a third-party who maintains a database that a data breach occurred as in MCL 445.72(2). Included language from subsection (8), which requires notice to each consumer reporting agency of the breach. This is only required if 1,000 residents or more are affected, and if the person/agency is not subject to 15 USC 6801 to 6809 (e.g., financial institutions).
3115 Non-Discrimination, Anti-Harassment, and Non-Retaliation	Updated the language stating “sex (including pregnancy, gender identity, or sexual orientation)” to “sex, sexual orientation, gender identity or expression, pregnancy” to reflect changes to Title IX regulations and ensure consistency with state law.
3115A Definitions for 3115 Series	
3115-F-1 Discrimination, Harassment, and Retaliation Complaint Form	Updated address for the Office for Civil Rights.
3118 Title IX Sexual Harassment	<ul style="list-style-type: none"> Added language to clarify that allegations alleging both Title IX sexual harassment and other forms of Unlawful Discrimination and Unlawful Harassment (e.g., race, age, disability) that cannot be reasonably separated into distinct complaints should be investigated under this Policy. Updated address for the Office for Civil Rights.
3118-F-1 Title IX Sexual Harassment Formal Complaint Form	Updated address for the Office for Civil Rights.
3121 Public School Academy Authorization	New optional policy addressing the authorization of public school academies. This policy should only be adopted if your District currently authorizes a public school academy or intends to authorize a public school academy within this academic year.
3201 Accounting	Updated legal citation.
3201A Financial Management for Federal Awards	Added sections to this optional policy to address capital asset accounting and the disposal of federally funded equipment.

Policy Update Summary
Annual Thrun Policy Update – June 2025

3211 Post-Issuance Tax Compliance	Added language to clarify that the District is not required to provide training for the Debt Compliance Officer, but may do so at the discretion of the Superintendent.
3212 Post-Issuance Disclosure Compliance	Clarified that this definition of “financial obligation” only applies to subsection C.2.b of this policy.
3301 Purchasing and Procurement	Removed language that prohibited Michigan-based business preferences when using federal funds.
3301A Purchasing and Procurement with Federal Funds	<ul style="list-style-type: none"> • Added language to clarify that the federal regulation is incorporated by reference. • Added small businesses and veteran-owned businesses to the list of businesses that the District will take affirmative steps to assure are included in bidding opportunities.
3307 Construction Administration	Updated legal citation.
3402 Drills, Plans, and Reports	Removed references to the deadlines to develop the Cardiac Emergency Response Plan and the Drinking Water Management Plan.
3407 Asbestos Management	Added section addressing asbestos abatement contractors.
3408 Firearms and Weapons	<ul style="list-style-type: none"> • Added a “notices” section to comply with new student safety legislation. By Oct 1, 2025, all public schools are required to provide parents and guardians with the Michigan Department of Health and Human Services’ notice regarding best practices for the safe storage of firearms. Additionally, by the same date, the district must publish the notice to its webpage. • Other student safety laws will go into effect during the fall of the 2026-2027 school year and additional updates will be required ahead of that time.
4000 Series	
4101 Non-Discrimination	Replaced reference to Michigan Paid Medical Leave Act with Earned Sick Time Act, and added legal authority for the latter.
4103 Whistleblowers Protection	Added reference to Policy 3115B (identifies Employment Compliance Officer(s)).
4105B Religious Workplace Accommodations for Employees and Applicants	Added optional language that would require the use of the interactive process form (See Form 4105B-F in the Administrative Guidelines and Forms). This optional language reflects recent caselaw on providing religious accommodations under the First Amendment.

Policy Update Summary
Annual Thrun Policy Update – June 2025

4106 Family and Medical Leave Act	Replaced reference to Michigan Paid Medical Leave Act with Earned Sick Time Act regarding substitution of paid leave.
4403 Performance Evaluation	Removed A.3.b. “teachers rated minimally effective or ineffective during the 2023-24 school year;” to reflect changes to evaluation ratings beginning the 2024-25 school year.
4407 Discipline	Added sections to address extracurricular positions, including athletic coaches.
4408 Termination	
4409 Non-Renewal	Adjusted probationary period language.
5000 Series	
5104 Age of Majority	Added language clarifying student rights.
5202 Unlawful Discrimination, Harassment, and Retaliation Against Students	Updated address for the Office for Civil Rights.
5401 Parent Involvement in Education	<ul style="list-style-type: none"> • Added reference to Parent and Family Engagement Policy. • Added requirement for this policy to be included in the Student Handbook.
5405 Title I Parent and Family Engagement	<ul style="list-style-type: none"> • Added note to indicate that if the Board adopts this policy, it must be reviewed annually, and parents must be given an opportunity to provide input. • Added sections to address parent and family engagement, district obligations, and implementation.
5406 Title I Funds	Added language to indicate that this policy includes Perkins V funding to comply with federal requirement.
5411 Student Promotion, Retention, and Placement	<ul style="list-style-type: none"> • Added “consistent with applicable law” for clarity. • Updated legal citation.
5420 Sex Education	Amended Option 2 to remove redundant information.
5421 Work-Based Learning Experience	Amended policy for consistency with MDE manual.
5603 Section 504	Added reference to policies that address Non-Discrimination, Anti-Harassment, and Non-Retaliation.
5701 Abuse and Neglect	Revised list of mandated reporters to comply with expanded statutory definition.
5707 School Wellness Policy	Added reference to Section 504 in Meal Modifications section.
5712 Concussion Awareness	Clarified what is considered an athletic activity to include physical education classes.