



TO: School Board Members

FROM: Tye Michaels, Director of Human Resources

DATE: September 22, 2025

SUBJECT: First Reading of Policy 414, Mandated Reporting of Child Neglect Or Physical Or Sexual Abuse

BACKGROUND:

A review of Policy 414, Mandated Reporting of Child Neglect Or Physical Or Sexual Abuse, is complete. The policy was last reviewed in May of 2021. The current policy adheres to district processes and procedures currently in place. The current policy was reviewed against the MSBA model policy. As a result of that review, several changes are recommended:

Under III, Definitions, minor changes were made throughout the section to align with the model policy. The definition for “Growth Delay was moved to F2 from F1. Under F8, a redefinition was provided for that section. Under M, “threatened injury”, additional language was added to align with Minnesota statute.

Under IV, Reporting Procedures, minor changes were made throughout the section to align with the model policy.

Updates were made to the legal references.

This policy underwent administrative review using the District's Four-Way Equity Test. Without a clear policy governing the rules and regulations around mandated reporting of neglect or abuse, unconscious or implicit bias could disadvantage some groups over others. This policy provides consistent guidelines under statute(s) for reporting neglect or sexual abuse. Inclusivity of policy applied to all students required changes of "he" and "she" to "their."

RECOMMENDED RESOLUTION:

This is a first reading. No resolution is needed at this time.