

Missouri Consultants for Education, LLC

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November 16, 2025

Dear Superintendent,

November 2025 Updates

November updates represent a mixture of our responses to federal regulation, state legislation as well as correction of two policies related to the massive August updates.

During the recent legislative session, there was a new disqualification for candidates for the Board of Education. Policy 0320 – School Board Elections was updated to include the disqualification for a conviction or a guilty plea for specific crimes.

Those crimes are Assault or Harassment in the 1st or 2nd Degree where such criminal acts occur of school premises.

Changes in federal regulations related to foster care have necessitated some additions to our Policy 2760 – Students in Foster Care. Our updated Policy 2760 adds criteria to be considered in determining which placement is in a foster care student’s “best interest.” We have also added a provision stating that where a foster student’s school of origin is determined not to be in the foster student’s best interest, the foster student will be “immediately enrolled in the best interest school.”

As a result of the legislative’s adoption of a statute opening school athletics and activities to certain non-traditional students, we created a new Policy 2920 – Athletics, Fine Arts, Integrated Curriculum Activities. This new Policy was intended to replace existing Policy 2921. We got half the job done. We implemented the new policy but did not delete the old Policy. We do so now with this update.

Finally, after issuance of the August updates, we discovered two typos on Regulation 4221 – Support Staff Duties, Schedules and Working Hours. The first involved the minimum threshold for exempt status under wage and hour law. That threshold is \$35,568 not \$43,888. The current state’s hourly minimum wage for non-exempt employees is \$13.75 not \$13.15. As provided in the August update that minimum wage will become \$15.00 per hour effective January 1, 2026.

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Policy 0320 – School Board Elections and Policy 2760 - Foster Care Students are mandatory and will require Board Approval. Deletion of Policy 2921 - Participation by Non-Traditional Students as well as Regulation 4221 – Support Staff, Duties, Schedules and Working Hours correct typos and communication issues and do not require Board approval. Of course, these two changes can be submitted to the Board. We will make changes in our Master to delete Policy 2921 and correct Regulation 4221.

If you have any questions, feel free to call MCE staff members. My cell number is (314) 330-8903. Greg's cell phone number is (636) 346-3358. 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

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