

NEOLA UPDATES

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Bylaw 0131.1 - Bylaws and Policies. Revised. This bylaw has been revised to streamline the process for review and adoption of policy and of making technical corrections to policies and bylaws. The bylaw provides the option for defining technical corrections and authorizes the Superintendent to make such corrections and then provide a summary of the corrections to the Board.

Policy 1430/3430/4430 - Leaves of Absence. Revised. These policies have been adopted to include the provisions of the Earned Sick Time Act (“ESTA”), effective February 21, 2025, or at the expiration of the district’s collective bargaining agreement covering such benefits.

Policy 2340 - Field and Other District Sponsored Trips. Revised. This policy has been adopted to update language overall and to include transportation options and provisions (found in po8640).

Policy 5320 - Immunization. Revised. This policy has been revised to reflect the immunization requirements in the Michigan Department of Education’s (“MDE”) “2024 Immunization Requirements for Students Entering Kindergarten and 7th Grade or Enrolling in a New School District in Grades 1-12”. This policy gives 3 circumstances in which a required vaccine may be waived or delayed - medical reason w/doctor certification; religious/philosophical beliefs (waiver through the local Health Department; or if the child has received one dose and cannot receive the next dose (with verification and follow-up).

Policy 5330 - Use of Medications. Revised. This policy was reviewed and updated to include additional definitions and further clarity to processes for the storage and administration of prescription and over-the-counter medications. One of the additions is as follows:

Students are prohibited from possessing, using, carrying, or distributing in school, at school-sponsored events, or on school grounds any drugs or other products which, even though not defined as a drug, are used or marketed for use for medicinal purposes, such as to relieve pain or to relieve the symptoms of an underlying medical condition (including aspirin, ibuprofen, dietary supplements, CBD oil products, etc.).

Policy 5330.01 - Epinephrine Auto-Injectors. Revised. This policy was revised to add the immunity provisions of State Law. **The District and its personnel are immune from civil and criminal liability related to the administration or non-administration of epinephrine to the extent set forth in applicable State law.**

Policy 5350 - Student Health, Well-Being, and Suicide Prevention. Revised. This revision includes comprehensive mental health and wellness initiatives that promote the emotional and physical safety of students and staff.

The District's comprehensive mental health and wellness initiatives may include supports and services that promote:

- A. Positive school climate;
- B. Social skills;
- C. Mental health and well-being;
- D. Support for students and staff; and
- E. Trauma-informed and restorative practices.

The District shall implement specific strategies to promote school safety, including student instruction, anonymous reporting systems, threat assessment teams, emergency management plans, and staff training.

The District may provide students with age-appropriate instruction concerning the warning signs and risk factors for suicide and depression and the protective factors that help prevent suicide.

The instruction and professional development shall be designed to:

- A. To prevent both fatal and nonfatal suicide behaviors among youth.
- B. To increase pupil awareness of the warning signs and risk factors for suicide and depression.
- C. To improve access to appropriate prevention services for vulnerable youth groups.

Policy 8320 - Personnel Files. Revised. This revision reflects the recent changes to the Public Employment Relations Act ("PERA") due to P.A. 236. In the following, the only change is the highlighted: Unless the District is required by law to provide this information to a third-party, the District shall not disclose an employee's home address or contact information to a third party without the employee's written authorization.

Policy 8500 - Food Services. Revised. This policy has been revised to include additional language and options regarding "bad debt" and dietary modifications at the request of clients due to audits.

Policy 8510 - Wellness. Revised. This revision includes the U.S. Department of Agriculture ("USDA") requirement to include the overall nondiscrimination language and to add other USDA guidance regarding wellness options throughout district operations.

Policy 8640 - Transportation for Field and Other District-Sponsored Trips. Rescind. This policy is being rescinded as the provisions for transportation have been included in Policy 2340.

Policy 2264. Nondiscrimination on the basis of sex in education programs or activities. Rescind. This policy is being rescinded and the former policy 2266 reinstated regarding nondiscrimination and the Title IX policies that were put into place August 1, 2024.

Policy 2266 - Nondiscrimination on the basis of sex in education programs or activities. Reinstate. This policy will be reinstated and the only change will be to remove the August 1, 2024 date as the end date. It will now be in effect when we take action next month.