

## NEOLA UPDATE 34-2 SPRING 2020

1. **REMINDER:** The Department of Labor (DOL) has changed the threshold for exempt white-collar employees minimal salary level to \$38,000, effective January, 1, 2020.
2. **REMINDER:** The minimum wage in Michigan is now \$9.65.
3. **REMINDER:** The IRS mileage rate is 57.5 cents.
4. **REMINDER:** Federal Law Poster Requirements (See DOL website):
  1. EPPA
  2. FLSA
  3. FMLA
  4. USERRA
  5. WORKPLACE SAFETY
  6. WHISTLE BLOWER PROTECTION
5. **LEGAL ALERT:** Emergency Operation Plan. The EOP needed to be developed and implemented by 1-1-20. (Policy 8402).
6. **LEGAL ALERT:** Student Abuse Policy. Districts received a request from the MDE whether they have adopted a policy. Districts are not required to have a policy. NEOLA continues to monitor this issue and will respond appropriately.
7. **LEGAL ALERT:** Professional Development. Recent revisions to the School Aid Act allow up to 38 hours of PD to be counted as instruction time (Policy 8210).
8. **LEGAL ALERT:** Read by Grade Three. Information can be found in the MDE 2018-19 annual report.
9. **LEGAL ALERT:** Federal Motor Carrier Safety Administration. For 2020 the rate of required tests is 50%.

10. **POLICY 2210: CURRICULUM DEVELOPMENT - APPROVED COURSES (REVISED)** This policy revision is based on MDE requirements and should be adopted to maintain accurate policies. (MPAM) (Michigan Pupil Accounting Manual)
11. **POLICY 1212: HOME BOUND INSTRUCTION (REVISED)**. This policy revision now allows physician's assistants to apply for individual home instruction and should be adopted to maintain accurate policies. (MPAM)
12. **POLICY 2414: REPRODCUTIVE HEALTH AND FAMILY PLANNING (REVISED)**. This revision provides clarification to existing policy and should be adopted to maintain accurate policies. (MPAM)
13. **POLICY 3362.01: THREATENING BEHAVIOR TOWARDS STAFF MEMBERS (REVISED)**. This revision clarifies the characterizations of "threatening behavior" and is recommended for adoption. (NEOLA)
14. **POLICY 4162: CONTROLLED SUPSTANCE AND ALCOHOL POLICY FOR COMMERCIAL MOTOR VEHILE DRIVERS AND OTHER EMPLOYEES WHO PERFORM SAFETY SENSITIVE FUNCTION (REVISED)** Specific notification and reporting requirements have been added in response to audit recommendation from the Department of Transportation and should be adopted to maintain accurate policies. (DMV, CFR).
15. **POLICY 5200: ATTENDANCE (REVISED)**. This policy revision reflects additional requirements for students that are counted as full-time and should be adopted to maintain accurate policies. (MPAM)
16. **POLICY 5335: CARE OF STUDENTS WITH CHRONIC HEALTH CONDITIONS (NEW)**. This policy has been requested by clients and should be considered for adoption. (NEOLA)

17. **POLICY 6107: AUTHORIZATION TO ACCEPT AND DISTRIBUTE ELECTRONIC RECORDS AND TO USE ELETRONIC SIGNATURES (REISED)**. Language has been added to broaden the use of electronic signatures, in particular with IEP's and is recommended for adoption. (USC)
18. **POLICY 8210: SCHOOL CALENDAR (REVISED)**. These revisions reflect the change in how hours of Professional Development that may be counted as hour of instruction. (MPAM, MCL)
19. **POLICY 8400: SCHOOL SAFETY INFORMATION (REVISED)**. These revisions reflect the latest reporting and posting requirements regarding disciplinary action and should be adopted to maintain accurate policies. (Title IX, MCL)
20. **POLICY 8462: STUDENT ABUSE AND NEGLECT (REVISED)**. These revisions should be reviewed and adopted if the district has a policy addressing sexual abuse of children. (MCL)
21. **POLICY 8600: TRANSPORTATION (REVISED)**. These revisions reflect requirements for transporting homeless and foster care students and should be adopted. (MCL)
22. **AMINISTRATIVE GUIDELINES**
  - AG 2412—Homebound Instruction (Revised)
  - AG 4162B—Handling of Test Results, Record Retention, And Confidentiality (Revised)
  - AG 5460.01—Graduation Requirements Career and Technical Education (CTE) (Revised)
  - AG 8431A—Integrated Pest Management (Revised)
  - 4162 F4—**(FORMS)** Authorization to Conduct Limited Query (New)

