

## Policy Updates February 2026

### Technical Updates

Technical updates do not change a policy’s substantive provisions. MSBA recommends that school boards permit staff to make these updates. Formal board action would not be necessary under Model Policy 208 to make these changes, though school boards have the authority to require formal board action if they choose.

Policy #:	Policy Name:	Update:
211	Criminal or Civil Action Against School District, School Board Member, Employee, or Student	Adds cross reference to Model Policy 519
401	Equal Employment Opportunity	Updates legal definition of “sexual orientation” to align with MN law <b>See Notes Section Below</b>
404	Employment Background Checks	Align policy language with statutory provisions
405	Veteran’s Preference	Updates Art. II.G with MN statutory revision <b>See Notes Section Below</b>
406	Public and Private Personnel Data	Corrects reference in Art. III.H; adds MN statutory revision to Art. V.F.
418	Drug-Free Workplace/Drug-Free School	Adds MN statutory language to IV.B <b>See Notes Section Below</b>
420	Students and Employees with Sexually Transmitted Infections and Diseases and Certain Other Communicable Diseases and Infectious Conditions	Adds Resource
427	Workload Limits for Certain Special Education Teachers	Updates “indirect services” definition in Art. II.B <b>See Notes Section Below</b>
520	Student Surveys	Aligns Art. IV with current MN law; adds Resources
613	Graduation Requirements	Updates Reference; Adds Resource; Removes outdated Notes
616	School District System Accountability	Updates District Advisory Committee provisions with MN Stat. 120B.11 <b>See Notes Section Below</b>

618	Assessment of Student Achievement	Aligns Definitions and other provisions with current MN law
619	Staff Development for Standards	Fixes references to “assessment graduation standards”; updates references
620	Credit for Learning	Updates Legal References
807	Health and Safety Policy	Updates Note (which schools can delete)

## NEW NOTES SECTION

### **Policy 401 [Art. II.A.]**

**Note:** The Minnesota Human Rights Act states, “Sexual orientation’ means to whom someone is, or is perceived of as being, emotionally, physically, or sexually attracted to based on sex or gender identity. A person may be attracted to men, women, both, neither, or to people who are genderqueer, androgynous, or have other gender identities.” Minnesota Statutes, section 363A.03, subdivision 44.

### **Policy 405 [Art. II.G.]**

**Note:** The Minnesota legislature adopted this revision in 2025.

### **Policy 418 [Art. IV.B.]**

**Note:** The 2025 Minnesota legislature amended this law.

### **Policy 427 [Art. II.B.]**

**Note:** The revisions in Paragraphs A and B align the policy with MN Rules 3525.0210.

### **Policy 503 [Art. II.A.4. (c) and (d).]**

**Note:** Subparagraphs c. and d. are in Minnesota Statutes, section 120A.22, subdivision 13.

### **Policy 515 [Art. VI.A.16.]**

**Note:** The Minnesota Department of Health stated, “For years, schools freely shared immunization data with clinics and public health in order to ensure children were up to date with their vaccines. However, according to our analysis, FERPA highlights how this long-standing practice is not allowable. FERPA says that immunization information on individual students cannot be released without parental consent except under certain circumstances. This is an obstacle to sharing immunization data. The Minnesota Immunization Data Sharing Law (M.S. §144.3351) allows schools to share data with MIIC, but the federal FERPA law preempts the Minnesota Immunization Data Sharing Law.” For this reason, Paragraph 16 has been revised.