



# MODEL POLICY WEBINAR

February 2026

# DKF MILITARY LEAVE

- Standards relating to military leave
  - Uniformed Services Employment and Reemployment Rights Act (USERRA)
  - Basic rights: up to 5 years unpaid leave and the right to return or re-employment
  - “Military service” is all kinds of federal military training and service
- Employee requirements
  - Advance notice unless prevented or unreasonable
  - Timely return to work or application
- Employee rights
  - Same position with accrued seniority, status, pay (subject to impossibility or undue hardship)
  - Doesn't apply to transitory positions
  - Doesn't apply to dishonorable discharge
  - Protection from at-will termination
- Health insurance
  - Can elect to continue up to 24 months
  - Payment of employee share for 30 days or less, 102% for 31 days or more
  - Reinstatement if terminated during leave
- Retirement
  - No break in service
  - Make-up contributions by employer for employer portion

# FFD SCHOOL MEAL PAYMENTS

- HB 100 (2025), Food Security Amendments
  - Free lunch to certain students and protections from stigma
- Policy provisions relate to the stigma protections
- Students who cannot pay or who receive reduced cost meals cannot be identified or otherwise stigmatized
- Students cannot be required to perform chores to pay for a school meal unless the requirement applies regardless of whether money is paid (i.e., the requirement applies to all students)
- Communications about student debt for meals must be directed only to the parent (cannot be directed to the student)
- SB 180 (2026): Would expand the class of eligible students and require USBE to use a certain percentage of revenue from the liquor tax to support the school meal program.



# GCA CONDUCT ON SCHOOL PREMISES

- Changes to reflect changes to statutes on sex-designated facilities and school trespass
  - Policy covers various kinds of conduct on school property by the public
- Restrictions on sex-designated changing rooms
  - Facility use consistent with biological sex
  - Law enforcement report requirement
  - Additional offenses which must be reported
- School trespass statute
  - Broad authority under Utah Code 53G-8-603
  - 2 kinds of conduct: general criminal trespass and entering or remaining after official notice
  - Trespass letter
- HB 477 (2025): School property only includes schools, not district offices
- Public comment that complies with policies does not meet the intent to cause annoyance element



# GM FLAGS ON SCHOOL PROPERTY

- HB 77 (2025), Flag Display Amendments
- Applies to flags as such (fabric with specific design)
- General prohibition of flags other than specifically listed permitted flags
- Non-school use exception
- Enforcement by the State Auditor
- HB 81 (2026): Would reduce the scope to apply to school and eliminate enforcement
- HB 301 (2026): Would limit local government entities to one official flag and limit display to courthouse or public airport