

# Missouri Consultants for Education, LLC

14057 Baywood Villages Drive  
Chesterfield, Missouri 63017

**Thomas A. Mickes**  
Attorney at Law  
Cell: (314) 330-8903  
tom@moconed.com

**Nicole D. Boyles**  
Operations Assistant  
Cell: (314) 258-7484  
nicole@moconed.com

[www.moconed.com](http://www.moconed.com)

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September 19, 2024

Dear Superintendent,

The September 2024 updates reflect, for the most part, enactments this session in the Missouri legislature. We have not made any changes in Policy 2115 Transgender Students. As you know, multiple federal courts have placed a temporary stay on the Department of Education's Final Title IX regulations. This temporary stay only prevents enforcement. It does not prevent districts to adopt all or parts of the Final Rule.

The Policy/Regulation/Form Changes are as follows:

## **Policy and Regulation 1210 - School Year and School Day**

The legislative enactment sets out the minimum number of school days on a five- and four-day school week. Among other things, modifies how make-up days are utilized beginning July 1, 2026. Finally, changes in this Policy sets requirements beginning July 1, 2026, for districts moving from a five to four-day school week. Finally, again on July 1, 2026, incentives will be provided for districts with a five-day school week. *Adoption is mandatory.*

## **Policy 2220 – Compulsory Attendance Ages**

This change allows the Superintendent/designee to determine that a student's disabilities limit their ability to attend school, those days absent will be excused. *Adoption is mandatory.*

## **Regulation 2310 – Student Attendance**

Here, the legislature provided students who are subpoenaed to testify in a criminal proceeding, participation in the preparation for a criminal proceeding, or attending the proceeding will not be found in violation of the district's attendance policy. *Adoption is mandatory.*

**Policy 2340 – Truancy and Educational Neglect (Delete Corresponding Regulation)**

The policy update reflects adding greater focus on truancy. The corresponding regulation has been deleted. *Adoption is mandatory.*

**Regulation 2785 – Student Suicide Awareness**

The legislature has increased the information contained on student I.D. cards which relate to suicide prevention resources. *Adoption is mandatory.*

**Policy 3470 – Average Daily Attendance – Early Childhood Program**

This Policy increases the total number of three- to five-year-olds that can be included in the district's calculation of ADA from 4% to 8%. *Adoption is mandatory.*

**Policy 4130 – Certified Staff Contracts**

The legislature has expanded the “Visiting Scholar Program.” The changes allow individual holders of Visiting Scholar Certificates to renew their certificates if certain conditions are met. *Adoption is mandatory.*

**Regulation 4221 – Support Staff Duties, Schedules and Working Hours**

The Federal government recently released new rules which, among other things, increase the annual compensation test to determine whether a worker is exempt under the Fair Labor Standards Act. *Adoption is highly recommended.*

**Policy 4505 – Salary Schedules**

Here, the legislature has allowed districts to utilize differentiated salary schedules to facilitate recruitment and retention of teachers in “Hard to Staff Schools” and “Hard to Staff Subject Areas”, as those terms are defined in the policy. *Adoption is mandatory.*

**Policy 4506 – Minimum Teacher Salary – (New Policy)**

In this new policy, the legislature increased minimum teacher salaries for 2024-25, 2025-26, 2026-27 and 2027-28. In the school year 2028-29 and thereafter salaries will be increased using a formula based on the Consumer Price Index. *Adoption is mandatory.*

**Policy 4515 – Career Ladder**

The Career Ladder Program is expanded to allow payments for teachers preparing career ladder tasks that do not require a teaching certificate. The changes also waive the 2-year eligibility requirement for certain members of the Armed Forces. *Adoption is mandatory.*

**Regulation 4515 – Career Ladder**

In the regulation, we made changes to reflect the expansion of activities eligible for compensation. Specifically, crediting teachers for mentoring students and teachers. The change also allows teachers to receive payments for activities that do not require a teaching certificate. *Adoption is mandatory.*

**Policy 4560 - Employee Post Retirement Option (Title Change)**

The change allows retired employees to receive up to 50% of the actual salary for the position filled. *Adoption is mandatory.*

**Policy and Form 4831 – Discussions Concerning Terms and Conditions of Employment (Title Change)**

We have changed the title of this Policy to reflect the different “Meet and Confer” requests of Missouri law. Prior Regulation 4831 Collective Bargaining has been changed in title and is now referenced as Form 4831. Districts are free to adopt a more structured form of bargaining. *Adoption is optional.*

**Policy 5550 – Meal Charges**

The Policy changes add a new section required by the Department of Agriculture. The change adds a new subsection for “Collection of Unpaid Meal Charges”. *Adoption is mandatory.*

**Policy 6121 – Holocaust Education**

Two years ago, the legislature mandated Holocaust Education with DESE to provide guidelines. The changes in this Policy reflect those DESE guidelines. *Adoption is highly recommended.*

**Regulation 6190 – Less than Full-time Virtual Education**

The only change requires the Virtual Provider to provide the district with progress reports for its students. *Adoption is mandatory.*

**Policy 6191 – Virtual Education – Full-Time Equivalent**

The legislative changes require parents seeking to enroll in a full-time virtual program must enroll with the virtual provider. In addition, the legislative changes require the districts to collaborate with the host district to implement the enrollment policy to include financial terms for local district expense reimbursement. *Adoption is mandatory.*

**Regulation 6191 – Virtual Education – Full-Time Equivalent**

This change requires the virtual provider to provide parents/guardians with regular student progress reports. *Adoption is mandatory.*

**Form 4831 – Discussion of Terms and Conditions**

This is included as an example of a more structured discussions program which is not mandated but may be adopted voluntarily.

**Board Action**

The Policies and Regulations may be voted upon with a single motion as follows or may be individually considered. If adopted as a whole, the motion is “I move to adopt the following Policies and Regulations.”

Policy 1210	Regulation 1210
Policy 2220	Regulation 2310
Policy 2340	Regulation 2340 – (Deleted)
Policy 3470	Regulation 2785
Policy 4130	Regulation 4221
Policy 4505	Regulation 4515
Policy 4506 (New)	Regulation 4831 – (is now Form 4831)
Policy 4515	Regulation 6190
Policy 4560	Regulation 6191
Policy 4831	
Policy 5550	
Policy 6121	
Policy 6191	

If you have any questions concerning these revisions or their implementation, feel free to call MCE staff members. My cell number is (314) 330-8903. For more information about MCE’s policy service, visit our website at <http://www.moconed.com>.

Sincerely,

MISSOURI CONSULTANTS FOR EDUCATION, LLC



Thomas A. Mickes

TAM/nbt