

NEOLA UPDATE REVIEW 39-2 SPRING 2025

There are six Legal Alerts: Some of the Alerts are time sensitive and should be reviewed by Administrative Staff and/or Board members.

1. Michigan's Filter First Legislation,
2. Michigan's Sick Leave Law Changes,
3. Michigan's Affirmative Obligation to Provide Notice of Certain Criminal Charges to Employing District (MCL 380.1230d)
4. Michigan's New In-School Protection for Indigenous Individuals Compliance Timeline & Guidance
5. Michigan's New Computer Science Course Requirement—Timeline & Guidance
6. Advertising Requirements for Michigan Academics.

1. Thresholds & Reminders:

1. New minimum wage is \$12.48
2. IRS milage rate is \$.70
3. Poster Requirements (US Department of Labor)
 1. The Equal Employment Opportunity Service Commission
 2. Employee Polygraph Protection Act
 3. Employee Rights Under the Fair Labor Standards Act
 4. Employee Rights & Responsibilities Under the Family & Medical Leave Act (FMLA)
 5. Uniformed Services Employment and Reemployment Rights
 6. Occupational Safety & Health Act (OSHA)
 7. Whistle Blower Protection

2. Administrative Guideline 5320 Immunization of Students in School (revised). See policy notes.

3. Administrative Guideline 5350 Suicide Intervention Process (revised). See policy notes.

4. Administrative Guideline 5360 Recess Guideline for Harsh Weather (revised). See Chart

5. Policy 0131.1 Bylaws & Policies (revised)—The Bylaw revisions streamline the process of making technical corrections to policies. The Superintendent is authorized make technical corrections and to provide a

summary of the corrections to the Board. These revisions should be adopted to streamline the technical corrections procedure.

6. Policy 1430, 3430 & 4430 Leaves of Absence (revised)— These policy revisions include provisions of the Earned Sick Time Act (ESTA). The revisions should be adopted to maintain compliance.

7. Policy 2340 Field and Other District-Sponsored Trips (revised)— This optional language is provided to align with policy 8640 (Field Trips) which will be rescinded.

7. Policy 5320 Immunization (revised)—Revisions reflect immunization requirements mandated the the MDE and should be considered for adoption (see AG 5320)

8. Policy 5330 Use of Medications (revised)—These revisions are at the request of Districts and should be considered for adoption.

9. Policy 5330.01 Epinephrine Auto-Injections (revised)—These revisions are at the request of Districts and should be considered for adoption.

10.Policy 5350 Student Health, Well-Being, and Suicide Prevention (revised)—These revision are at the request of Districts.

11.Policy 5460 Graduation Requirements (revised)—These revisions were requested but not required by law. The revisions should be adopted if the District participates in the Universal FAFSA law.

12.Policy 8320 Personnel Files (revised)—These revisions reflect recent changes to the Public Employees Relation Act (PERA) and should be adopted to remain compliant. (P.A. 236)

13.Policy 8500 Food Services (revised)—These revisions related to bad debt & dietary modifications should be considered for adoption.

14. Policy 8510 Wellness (revised/review)—Revisions are offered for review and possible changes.

15. Policy 8640—Transportation for Field Trips and Other Sponsored Trips (rescinded)