

FLORIDA OVERVIEW AND COMMENTS

Volume 17, Number 1

SEPTEMBER 2016

This update includes proposed revisions to forty-three (43) current policy templates, the addition of four (4) new policies, the proposed revisions to seven (7) current administrative procedures, and the revision of four (4) forms that are the result of bills passed during the 2016 legislative session and signed into law by the Governor, and as a result of our ongoing work with clients throughout the 2015-2016 school year.

The policies, procedures, and forms that comprise this update are organized in numerical order in the sub-folder that has been posted in the District's folder on the VPN or in the hard copy packet if your District still chooses to receive one. Policies from multiple sections are grouped together in this Overview when the explanation is the same for the proposed revisions to a group of policies.

The Vol. 17, No. 1 folder also contains a sub-folder that is labeled "Information and Technology Policies, Procedures and Forms Collection. This is the culmination of a two (2) year process of updating and revising policies, procedures, and forms related to technology so that the terminology used in these documents is consistent, current with regard to developments in technology, and based on definitions for four key terms that have been added to Bylaw 0100 Definitions. There are also two new policies that address two concepts heretofore not included in our material – planning for continuity of organizational operations when some calamity disrupts the Districts network connectivity, and planning for information security. The overview included in this subfolder will elaborate further on the purpose of the edits proposed. Unlike typical updates, all but thirteen (13) of the eighteen (18) policies and eight (8) of the seventeen (17) procedures in this collection are presented as replacements to your current versions and have supplements explaining the revisions made to each current document so that an explanation of the differences between your current material and the replacements can be given should your Board request one.

There is also a sub-folder labeled "Technical Corrections" in which you'll find two policies in which the address of the Atlanta OCR office is updated.

Questions?

All production related questions should be directed to the Coshocton Production Office at 632 Main Street, Coshocton, Ohio 43812 (email production@neola.com, phone 800407-5815, fax 740622-2557).

Billing questions should be directed to the Corporate Office at 3914 Clock Pointe Trail, Suite 103, Stow, Ohio 44224 (email mchapman@neola.com, phone 330-926-0514, fax 330-926-0525).

Submitting Material for Posting

Please use Microsoft Word's "Track Changes" tool to edit the District's current materials, indicating which of the proposed revisions and additions you choose to include in your current policies, or to make additional District-specific edits to your current policies, before returning them, after Board adoption, electronically for processing. Track Changes should also be used in a proposed new policy to make edits, such as indicating which choices are to be included and which are to be deleted or to make District-specific edits to the language of the proposed new policy. When the revisions to current policies and the new policies have been adopted by the Board, return the marked versions electronically by posting them in the "Policies adopted by the Board" folder on the main page in your VPN folder so they can be archived, then cleaned up and posted to the District's policy website.

And please don't forget to email production@neola.com when you've posted your material so we know to go to your folder and retrieve it.

Please note, even if a District chooses not to include a policy or administrative procedure in their management documents that describes a statutory requirement, the District is still obligated to follow applicable Federal and State laws relating to that policy or procedure.

The proposed new, revised, and replacement policies included in this update have been thoughtfully prepared, and have been reviewed by Sniffen & Spellman, P.A., Neola's outside legal counsel in Florida, for statutory compliance. If you make changes, or substitute in its entirety policies or other materials of your own drafting, those materials should be reviewed by the District's legal counsel to

verify compliance with applicable statutes. Neola does not review district-specific edits to update materials or District-specific policies for statutory compliance.

If a policy or procedure is marked revision, the proposed revisions will include material to be added, which will be in blue, underlined font, and material to be deleted, which will be lined out and will be red. As you review a revised policy or procedure, you may choose to accept one, many or all of the changes presented.

If a policy or procedure is marked as a replacement, that means there have been enough changes made that instead of showing each individual change, a complete, clean replacement copy has been provided. As you review a replacement policy or procedure, you should also compare the replacement materials to your current policy or procedure to determine if there is some District-specific wording in your current material that you want included in the replacement policy. If so, any wording from the current policy should be added using Microsoft Word's "Track Changes" tool before returning the replacement policy electronically to the Coshocton office for processing.

If the District authors language and adds it to a policy template or deletes content that is not marked as a choice in the policy template, then these actions will constitute District-specific edits. (See below)

Caveat RE: District-Specific Edits

Please note also that if the District chooses during any step of the update process to incorporate District-specific material into a new policy that has been proposed or insert District-specific material into a current policy for which revisions have been proposed in an update issued by Neola, then the District agrees to hold Neola harmless for those District-specific edits and acknowledges that Neola's Warranty for legal challenges to the District-specific language in that policy will be voided. In addition, Neola retains ownership of the text from the original policy template that remains in a policy to which District-specific edits have been made. District-specific materials include the following:

- A. materials from the District's existing materials that the District requests be incorporated into Neola templates during the drafting process;

B. new policies or procedures developed in their entirety by the District, exclusive of Neola; and

C. revisions to or deletions from a Neola template that substantively departs from that template.

Further, Neola does not advocate the use or incorporation of District-specific materials. Neola will, at the request of the District, incorporate District-specific materials into the licensed materials, with the implicit understanding that the District accepts all risks associated with the decision to request that such District-specific materials be incorporated. Neola reserves the right to, but is not obligated to, advise the District to seek its own legal review of District-specific materials by the District's school board attorney. And, Neola retains the copyright to any intellectual property from its template.

Notifying Neola of a Challenge to the Legal Accuracy of a Policy

The Neola staff in Florida prides themselves in providing policy language to our clients that has been vetted for legal accuracy by our outside counsel. Should any question arise as to the legal compliance or accuracy of Neola materials, it is our expectation that our outside counsel would have the opportunity to assist in the resolution of such a claim. That can only occur if we are notified immediately upon receipt of such a challenge. Please notify our corporate office (330-926-0514) if an issue arises in which such a review or assistance is necessary. To be eligible for assistance under our warranty, Neola must be notified in writing within three (3) business days of the receipt of such a challenge.

BYLAWS AND POLICIES

Bylaw 0154V2 – Motions (Revised)

This version of the bylaw is revised as a result of the adoption of F.S. 617.221 following the last legislative session. F.S. 617.221 now defines “membership association” which is more expansive than solely the Florida School Boards Association. We have revised the bylaw to reflect this change.

If the District has chosen Version 2 of this Bylaw, the Superintendent should recommend adoption of the proposed revision to it, and the Board should take action on that recommendation so that the District's bylaws and policies provide direction for current and future board members, as well as being informative to staff and constituents.

Bylaw 0156 - Legal Counsel (Technical Correction)

The citation for this bylaw has been corrected to include (2) as well as (3) of the bylaw about legal counsel. Since revision of another Bylaw in the 0150 series is proposed, we have included this technical correction in this section of the Overview rather than in the sub-folder labeled "Technical Corrections".

If the District's version of Bylaw 0150 includes Version 2 of Bylaw 0154, the Superintendent should include this technical correction in Bylaw 0156 in the recommendation for the adoption of the proposed revision to Bylaw 0154, and the Board should take action on that recommendation so that the District's bylaws are statutorily correct and provide direction for current and future board members, as well as being informative to staff and constituents.

Policy 1130 – Appointment, Assignment, Transfer, and Promotion of Administrators (Revised)

Policy 4130 – Appointment, Assignment, Transfer, and Promotion of Support Staff (Revised)

The revisions proposed to these policies incorporate the language proposed for Policy 3130 in the Volume 16 Number 2 Update, which authorizes the Superintendent to temporarily change a staff member's assignment if s/he deems such a temporary assignment is in the best interest of the staff member and/or District. Such a temporary assignment could be for work purposes where access to students or staff should be avoided while the District conducts an investigation of an allegation that could lead to disciplinary action. F.S. 1012.796(d) requires, among other things, that school board policies and procedures include "... requirements for the reassignment of instructional personnel or school administrators pending the outcome of a misconduct investigation ...". Since the District is required to report legally sufficient complaints within thirty (30) days, it is recommended that such temporary assignments for the purpose of completing an investigation into alleged misconduct be no more than thirty (30) days. On the positive side, the work re-assignment could be for special projects that would benefit the District.

The Superintendent should recommend adoption of these revised policies, and the Board should take such action so that its policies are legally correct

Policy 1419–Group Health Plans (Revised)

Policy 3419– Group Health Plans (Revised)

Policy 4419– Group Health Plans (Revised)

The revision proposed in paragraph one of these policies defines “group health plans” by referring to those plans listed in Policy 1419.01 and Policy 1419.02. Options are also provided so that Districts can declare in policy whether or not they intend to offer medical plans that provide minimum value coverage under the ACA.

The Superintendent should recommend adoption of the revised policies, and the Board should take such action so that its policies are more descriptive of an employer’s responsibility under the ACA.

Policy 1419.01 – Privacy Protections of Self-Funded Group Health Plans (Revised)

Policy 3419.01 – Privacy Protections of Self-Funded Group Health Plans (Revised)

Policy 4419.01– Privacy Protections of Self-Funded Group Health Plans (Revised)

Policy 1419.02 – Privacy Protections of Fully Insured Group Health Plans (Revised)

Policy 3419.02 – Privacy Protections of Fully Insured Group Health Plans (Revised)

Policy 4419.02– Privacy Protections of Fully Insured Group Health Plans (Revised)

The proposed revisions to these policies reflect the most recent changes to the Health Insurance Portability and Accountability Act (HIPAA) Privacy Rule and should be adopted to maintain accurate policies. Since both self-funded and fully insured benefit plans may be offered by the District, both of these policies may be needed and, if so, the revisions to each policy should be considered.

The Superintendent should recommend adoption of the revised policies that are appropriate given the manner in which the District provides health benefit plans to each employee group, and the

Board should take such action on the Superintendent's recommendation so that its policies are legally correct.

Policy 1419.03 – Patient Protection and Affordable Care Act (New)

Policy 3419.03 – Patient Protection and Affordable Care Act (New)

Policy 4419.03– Patient Protection and Affordable Care Act (New)

In January 2013, NEOLA issued a legal alert discussing issues that Districts should consider in order to be prepared for the implementation of the Affordable Care Act (ACA). Many of the provisions of the ACA are now in effect and Districts, as employers, are impacted by these requirements. These new policies should be considered for adoption so that responsibility for compliance can be assigned through policy.

The Superintendent should recommend adoption of the new policies, and the Board should take such action so that its policies are legally correct.

Policy 1420 – Benefits (Revised)

Policy 3420 – Benefits (Revised)

Policy 4420– Benefits (Revised)

These policies were revised to remove “legal services” from the list of employee benefits. “Legal services” for school employees and officers are regulated as set forth in F.S. 1012.26. Employees and officers clearly enjoy this statutory benefit, but we did not view it as a traditional employee benefit that must be defined in policy.

The Superintendent should recommend adoption of the revised policies, and the Board should take such action so that its policies are legally correct.

Policy 2215 – Program of Instruction (Revised)

Revisions of this policy are the result of a newly-created statutory requirement that the District provide a character-development program which is secular in nature in kindergarten through grade 12. We also included a new option that permits the District to identify in policy all areas of required instruction that are currently recognized in Florida law. We also added additional language to make the policy more clear.

The Superintendent should recommend adoption of the revision to this policy, and the Board should take such action so that its policy is legally correct.

Policy 2370.01 – Virtual Instruction (Revised)

Policy 2417 – Comprehensive Health (Revised)

Policy 5460 – Graduation Requirements (Revised)

The revisions to Policies 2370.01 and 2417 would each require revisions to Policy 5460, so we have listed all three (3) here for ease of reference.

Revisions to Policy 2370.01 are the result of amendments to Florida Statutes pertaining to online course requirements for graduation. For clarification purposes, we removed most of the graduation requirement language applicable to online learning from Policy 2370.01 and inserted it into Policy 5460.

With respect to Policy 2417, language has been drafted to give Districts the opportunity to require cardiopulmonary resuscitation (CPR) and automated external defibrillator (AED) instruction as a mandated component of the comprehensive health curriculum. While all students should be given the opportunity to earn CPR/AED certification, the language proposed stipulates clearly that earning this certification is not necessary to successfully completing the instruction. An option is offered in Policy 5460 Graduation Requirements so that Districts can require all students to pass health (including CPR/AED instruction) as one-half (.5) of the eight (8) elective credits required for graduation. The American Heart Association is advocating the inclusion of this requirement, both in the curriculum and as a graduation requirement, and Neola endorses their effort and encourages all clients to add this curriculum requirement to their comprehensive health curriculum in middle and high schools, and require one-half credit of health as a District-specific graduation requirement. If the District chooses to include this requirement in their health curriculum, the Superintendent should recommend the adoption of the optional language presented in Policy 2417 Comprehensive Health for the Board's consideration and adoption if they concur.

Policy 5460 now contains new language regarding students' options to satisfy online course requirements through performance-based measures.

Lastly, in Policy 5460, a revision is proposed under the section for Credit Acceleration Program on page 5 so that the description of the ways a student who wants to graduate early can earn credit towards meeting the minimum requirements is more statutorily correct.

The Superintendent should recommend for adoption the revisions to Policy 2370.01 and Policy 5460 regarding (1) online course requirements for graduation, (2) options to satisfy online course requirements through performance-based measures, and (3) the Credit Acceleration Program so that the policies are legally correct.

Regarding Policy 2417, if the District chooses to include a requirement to earn one-half credit of health, which includes CPR/AED instruction, as one-half of the eight required electives, the Superintendent should recommend adoption of Policy 2417 and the optional language in Policy 5460.

Policy 2421 – Career and Technical Education (Revised)

The revisions proposed to this policy reflect changes in Florida law that now require District career centers to waive out-of-state fees for a person who is an active duty member of the Armed Forces of the United States residing or stationed outside of Florida.

The Superintendent should recommend adoption of the revised policy, and the Board should take such action so that this policy is legally correct.

Policy 2431 – Interscholastic Athletics (Revised)

Policy 2431.01 – Participation by Transfer Students (Revised)

Policy 5610.05 – Participation in Extra-curricular Activities (Revised)

The revisions proposed to these policies are the result of Florida legislative changes from House Bill 7029. Specifically, Districts are now required to include certain provisions in policy and the Student Code of Conduct regarding eligibility for participation in interscholastic and intrascholastic extra-curricular activities. The revisions proposed to Policy 2431.01 enable the Board to establish in policy the criteria set forth in F.S. 1006.15 that transfer students who participated in a sport at another school during a school year must meet to be eligible to participate in interscholastic and intrascholastic extra-curricular activities at a District school and, as required by State law, sets forth a definition of “good cause”, which is one of the elements of the criteria for eligibility.

The Superintendent should recommend adoption of the revised policies, and the Board should take such action so that its policies are legally correct.

Policy 3128 – Contracts: Instructional Personnel (Revised)

The revisions proposed to these policies are the result of Florida Legislative changes pertaining to retirees returning to employment with a District. Specifically, retirees returning to the District as instructional staff members must be awarded a one (1) year probationary contract.

The Superintendent should recommend adoption of the revised policies, and the Board should take such action so that its policies are legally correct.

Policy 3130 - Appointment, Assignment, Transfer, and Promotion of Instructional Staff (Revised)

This policy was revised to address the requirement in F.S. 1012.42(1) that each Board adopt and implement a plan to assist out-of-field teachers and provide additional assistance to out-of-field teachers. Additionally, language was added to address the requirement in 1012.42(2) that Districts provide notification to parents of students assigned to teachers teaching out-of-field and to give such parents an opportunity to request that their child be transferred to an in-field classroom teacher within the school and grade in which the student is currently enrolled. The transfer request process is a result of new legislation (See revisions to Policy 5780 Student/Parent Rights for the process). Finally, we revised the policy to include language regarding the new responsibility of Districts to report out-of-field teachers on their websites within thirty (30) days before the beginning of each semester.

The Superintendent should recommend adoption of the revised policy, and the Board should take such action on the recommendation so that its policy is legally correct.

Policy 4411 - Differentiated Pay (Delete)

This policy is recommended for deletion as the statute does not address differentiated pay for support staff.

This policy revision is not mandatory but is something each District should consider.

Policy 5350–Student Suicide Prevention (Revised)

Revisions are proposed to this policy as a result of newly-created F.S. 1012.582. This new statute provides Districts the option of incorporating two (2) hours of suicide awareness and prevention training into its in-service credit program. If the District elects to incorporate the training at a particular school, the Florida Legislature has given Districts authority to designate any such school as a “Suicide Prevention Certified School”.

Although this policy revision is not mandatory, we believe it further assists the District in developing a policy that will make a positive impact on student suicide issues. The Superintendent should recommend adoption of the revision to this policy, and the Board should take such action.

Policy 5465 – General Education Development (GED) Tests (Revised)

Revisions to this policy are to clarify requirements related to applying for and taking the General Education Development (GED) test. As part of the revisions, we have also incorporated a new form for use by the District (Form 5465 F1 – District GED Underage Waiver Application).

The Superintendent should recommend adoption of the revised policy, and the Board should take action so that its policy is legally correct.

Policy 5511V2 – Dress and Grooming (Revised)

Revisions to this policy are the result of newly-created F.S. 1011.78 which is referred to as the “Students Attired for Education (SAFE) Act”. The SAFE act provides an opportunity for Districts to receive an annual award of not less than \$10 per student in kindergarten through grade 8 if the District adopts and implements a standard attire policy. The \$10 per student award is not guaranteed and is based on legislative funding availability. The revision to this policy includes an option for the adoption of such a policy.

This policy revision is not mandatory but is something each District should consider.

Policy 5517.01 – Bullying and Harassment (Revised)

Revisions were proposed for this policy to address the statutory requirements of F.S. 1006.147. We proposed revisions to this policy in May of 2016 so that Districts could conduct their meetings as required by the revised statute and have their policies adopted and submitted by September 30th, which is the deadline established by FLDOE.

If your District has not yet recommended revisions to your current policy, then the Superintendent should do so this month, and the Board should take such action so that the policy can be submitted by the established deadline.

Policy 5780 Student/Parent Rights (Revised)

The revisions proposed to this policy address additional educational options that may be made available to students (CAPE digital tools, CAPE industry certifications, College high school programs, and a Gardiner Scholarship). Revisions also include new provisions for parents to request that their child be transferred to a different classroom teacher or to an in-field classroom teacher. Both of these parental request options are required by Florida law. These same provisions must also be included in Student Handbooks or similar publications.

The Superintendent should recommend adoption of the revised policy, and the Board should take such action so that the policy is legally correct.

Policy 6322 – Construction Contracting and Bidding (Revised)

Policy 7100 – Facilities Planning (Revised)

The revisions proposed to these policies are the result of newly-adopted F.S. 1013.385 which allows certain exceptions to construction requirements (i.e. new flexibility for school district construction).

The Superintendent should recommend adoption of the revised policies, and the Board should take such action so that the policies are legally correct.

Policy 5830 – Student Fund-Raising (Revised)

Policy 6605 –Crowdfunding (New)

Policy 9700 – Relations with Special Interest Groups (Revised)

New Policy 6605 enables the District to set forth a position about the rapidly growing trend of fundraising by individual staff members through crowdfunding websites like Go Fund Me, Donors Choose, and the like. The new policy provides two options. The first option enables the Superintendent to recommend that the Board establish policy permitting this approach to fundraising, if the teacher's proposal is approved by the Superintendent or if the teacher's proposal is recommended by the Superintendent and approved by the Board. The second option is for the Superintendent to recommend and the Board to approve a policy statement that prohibits this approach to fundraising under the imprimatur of the school. The revisions proposed to current policies 5830 and 9700 enable the District to include language that is consistent with the policy position established in new Policy 6605.

If the District chooses to establish such an optional policy, the Superintendent should recommend, after consideration by the administration and the Board, the option that all believe to be appropriate for the community, and the Board should take such action to adopt new Policy 6605 and revisions to Policy 5830 and Policy 9700 so that direction about the use of crowdfunding is provided through policy.

Policy 6700 – Fair Labor Standards Act (FLSA) (Revised)

Revisions are proposed for the FLSA policy as a result of amendments to the Department of Labor's final rule updating overtime regulations. The final rule, among other things, increases the minimum salary needed for Executive, Administrative and Professional works to maintain their exemption from the FLSA (\$47,476 annually).

The Superintendent should recommend adoption of the revised policy, and the Board should take such action so that its policy is legally correct.

Policy 8800 – Religious/Patriotic Ceremonies and Observances (Revisions)

This policy was revised to incorporate a new requirement that school boards include a written notice in Student Handbooks or similar publications that students have a right not to participate in reciting the Pledge of Allegiance.

The Superintendent should recommend adoption of the revised policy, and the Board should take such action so that its policy is legally correct.

Policy 9200 – Volunteers (New)

This policy was drafted so that Districts can set forth guidance regarding District volunteers.

The Superintendent should recommend adoption of the new policy, and the Board should take such action so that it will have a policy governing District volunteers.

Policy 9800 –Charter Schools (Revised)

The revisions proposed to this policy are the result of legislative changes related to charter schools in Florida. The changes include, but are not limited to, the addition of language addressing a charter school's right to defer opening of a school for up to two (2) years, the requirement that charter schools comply with controlled open enrollment laws, board member and parental involvement representative residency requirements, voluntary closure of charter schools, additional grounds for automatic termination of a charter, and funding.

The Superintendent should recommend adoption of this revised policy, and the Board should take such action so that its policy is legally correct.

ADMINISTRATIVE PROCEDURES

AP 1122B – Complaint Procedures for Nondiscrimination and Equal Opportunity/Access (Revised)

AP 2260B – Complaint Procedures for Nondiscrimination (Deleted)

AP 2260.01B – Section 504/ADA – Complaint and Due Process Procedures (Revised)

AP 3122B – Complaint Procedures for Nondiscrimination and Equal Opportunity/Access (Revised)

AP 4122B – Complaint Procedures for Nondiscrimination and Equal Opportunity/Access (Revised)

The revisions to these procedures simply provide updated contact information for the U.S. Department of Education, Office of Civil Rights. AP 2260B has been deleted since it is now included in Policy 2260.

In accordance with Policy 1030.01 - Development of Administrative Procedures, the Superintendent should approve, then require the use of these revised procedures so that the implementation of the Board's adopted policy is consistent.

AP 5110 – Student Handbooks (Revised)

This procedure was revised to reference new information which must be contained within Student Handbooks.

In accordance with Policy 1030.01 - Development of Administrative Procedures, the Superintendent should approve, then require the use of this revised procedure so that the implementation of the Board's adopted policy is consistent.

AP 8800D – The Flag and Patriotic Ceremonies (Revised)

This procedure was revised to incorporate a new requirement that School Boards include a written notice in student handbooks or similar publications that students have a right not to participate in reciting the Pledge of Allegiance. Parents must submit a written request to have their child excused.

In accordance with Policy 1030.01 - Development of Administrative Procedures, the Superintendent should approve, then require the use of this revised procedure so that the implementation of the Board's adopted policy is consistent.

FORMS

Form 2260 F8 - Notice of Nondiscrimination and Internal Complaint Procedures (Including Title II, Title VI, Title VII, and Title IX, Section 504, and ADA) (Revised)

The revisions proposed to this form are to make it consistent with Policy 2260. Please check the District's adopted version of Policy 2260 and be sure that the edits made to this form are consistent with the District's adopted policy.

Form 5780 F2 - Request to Transfer to Different Classroom Teacher (New)

See the note on Policy 5780.

Form 5780 F3 - Request to Transfer to In-Field Classroom Teacher (New)

See the note on Policy 5780.

Technical Corrections

In the Volume 17 Number 1 Update folder on the VPN there is a sub-folder labeled “Technical Corrections” that includes two (2) policies.

During our work with clients we have determined that technical corrections, as defined by Bylaw 0131.1, are necessary to these policies. The necessary technical corrections have been incorporated into the templates in the sub-folder labeled “Technical Corrections” and your District’s currently adopted versions of these policies have been uploaded to the “Current Material, Technical Corrections” folder therein.

If you decide to present these technical corrections to the Board, the edits should be made to your District’s current material and that material should be shared with the Board. Pursuant to Bylaw 0131.1, the Board can approve the technical corrections as an item on the consent agenda.

Upon Board approval of the technical corrections, the material should be saved in the sub-folder labeled “Board approved technical corrections”, which should then be saved in the “Board-approved revisions” folder and production@neola.com should be notified.

MEMOS &LEGAL ALERTS

Random Drug Testing of Student Athletes

Florida law does not currently mandate that the District adopt a specific policy regarding random drug testing of Student Athletes. However, due to increased concerns over performance-enhancing drugs (PEDs) and other illegal drugs, we have been carefully working on a policy and procedure that would permit the District to randomly drug test student athletes. We are still in the development stage and anticipating having a potential policy and procedure available for the

Volume 17 Number 2 Update. If you are interested in adopting such a policy and procedure, please feel free to contact us.

Legal Fees

As you will note, we proposed deleting “legal services” from the list of employee benefits in Policies 1420, 3420, and 4420, because legal services for employees and officers regulated as set forth in F.S. 1012.26. Nonetheless, we are in the process of developing a potential standalone policy addressing legal services for employees, officers, and officials (i.e. Board members and an elected superintendent). This potential policy may include options for the Board to determine whether it will provide legal services to employees, officers and officials (when legally required to do so) or reimbursement for legal services obtained by the employee, officer, or official.

Drones

Included in this release is an updated memo regarding small unmanned aircraft systems (sUAS), which are commonly referred to as “drones”. Part 107 of Title 14 of the Code of Federal Regulations became effective on August 23rd. This memo summarizes the regulations set forth in Part 107.

It has been reported in the media that the FAA has, in essence, relaxed regulations on drones. A review of Part 107 would suggest otherwise. Our position remains unchanged, we believe Districts should not permit the operation of drones from their property and should report to local authorities anyone operating a drone over their property in any manner that would possibly violate the regulations in Part 107, such as, flying the drone over people.

COMMENTS

Electronic Access to Management Documents

If you are interested in finding out more about NEOLA's system for producing the District's policies, guidelines, and forms as well as other documents such as handbooks and negotiated agreements on the Internet, ask your NEOLA representative for a demonstration in your office. All that is required is that you have a computer and access to the Internet.

Reviewing Board Minutes

A feature of your subscription to the Update Service is the review of your District's Board minutes to identify action that results in new policy or revision to existing policy. If such action has been taken and copies of the related materials have not been submitted to the Coshocton Office, the District will be contacted and additional information regarding the action will be requested. Please take advantage of this valuable service by sending copies of your Board minutes to the Coshocton Office for review.

Last Modified by Ken St James on August 23, 2017