

**School Board Meeting:**  
**Subject:**  
**Presenter:**

**September 28, 2009**  
**Human Resources**  
**Moreen Martell**

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**SUGGESTED SCHOOL BOARD ACTION:**

Board action is not required for the first reading of policies.

**DESCRIPTION:**

These policies are the four that require annual review. Three of the policies contain revisions.

**First Reading of a Revised Policy (No Board Action Required)**

The following revised policies are being presented to the School Board for first reading and annual review:

- 410 – Family and Medical Leave Policy

Mandatory Policy

Brief Description: There are significant changes to the policy which provides for family and medical level to school district employees. The revisions are based on the amendments to the Federal Code of Regulations which expands FMLA to Service Member Family Military Leave.

- 413 – Harassment and Violence – Religious, Racial & Sexual

Mandatory Policy

Brief Description: The policy has one minor revision and now includes a legal reference to Minn. Stat. 120B.232 (Character Development Education)

- 414 – Mandated Reporting of Child Neglect or Physical or Sexual Abuse

MSBA Recommended Policy

Brief Description: No changes

- 415 – Mandated Reporting of Maltreatment of Vulnerable Adults

MSBA Recommended Policy

Brief Description: The policy has one minor revision and now includes a legal reference to the court decision Kleven, 736 N.W.2d 707 (Minn. App. 2007)

