

STATE-IMPOSED MANDATES AFFECTING IOWA SCHOOLS

Legislative Sessions 2017–2026

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Background, Sources & Using this List

There is no official state list: Iowa Code chapter 25B is the state mandate funding law, but the Legislature routinely sidesteps it by declaring in bill text that costs come out of existing state funding or by simply not addressing cost at all. ISFIS gleaned this information by reviewing reports from the Urban Education Network (UEN), School Administrators of Iowa (SAI), the Rural School Advocates of Iowa, and the Iowa Association of School Boards (IASB). Additional changes to reporting requirements or compliance requirements by the executive branch or federal DOE are not included here. There are likely others not reviewed that impact all local governments (budget publication timelines, a second public hearing, limiting special elections to fewer dates resulting in higher election costs, or increased transparency steps related to sunshine laws, for example).

Primary sources: The authoritative record of what actually passed each year is the Iowa DE's Annual [Summary of Enacted Legislation](#) (2019 forward). [UEN's Legislative Digests](#) go back to 2013 and include enrolled bill lists and registration positions. [RSAI's Legislative Digests](#) go back to 2015.

Scope note: This list emphasizes requirements that create recurring staff time, training, reporting, or capital obligations for districts. It is not exhaustive, and it deliberately includes a few items that reduced regulatory burden as well (repealing an unfunded mandate). Where a requirement also applies to accredited nonpublic schools, that is noted too.

Value of the Mandate: Many of these mandates were created to keep students safe, improve instruction, improve student outcomes, or increase transparency. In many cases, school leaders agree that the requirements may be of value, but without additional funding, the cost of implementation takes away from other core purposes: providing teachers, compensating staff, providing courses or activities that students and families value, and either increasing workloads for administrators or, when that workload is impossible to manage, requiring districts to hire more administrators. When stakes are high, such as accreditation or loss of licensure, districts simply cannot ignore the mandate.

Cumulative Burden: With each mandate, administrators must learn what the mandate requires and do their best to align the requirements with the district's capacity to implement them while minimizing any negative impact on local learning goals. Districts must change operations, adjust

or create new policies and regulations, train staff, require new record-keeping processes, and often report to the DE. Communication with staff, students, parents, the community, and taxpayers is also imperative. All of this takes administrative work as well as time and focus away from previously established local priorities.

2017–2018

- **SF 274 (2017) — Computer science.** Established computer science education standards, instructor endorsements and authorizations, and a computer science professional development incentive fund.
- **SF 2113 (2018) — Suicide prevention and ACEs training.** By July 1, 2019, annual evidence-based training of at least one hour on suicide prevention and postvention for all school personnel holding a BOEE license, certificate, authorization, or statement of recognition who have regular contact with students in K–12, plus district protocols for suicide prevention and postvention and identification of adverse childhood experiences. Recurring annual cost, no appropriation.
- **SF 475 / SF 2415 (2018), SF 139 (2019) — Personal finance literacy.** One-half unit of personal finance literacy as a condition of graduation, with a lengthy prescribed content list, first required July 1, 2029, then extended by SF 39 to first apply to the class of 2021. Later loosened by SF 391 (2023).
- **Iowa Code 280.30 (2018) — Emergency operations plans.** A high-quality emergency operations plan for the district and for each individual building in which students are educated, no later than June 30, 2019, covering active shooter scenarios and natural disasters, plus at least one emergency operations drill per year in every building. Applies to accredited nonpublic schools as well.

2019

- **SF 394 Online Learning Flexibility (softened a mandate).** Provided school districts and nonpublic schools flexibility to meet accreditation requirements four ways in addition to teaching courses at the high school: 1) offer Iowa Learning Online courses, 2) develop online courses by the school district, 3) develop online courses in partnership with other schools or 4) through a private provider approved by DE.

- **SF 603 Concurrent Enrollment Offer and Teach (provided more flexibility).** Increased the supplementary weighting for liberal arts concurrent enrollment courses from .46 to .50. The bill also allowed a district with an agreement with a community college that provides a course or teacher employed by the community college for a math or a science course, to use that course to meet Offer and Teach Requirements under some conditions (including no generation of supplementary weighting if used for Offer and Teach.)
- **HF 637 Employee Misconduct Reporting.** Required reporting of employee misconduct to the BOEE within 30 days of the date action was taken which necessitated the report, including disciplinary action taken, nonrenewal or termination of a contract for reasons of alleged or actual misconduct, or resignation of a person following an incident or allegation of misconduct; or awareness of alleged misconduct.
- **HF 731 Mandatory Reporter Training.** Changed mandatory child abuse reporter training requirements from every 5 years to every 3 years, the first training is still required for 2 hours, but subsequent trainings for one-hour to meet the requirement.
- Note: **SF 438 School Flexibility** would have provided several opportunities for relief of mandates or additional flexibility. The bill was approved by the Senate but died in the House Education Committee and addressed health screenings, school nurse/librarian goal thresholds and elimination of other unfunded mandates.

2020

- **HF 2629 — Future Ready Iowa Act, computer science requirements.** All public districts and accredited nonpublic schools must develop and implement a standards-aligned K–12 computer science plan by July 1, 2022. Elementary schools must provide instruction in at least one grade level and middle schools in grade 7 or 8 beginning July 1, 2023. High schools must offer at least one semester-long course beginning July 1, 2022. Staffing and credentialing costs fall on districts.

2021

- **HF 802 — Divisive concepts.** Restrictions on specified concepts in curriculum and in mandatory staff training. The superintendent must ensure compliance; the DE added this to the annual assurances and selects districts for additional monitoring under its Differentiated Accountability framework.
- **HF 744 — Student and practitioner free speech.** New Iowa Code 279.73 requires districts to protect intellectual freedom and to establish and publicize policies protecting students and faculty from discrimination based on speech.
- **HF 847 — Pledge of Allegiance, open enrollment, sharing weightings.** Added Pledge of Allegiance requirements, expanded open enrollment, and reduced supplementary weighting for several shared operational functions for budget years beginning July 1, 2022 through July 1, 2024.

2022

- **HF 2412 — Radon testing and mitigation.** Each district must establish a radon plan and schedule, and complete a short-term radon test at every attendance center at least once before July 1, 2027, and at least once every five years thereafter. A second test is required if the first shows levels at or above four picocuries per liter, and if the average of the two is at or above that threshold, the board must retain a licensed individual to develop a mitigation plan, completed within two years of the first test. All new construction must use radon-resistant techniques. SAVE funds may be used without a vote of the electorate, but no new revenue was provided. Private schools are exempt.
- **SF 2080 — Physical examinations and screenings.** Written parental consent required before any invasive physical examination or student health screening that is not required by state or federal law.
- **HF 2589, Division VI — Open enrollment deadline repeal.** Eliminated the March 1 deadline entirely; districts could no longer deny an application for missing a deadline. This removed the ability to project spring staffing and enrollment with any confidence. Restored in 2024 except for online academies, which have no open enrollment deadline.
- **SF 2383 — Individual Career and Academic Plan additions.** Districts must identify work-based learning experiences and provide information on them to students through the ICAP process (which is mandated for all students in 8th grade and through high school, and advise students on successfully completing the FAFSA.

- **HF 2416 — Athletic eligibility by sex.** All interscholastic teams, sports, and events must be designated female, male, or coeducational, with participation limits by gender at birth.
- **HF 771 and HF 2573 — Stock medications.** Authorized districts to obtain and maintain supplies of bronchodilator canisters and opioid antagonists, with training and storage implications where districts choose to participate.

2023

- **SF 496 — Education omnibus, parental rights.** Required prior written parental consent for surveys and non-required health screenings; parent notification within 24 hours of a report that a student may have been the victim of harassment or bullying; a prohibition on any program, curriculum, test, survey, questionnaire, promotion, or instruction related to gender identity or sexual orientation in grades K–6; library programs limited to age-appropriate materials as newly defined, with a DE investigation process for alleged noncompliance; a published comprehensive list of every book available in every district library; published policies and procedures for material removal requests, appeals under 279.8B, and instructional material review; and parent notification when a student requests a gender-identity accommodation. Library review and cataloging alone consume enormous staff time.
- **HF 604 — Student behavior and discipline.** A classroom teacher must report any threat or incident of violence resulting in injury, property damage, or assault to the principal within 24 hours, and the principal must notify the parents of both the student who threatened or perpetrated and the student affected within 24 hours of receiving the report. New Iowa Code 279.79 requires published, grade-appropriate discipline policies meeting five specified criteria. A copy of Iowa Code 280.21 must accompany every initial and renewed employment contract. For every required professional development, the district must give the employee written notice of the specific Code section or administrative rule mandating participation.
- **HF 430 — Investigation of complaints against school employees.** Expanded mandatory reporting to any school employee 18 or older. Districts must follow DE-established investigation and reporting procedures, may not enter agreements that limit discussion of an incident or waive liability, must finalize investigations even when the employee resigns, and must review each applicant's employment history before hiring for any position — including contacting previous employers and reviewing publicly available BOEE case information. Requires districts to keep records on a form prescribed by DE (creates extra work since the data cannot be housed in the district's personnel software database where it is initially stored).

- **HF 672 — Background investigations.** Districts must implement a consistent system to review Iowa court records, the sex offender registry, and the child and dependent adult abuse registries for all school employees at least once every five years, at no cost to the employee, and maintain documentation of compliance. Extended these requirements to accredited nonpublic schools and to chapter 256E charter schools.
- **HF 602 — Student identification cards.** Districts issuing IDs to students in grades 7–12 must include the Your Life Iowa crisis hotline number, text number, and website on the card. Optional for grades 5–6.
- **SF 482 — Restrooms and changing areas.** Public and nonpublic elementary and secondary schools must designate multiple-occupancy restrooms and changing areas by biological sex, with a process for reasonable accommodations on request from students with written parental consent.
- **HF 68 — Students First Act.** Established the Education Savings Account program. Relevant here as fiscal context rather than as a mandate: it modified the base enrollment used to calculate the teacher salary supplement, professional development supplement, early intervention supplement, and teacher leadership supplement to include resident pupils receiving an ESA payment (these revenues were intended to help offset lost per pupil funding related to students who transferred from public to nonpublic schools. Districts do have to verify the district of residence for these ESA students. Note: These funds retain their categorical restrictions.
- **SF 391 — Deregulation (Mandate Relief).** Reduced required world language units from four to two and fine arts from three to two, eliminated the comprehensive school improvement plan and various reporting requirements, allowed personal finance content to be integrated into other coursework rather than a standalone half unit, permitted up to five days or 30 hours of online instruction to count toward the 180-day requirement, and allowed one teacher to instruct two or more sequential units of a subject in the same classroom at the same time.

2024

- **HF 2612 — AEAs, minimum teacher salaries, SSA.** Restructured AEA governance, funding, and oversight, and set minimum teacher salaries of \$47,500 for FY 2025, rising to \$50,000 for FY 2026, and \$60,000, rising to \$62,000 for teachers with at least 12 years of experience. The teacher salary supplement was recalculated to fund the minimums, and the Dept. of Management provided additional funds to close gaps — 189 districts received funding

beyond their cost to reach the minimums, but the remaining 136 did not, leaving salary compaction costs to be absorbed locally. The State's calculations did not include costs to fill vacant positions or other positions paid based on teacher contracts. They also did not consider Teacher Leadership and Compensation (TLC) salaries as necessarily above the minimums and allowed TLC funds to pay for TSS costs (which, over the next several years, will devastate TLC programs in school districts). AEA restructuring also negatively impacted some school districts, especially rural districts, whose per pupil amount for media and educational services is not sufficient to pay for the services the AEAs used to provide.

- **HF 2618 — State Reading Initiate - Literacy Changes Lives.** Districts must provide written notice to parents of any student in grades K–6 who is not reading proficiently, including the parent's option to elect retention; must retain the student at grade level upon parent request; and must develop a personalized reading plan for every K–6 student not reading proficiently.
- **SF 2435, Division VII — Chronic absenteeism and truancy.** Board policy must address how chronic absenteeism is determined, planned interventions, and associated penalties. New protocols govern required notices (original requirement to send a certified letter to parents when students hit absenteeism benchmarks, costing tens of thousands for some school districts, was repealed in 2025), school engagement meetings, and absenteeism prevention plans for students who are chronically absent or at risk of becoming so, with county attorneys responsible for enforcement. A significant clerical and administrative load with no accompanying resources.
- **HF 2652 — School safety.** Before the first day of the 2024–25 school year, every district, accredited nonpublic school, charter school, and innovation zone school had to complete a comprehensive review and evaluation of its ability to ensure student and employee safety — including its active shooter and natural disaster response plans and its safety and security infrastructure — and submit the completed evaluation to the Governor's School Safety Bureau, county law enforcement, the local state patrol district office, and city police. Also required at least one handheld or console radio at every attendance center capable of accessing a public safety answering point.
- **HF 2586 — School security personnel.** Districts with total enrollment of at least 8,000 must employ or retain at least one trained private school security officer or school resource officer for each attendance center serving grades 9–12, unless the board votes not to. Smaller districts are encouraged to do the same.
- **HF 2545 — Standards and curriculum review.** Directed a comprehensive review of graduation requirements, core content standards, and core curriculum; required a statewide

literacy plan; required revision of social studies standards; and mandated the inclusion of civics in grades 7 and 8 social studies instruction.

- **SF 2368 — Facilities transparency.** Each district must publish on its website the square footage of every building it owns, the enrollment capacity of each attendance center, how each building is currently used, and whether any are vacant.
- **HF 2615 — Postsecondary outcome information.** Districts must provide students in grades 11 and 12 with information on community college graduate outcomes and the average income and student debt of Regents institution graduates, including links to the specified reports.
- **HF 2278 — Open enrollment transportation.** Set the circumstances under which a receiving district may provide transportation inside the resident district's boundaries (although not technically a mandate, for each student encouraged to open enroll out of a district based on the provision of transportation, the resident district loses funding).
- **SF 2391 — Misbranded food products.** Required the DE and school boards to establish policies to prevent purchase of food products misbranded as meat, cultivated meat, or egg products.

2025

- **HF 784 — State Math Initiative - Math Counts Act.** Districts must assess every student in kindergarten through grade 6 three times per school year using an approved math screener; for students identified as persistently at risk, assess progress at least every other week, develop a personalized mathematics plan in consultation with the parent or guardian, and provide small-group interventions for students meeting expectations and intensive interventions for those who are not — continuing until the student performs at or above benchmark on the statewide summative assessment or achieves benchmark on two consecutive screeners.
- **HF 835 — Seizure and epilepsy training.** Every public and accredited nonpublic school must train all school personnel by December 31, 2026, on recognizing seizures and seizure first aid, with biennial retraining for personnel responsible for supervision or care of students (the training required was initially thought to take 45 minutes, but many schools are reporting 90 minutes for staff to complete the modules). Beginning with the 2025–26 school year, each school must have at least one employee trained to administer or assist with FDA-approved seizure and rescue medications and manual vagus nerve stimulator magnet dosing. Requires annual signed parent authorization, collaboration on individual

health plans and seizure action plans on request, records maintained in the nurse's or administrator's office, and distribution of seizure action plan information to all personnel responsible for the student.

- **SF 369 — Civics examination graduation requirement.** Beginning with the school year starting July 1, 2026, districts, accredited nonpublic schools, charter schools, and innovation zone schools must administer the DE's USCIS-based civics exam to students in grades 9–12 and ensure each student earns one passing score (60 percent) as a condition of graduation, with unlimited retakes. Schools may modify the exam or develop an alternative for students with an IEP or 504 plan, a severe intellectual disability, or English learner status. Results must be reported to the DE by June 30 each year.
- **HF 782 — Personal electronic devices and safety plans.** Boards must adopt policies restricting student use of personal electronic devices during classroom instructional time, containing seven specified minimum components including secure storage protocols, parent communication methods during emergencies, discipline provisions, and a petition process for health-related exceptions. Districts also had to revise their high-quality emergency operations plans by July 1, 2025, to conform. Notably, the bill deems costs payable from current state funding and specifies that it is not an unfunded mandate.
- **SF 277 and HF 870 — Attendance follow-on legislation.** Added exemptions to compulsory attendance; required attendance policies to describe how a child may meet the exemptions and to give reasonable consideration to travel time; permitted chronic absenteeism notices by ordinary mail, email, or in person rather than certified mail but required retention of a copy until the child graduates, turns 21, or leaves the district; and required a school engagement meeting for any student absent 15 percent or more of a grading period where absences are negatively affecting academic progress. HF 870 added release time for religious instruction with attendance record-keeping and civil liability exposure.
- **HF 865 — Harassment and bullying.** Rewrote the statutory definition to require repeated and targeted conduct and to remove the requirement that conduct be based on a trait or characteristic, forcing districts to retool policies, training, and investigation practice.
- **SF 659, Divisions VI and VII — Student abuse investigations.** Replaced the chapter 102 process under 280.17 with a new investigative process under Iowa Code 232E assigned to the DE of Health and Human Services. Upon a report from an identifiable source, the employee must be placed on administrative leave and barred from school property until the investigation is complete; districts must cooperate and must terminate the employee if the DHHS report finds student abuse. School districts may still have to investigate complaints that fall short of the DHHS standard for child abuse.

- **HF 316 — Career education.** Added career planning and pathways — career investigation, career connections, and career intentions — to the offer-and-teach requirements for grades 5–8 to support the ICAP process beginning in grade 8. Districts must affix DE-issued industry-recognized credential seals to qualifying transcripts and certificates and report attainment to the DE.
- **HF 787, Division IV — TeachIowa.** Districts, charter schools, and AEAs must submit all job openings for posting on the state system and maintain all unfilled openings there.
- **HF 299 — Immunization exemption information.** Districts must include information on statutory exemptions and exemption requirements in any communication to parents regarding required immunizations.
- **HF 395 — School bus driver training.** Added completion of an approved course of instruction where required by the employing district beginning January 1, 2026, with new entry-level driver training content, contact hour, and proficiency standards to be adopted by July 1, 2026. This was intended to simplify training requirements.
- **SF 175 — Human growth and development.** Instruction in grades 5–12 must include human development inside the womb, a high-definition ultrasound video showing the brain, heart, and other vital organs in early fetal development, and a computer-generated rendering or animation depicting prenatal development from fertilization. Prohibits use of any material produced or provided by an entity that performs, promotes, refers for, contracts with, or is affiliated with any entity that performs or promotes abortions. Originally proposed administrative rules mandated the video in the grade spans of 5-6 and 7-8, but after review, the video must be shown every year in grades 5, 6, 7, and 8.
- **SF 583 — School safety assessment teams.** Permits, rather than requires, a multidisciplinary school safety assessment team, with authority to coordinate resources, assess and intervene, and request records. Did not provide funding if a school district chose to participate.
- **HF 856 — Diversity, equity, and inclusion.** Prohibits state entities from expending funds to establish, sustain, support, or staff a DEI office or to employ a DEI officer, with enforcement through the Attorney General.

2026

- **SF 2220 — Instructional quality: gifted and talented, advanced pathways.** Beginning with the school year starting July 1, 2027, each district must develop middle school advanced

mathematics pathways designed to prepare students for Algebra I as early as the beginning of middle school and by the end of ninth grade at the latest. Beginning July 1, 2027, any student in grade 4 or higher scoring at the advanced level on the statewide ELA or math assessment is automatically enrolled in the next most rigorous course or program, with family opt-out. Also strengthens minimum requirements for gifted and talented identification and program plans. Unfunded costs identified include additional staff, assessments to determine gaps related to moving ahead, resources to address those gaps, transportation when the next course is in a different building, schedule adjustments, and teacher staffing and credentialing.

- **HF 2676 — Iowa MAHA .** Effective July 1, 2027, prohibits serving or selling any food or beverage containing eight specified dyes and additives, applying to public, nonpublic, and charter schools participating in the federal meal programs. Limits digital instruction for students in kindergarten through grade 5 in public schools and charter schools to no more than 60 minutes per school day, with specified exemptions, and requires each district to adopt and publish on every elementary school website a policy stating the daily limit, the parent's right to request further reductions, a statement that technology supports rather than supplants foundational learning, and a prohibition on device use during recess. Costs include nondigital text materials and staff time when parents opt their student out of digital instruction, purchase of textbooks or printing materials for students who have hit their limit, staff time to rework lesson plans, and training to staff on delivering instruction in different ways. Requires a completed technology adoption checklist before adopting or renewing any one-to-one device program at any grade level, retained by the board and available to the DE on request. This mandate does not apply to online academies. Requires the Presidential Physical Fitness Test for K–12 and raises the minimum daily physical activity requirement for grades K–4 to at least 40 minutes (both public and nonpublic schools).
- **SF 2428 — Student discipline and classroom removal.** Probably the heaviest new administrative lift in the list. Establishes new Iowa Code 279.65B governing removal of students for nonviolent and violent disruptions, with mandatory removal for violent disruptions, minimum removal periods, and required teacher-principal consultation before readmission. Requires a behavior plan meeting for repeated removals, escalating discipline, and an Oversight Review Committee in every attendance center to develop readmission policy. Requires an IEP team meeting immediately following any removal of a student with an IEP, with the removing teacher and all involved employees participating. Requires that every IEP be accessible to every employee responsible for implementing it, that each teacher and service provider read all changes to accommodations or modifications and give written notice to the special education teacher that they have done so, that each teacher of a

student with a 504 plan read it and give written notice, and that at least one paraeducator or other assisting employee attend all IEP and 504 meetings. Requires district-provided least restrictive environment training for all IEP team members and adds disability-related content to district professional development plans. Requires up to three days of paid leave for a teacher injured by a student's violent disruption, extendable on physician recommendation.

- **HF 2670 — Education matters.** Expands state testing requirements (ISASP) to include a social studies assessment in grades 8 and 11 effective for the school year beginning July 1, 2027 (estimated unfunded cost was \$5.50 per student to administer, score and report results). Modifies health curriculum requirements across grade bands. Most consequentially for compliance risk, it changes State Board enforcement for findings of noncompliance from "may" to "shall" — within 30 days, the State Board must either impose conditions on funding, including designating the district a high-risk grantee, or withhold state or federal funds until the noncompliance is corrected. Also removes the ACEs and toxic stress component from the suicide prevention protocol requirement and strikes the multicultural, gender-fair, and global perspectives requirements (these require rework or board policies and regulations).
- **SF 2218 — E-Verify and work authorization.** Districts and accredited nonpublic schools must use E-Verify to confirm employment eligibility for all newly hired employees and transmit results to ICE or other federal immigration agencies when a check shows the subject lacks legal status. Separately requires all BOEE licensure applicants to produce evidence of work authorization, and practitioners not subject to renewal to do so every five years. The cost of background checks is a combination of fees, staff time, follow-up and documentation/records retention. Combined with other background check requirements, this adds additional administrative burden and cost.
- **SF 2201 — School funding and enrollment counting.** Sets FY 2027 SSA at 2 percent. Beginning next school year, certified enrollment is counted twice annually on October 1 and January 15, with funding based on the average; payments to districts and AEAs shift from monthly to quarterly; and districts have a strict five-day window from notification to resolve data disputes or discrepancies.
- **SF 2472 — Property taxes and unspent balances.** Limits unspent balance carryforward to 35 percent of the preceding year's maximum authorized expenditures, and requires school boards to adopt and annually review a policy defining a targeted range and maximum amount of unspent authorized budget. Also lowers the foundation property tax rate in FY 2029 and FY 2030 and extends SAVE while increasing transfers to the Property Tax Equity

and Relief fund (the reduction in SAVE may shift some expenditures for noninstructional software, cybersecurity and other PPEL-allowable expenditures back to the general fund).

- **SF 274 — Cash at the gate.** Requires that public schools must accept legal tender as payment for entry to any IHSAA- or IGHSAAU-sponsored contest. Cash handling increases staff and volunteer time, accounting, record keeping, reconciliation with tickets sold, and adds risk of loss or theft. Requires changes to board policy and training for staff and volunteers.
- **SF 2474 — Cardiac emergency response data.** The DE must report to the General Assembly by January 15, 2027, on the number of schools that have adopted and implemented a cardiac emergency response plan and the number and location of AEDs at each school; districts supply the data through the Fall BEDS collection, requiring an additional data collection and reporting burden.
- **SF 2219 — Exempt absences.** Districts and accredited nonpublic schools must adopt a policy (or change their existing policy) granting an exempt absence for participation in a school-sponsored activity, program, competition, or project, and allowing make-up work.
- **HF 2591 — Athletic eligibility.** Extends the post-open-enrollment varsity ineligibility period from 90 school days to 140 calendar days and opens eighth grade participation under the grades 9–12 eligibility framework. Although this is an optional flexibility for school districts, it requires considerable conversation, planning, working with parents, adopting policy, and training staff and coaches accordingly.
- **HF 2754 — School choice omnibus.** Consolidates the charter school chapters, adds UNI as an authorizer, adds a second ESA application period, and requires districts to approve open enrollment applications or document and report to the DE the reason for each denial — applying retroactively to the period that ended March 1, 2026. Also requires TSS to follow students to charter schools (but does not relieve the public school of the teacher minimum salary mandates the original TSS was calculated to fund. Although the mandate limits TSS to teacher salaries for public school districts, no such mandate applies to charter schools receiving TSS funding.
- **HF 2490 — Open meetings and public records.** Requires an annually designated posting place for meeting notices that is visible at all times, and requires a tentative agenda modified within 24 hours of a meeting to be marked as amended with amended items identified and re-noticed. Internet posting alone remains legally insufficient.

Cross-Cutting Observations

The cumulative training burden has become its own issue. The Legislature has begun to acknowledge the accretion problem directly. HF 835 in 2025 established a Work Group on Health Care-related Training for School Personnel charged with identifying which trainings can be delivered online and rotated on a five-year basis, developing a regular review cycle to find less costly and more efficient options by removing or modifying training that is no longer relevant, and standardizing the process for establishing new training requirements in law or rule. HF 2754 in 2026 went further, directing a task force to study every training program teachers must complete under state law along with licensure renewal requirements, and to report to the General Assembly by December 31, 2026 with specific recommendations for changing current law to create a more manageable schedule.

The private school question cuts both directions. Accredited nonpublic schools are covered by the emergency operations plan requirement, seizure and epilepsy training, the civics examination, employee background investigations, restroom and changing area designation, E-Verify, the school safety review, and the exempt absence policy. They are exempt from radon testing, chronic absenteeism and truancy requirements, the personal electronic device policy, and most curriculum and instructional mandates. That asymmetry is worth naming precisely whenever the ESA program is part of the same conversation.

Administrative Load: Schools are often called out for increasing administrators when the budget is tight, including messages of administrative bloat or not investing in classrooms. With the expansion of administrative duties and reporting requirements, and the need to implement changes that will result in accreditation oversight, districts have few choices. Without administrators to do the mandated work, that responsibility is either added to overburdened teachers or the district risks noncompliance.

State Funding though the Formula: Exempting the unfunded mandates law by specifying that state foundation aid is to pay for any mandate is especially difficult in a low-increase environment. With a 2% SSA per pupil increase for FY 2027, including the budget guarantee, 89 school districts received a net decrease in regular program district cost. They still have to pay insurance benefit increases, fuel and utility cost increases, staff salaries (including minimum teacher pay), and decide whether to cover the 50% reduction in supplemental pay for hourly staff due to decreased appropriation. Add to that the burden of 14 bills which include unfunded mandates, many with guidance and administrative rules not yet available despite an effective date for districts of July 1, 2027; the burden can be overwhelming.