

Board Policy Transition Summary

Current Homer Policy Manual → Perry Law Firm Policy Manual

Purpose and Overall Finding

Purpose. Provide the Board with a short overview of the most significant changes identified in the full old-versus-new policy comparison. This summary is intended to support Board discussion; the complete comparison remains the detailed reference.

Overall finding. Most current Homer policies have a direct or closely related Perry replacement. The largest change is structural: Perry modernizes legal language, consolidates many operational policies, and more clearly separates Board governance from administrative procedures.

Superintendent Recommendation

Proceed toward adoption of the Perry Law Firm policy manual as Homer's primary Board policy framework, subject to final policy-counsel review of the highlighted high-impact items. Preserve successful Homer practices through administrative regulations, handbooks, and procedures rather than duplicating them as Board policy.

What Changes Most

- **Board governance is reorganized.** Current Homer Board policies are redistributed primarily into Perry's 8000 Internal Board Policies and 9000 Bylaws. Meeting procedures, committees, conflicts, expenses, and policy-making become more explicit.
- **Operational detail moves out of Board policy.** Transportation routing, office services, maintenance practices, local safety steps, and similar day-to-day rules are better maintained as administrative procedures.
- **Personnel compliance is substantially strengthened.** Perry contains more detailed policies on discrimination/harassment, FMLA, professional boundaries, employee reporting obligations, personnel files, overtime/FLSA, substance use, and conflicts/nepotism.
- **Student and instructional policies are modernized.** Important additions or expansions include library materials and parent access, foster-care transportation, naloxone, HAL identification, curriculum review, assessment alignment, and behavioral intervention.
- **Business, records, safety, and facilities are more formalized.** Perry expands video surveillance, records management, safety, meal-charge procedures, safe-driving standards, construction change orders, and alternative construction methods.

Significant Perry Additions / Expansions

These are the changes most likely to affect Board governance, district procedures, employee expectations, or implementation. They are not the only policy changes.

Policy / Area	Significant Change	Recommended Homer Action
3231 Video Surveillance	Districtwide surveillance framework broader than the old bus-camera policy.	Align notices, retention, access, and placement procedures.
3240 Safety	Broad district safety framework replaces reliance on topic-specific rules.	Adopt with Homer EOP and local safety procedures.
3560 Records Management	Consolidates paper, electronic, and email retention/disposition.	Align retention schedule, legal holds, and destruction practices.
4003 Anti-discrimination / Harassment / Retaliation	Modernizes employee complaint and compliance requirements.	High-priority counsel review; align handbook and training.
4007A Family and Medical Leave	Detailed stand-alone FMLA governance.	Align forms, notices, payroll, and handbook.
4023 Arrest / Criminal Charge / Certificate Reporting	Creates affirmative employee reporting expectations.	High-priority legal and handbook review.
4025 Professional Boundaries	Explicit employee-student boundary standards beyond general conduct rules.	Align handbook, staff training, and reporting.
5209 Library Materials / Parent Access	Modern parent-access and library-material framework.	Coordinate with selection, collection development, and reconsideration procedures.
5507 Foster Care Transportation	Stand-alone transportation obligations for foster-care students.	Coordinate Title I/foster-care responsibilities.
5602 Naloxone in School	Policy/regulation framework for school naloxone.	Board and medical/protocol decision.
6121 Curriculum Review Cycle	Formalizes a recurring curriculum review cycle.	Align with Homer's curriculum/adoption calendar.
6931 Behavioral Intervention / Classroom Management	Formal behavioral intervention framework.	Coordinate with MTSS, restorative practices, discipline, and SPED.
7052 Facilities Change Orders	Makes construction change-order authority explicit.	Confirm Board/delegation thresholds.
7060 Design-Build	Adds formal policy for design-build procurement.	Attorney review before use on a qualifying project.
8231 / 8232 Board Expenses & Public Resources	Adds clearer rules for reimbursable expenditures and use of public resources.	Align Board/staff reimbursement and property/technology practices.
8261 Conflict / Family Employment	Detailed nepotism and employment-conflict framework.	High-priority counsel review.
9310 Advance Board Materials	Formal expectation for advance delivery of meeting materials.	Confirm timing fits Homer's Board packet practice.

Items Recommended for Focused Board / Counsel Review

- **Superintendent contracts, compensation, and evaluation:** Confirm Perry fully addresses Homer's current publication/filing requirements, compensation language, evaluation timeline, closed-session process, and goal setting.
- **Administrative regulations and staff handbooks:** Retain a clear local regulation process and ensure Board-approved handbooks are aligned before transition.
- **High-risk personnel policies:** Review discrimination/harassment, leave, professional boundaries, employee reporting, nepotism/conflicts, and related negotiated-agreement implications.
- **Attendance and discipline:** Adopt Perry's framework while preserving Homer Attendance Recovery, Tardy Recovery, and restorative practices administratively.
- **Library materials and parent access:** Coordinate Perry 5209 and instructional-material policies with Homer's selection, collection development, access, and challenge/reconsideration procedures.
- **Technology, digital citizenship, and AI:** Use Perry's computer/acceptable-use framework while maintaining Homer-specific AI, cybersecurity, digital citizenship, and staff/student-use guidance.
- **Transportation and safe driving:** Preserve routing, weather, fleet, camera, driver-monitoring, extracurricular, and emergency procedures.
- **Facilities and construction:** Confirm bidding, change-order, architect/engineer, construction-management, and design-build approval/delegation thresholds.
- **Board operations:** Confirm American Civics committee, Board packet timing, expenses, conflicts, public participation, and meeting procedures fit local practice.

Homer Practices to Preserve Outside Board Policy

The transition should not unintentionally eliminate effective local practices. The following should be retained or developed as administrative regulations, handbooks, or procedures:

- | | |
|---|--|
| • Attendance Recovery and Tardy Recovery | • Restorative Practices |
| • Homer Virtual Academy operations | • AI guidance and Digital Citizenship / technology procedures |
| • Library circulation, selection, collection development, parent access, and reconsideration procedures | • Transportation routes, weather, vehicle, camera, driver, and extracurricular travel procedures |
| • Safety / Emergency Operations Plan implementation | • Records retention and legal-hold procedures |
| • Facilities / maintenance procedures | • Administrative succession and management-team practices |

Recommended Adoption Sequence

1. Complete policy-counsel review of the highlighted high-impact items.
2. Identify any Homer-specific Board amendments that must remain in Board policy.
3. Adopt the Perry manual as the primary Board policy framework.
4. Approve companion administrative regulations/procedures needed to preserve local practices.
5. Update staff/student/activity/library/transportation/HVA handbooks and forms.
6. Replace public website policy files, archive the prior manual, and retain the crosswalk for historical reference.
7. Use a five-year rotating review cycle while incorporating annual legal updates.

Bottom line: The transition is primarily a modernization and reorganization of Homer's governance framework—not a wholesale change in district philosophy. The key implementation task is to adopt the stronger Perry policy structure without losing the local practices that are working well for Homer.