

**State Mandates
Summary Sheet of Revisions | January 2023**

Heading	Section	Title	Action/ Timing	Page #	Highlights of Changes / Revisions
Human Resources	Act 4 of 2016 Act 12 of 2022	Clearances / Background Checks	Shall Complete/ Within 6 Months of Assignment/ Biennially Thereafter	1	<p>Revised The three clearances may be used by potential applicants for up to five (5) years.</p> <p>Added Schools may hire eligible new employees having contact with children on a 45-day provisional basis.</p> <p>Added All staff who have access to criminal justice information must complete basic security awareness training within six (6) months of initial assignment and biennially thereafter.</p>
				1	
Human Resources		Third-Party Services		3	<p>Revised For all third-party service contracts for non-instructional services, schools are required to obtain from vendors: a minimum three-year cost projection, violation history,</p>
Human Resources	1073	Contracts for Superintendents and Assistant Superintendents		3	<p>Changed section title to Contracts for Superintendents and Assistant Superintendents</p> <p>Revised (the beginning of the 1st sentence) A contract for the employment of a superintendent or assistant superintendent shall include performance standards and assessments; compensation and benefits; the length of the contract; and the termination, buyout, and severance provisions.</p>
Human Resources	1073.1	Performance Review of Superintendents and Assistant Superintendents	Shall Conduct/ Annually		<p>New The board of school directors shall conduct a formal written performance assessment annually.</p>
				3	<p>Mutually agreed upon objective performance standards contained in the superintendent's or assistant superintendent's contract(s) shall be posted on the district's public website.</p> <p>Additionally, upon completion of the annual performance assessment, the date of the assessment and whether or not the superintendent and assistant superintendent have met the agreed-upon performance standards shall be posted on the district's public website.</p>

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<p>Human Resources (after eliciting or disseminating medical information)</p>	<p>Title 34, Chapter 1, Part 106 4 Pa. Code Section 7.595</p>	<p>Discrimination / Title IX Sexual Harassment</p>	<p>Shall Provide/ Ongoing</p> <p>Shall Comply/ Ongoing</p> <p>Shall Designate/ Ongoing</p> <p>Shall Publish/ Ongoing</p> <p>Shall Complete/ Upon Hire</p> <p>Shall Complete/ Prior to Designation</p>	<p>8</p>	<p>New</p> <p>A school entity shall provide all persons equal access to all categories of employment, regardless of race, color, age, creed, religion, sex, sexual orientation, ancestry, national origin, marital status, genetic information, pregnancy, or handicap/disability. The school entity shall make reasonable accommodations for identified physical and mental impairments that constitute disabilities, consistent with the requirements of federal and state laws and regulations.</p> <p>A school entity shall comply with federal law and regulations under Title IX prohibiting sexual harassment.</p> <p>A school entity must designate and authorize at least one (1) employee to coordinate its efforts to comply with its responsibilities related to nondiscrimination and sexual harassment; referred to as the Title IX Coordinator.</p> <p>A notice that the school entity does not discriminate in any manner, including Title IX sexual harassment must be issued to all students, parents/guardians, employment applicants, employees, and all unions or professional organizations holding collective bargaining or professional agreements with the school entity. Notices shall be included in each student and staff handbook and the school entity's Board policy and related attachments must be posted to their website.</p> <p>All such notices and information shall include the title, office address, telephone number, and email address of the individual(s) designated as the Compliance Officer/Title IX Coordinator.</p> <p>All training materials must be posted on the school entity's website.</p> <p>All staff must complete training to prevent, identify, and alleviate problems of employment discrimination as well as be educated on sexual harassment issues.</p> <p>The Compliance Officer/Title IX Coordinator, investigator, decision-maker, or any individual designated to facilitate an informal resolution process related to Title IX sexual harassment shall complete training as required or appropriate to their specific role.</p>

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Human Resources (after Drug/Alcohol Program for Covered Drivers)	7 CFR 210 7 CFR 235	Professional Standards for School Nutrition Program Professionals	Shall Comply/ Ongoing	10	New School entities that participate in the National School Lunch and School Breakfast Programs shall comply with the hiring standards for the selection of school nutrition program directors (hired on or after July 1, 2015) and annual training standards for all school nutrition staff. Training standards may be found in the State Mandates Checklist document.
Health and Wellness (after Anabolic Steroids)	Act 96 of 2001	Infection Control and Universal Precautions	Shall Comply/ Ongoing Shall Provide Upon Hire/ Annually/ Ongoing	17	New School entities shall comply with the Pennsylvania Department of Health's guidelines issues to implement the state's Bloodborne Pathogen Standard. These guidelines cover sharp injury logs; exposure plans; needleless systems; engineering controls; work practices; universal precautions; personal protective equipment, Hepatitis B vaccination; post-exposure follow-up and counseling; training and education; hazard communication; and employee evaluation of engineered sharps injury-prevention devices. School entities must provide training and education to all employees with occupational exposure.
Health and Wellness (Infection Control and Universal Precautions)	Act 139 of 2014	Naloxone	Shall Provide/ Ongoing Shall Complete/ Prior to Designation/ Periodically	17	New School entities may store and administer the opioid overdose antidote medication, naloxone. School entities that stock naloxone are required to provide training to staff designated to administer the medication. Staff providing naloxone should have the training necessary to recognize the signs of opioid overdose, understand what steps to take, and how to use naloxone.
Health and Wellness (after Naloxone)	Act 159 of 1984	Hazardous Substances	Shall Comply/ Ongoing Shall/ Complete Annually Shall Collect and Maintain/	18	New School entities shall comply with the Worker & Community Right to Know Act which requires employers to post a Workplace Notice, which lists employee rights under the law. School entities shall complete and post a Hazardous Substance Survey Form (HSSF) annually, by April 1 of each year, and provide it to the Department of Labor and Industry, upon request. School entities shall collect and maintain a file of Material Safety Data Sheets (MSDSs)/Safety Data

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			<p>Ongoing</p> <p>Shall Provide/ Within 120 Days of Employment or Use, Whichever Comes First/ Annually Thereafter</p> <p>Shall Label/ Ongoing</p>		<p>Sheets (SDSs). MSDSs and SDSs must be made available to employees.</p> <p>Staff working in areas where hazardous substances are stored or used must receive training on the Worker and Community Right to Know Act provisions.</p> <p>School entities shall label all containers and ports of pipelines containing hazardous substances or hazardous mixtures in the workplace and label workplace containers and ports of pipelines containing any chemical.</p>
Curriculum	Act 55 of 2022	Keystone Exams and Graduation Requirements		20	<p>Added:</p> <p>Students may meet the graduation requirement of a proficient score on the Keystone Exam by completing an industry-recognized credential. An industry-recognized credential is defined as a credential identified in the industry credential resource book or the industry-based learning guidelines compiled by the Department.</p> <p>Starting in the 2022-2023 school year, industry-recognized credentials must be included on student transcripts.</p>
Policy and Procedure – Student Procedures (before Parental Review)	Title 34, Chapter 1, Parts 100, 104, and 110 Title 18 Pa. C.S.A. 2709	Discrimination / Title IX Sexual Harassment	<p>Shall Provide/ Ongoing</p> <p>Shall Comply/ Ongoing</p> <p>Shall Designate/ Ongoing</p> <p>Shall Publish/ Ongoing</p>	25	<p>New</p> <p>A school entity shall provide students access to the educational programs and activities offered by the school entity without discrimination on the basis of race, color, age, creed, religion, sex, sexual orientation, ancestry, national origin, marital status, pregnancy, or handicap/disability.</p> <p>A school entity shall comply with federal law and regulations under Title IX prohibiting sexual harassment.</p> <p>A school entity must designate and authorize at least one (1) employee to coordinate its efforts to comply with its responsibilities related to nondiscrimination and sexual harassment; referred to as the Title IX Coordinator.</p> <p>A notice that the school entity does not discriminate in any manner, including Title IX sexual harassment</p>

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			<p>Shall Complete/ Upon Hire (Staff)</p> <p>Shall Complete/ Prior to Designation</p>		<p>must be issued to all students, parents/guardians, employment applicants, employees, and all unions or professional organizations holding collective bargaining or professional agreements with the school entity. Notices shall be included in each student and staff handbook and the school entity's Board policy and related attachments must be posted to their website.</p> <p>All such notices and information shall include the title, office address, telephone number, and email address of the individual(s) designated as the Compliance Officer/Title IX Coordinator.</p> <p>All training materials must be posted on the school entity's website.</p> <p>Students and staff must complete training to prevent, identify, and alleviate problems of discrimination. Additionally, staff shall be provided resources available to complainants and complaint procedures or Title IX procedures.</p> <p>The Compliance Officer/Title IX Coordinator, investigator, decision-maker, or any individual designated to facilitate an informal resolution process related to Title IX sexual harassment shall complete training as required or appropriate to their specific role.</p>
Policy and Procedure – Student Procedures		Student Services	Shall Review/ Every 2 Years	28	<p>Added: Policies and procedures (for emergency care and the administration of medication and treatment) should be reviewed at least every two (2) years by the district and revised as needed.</p>
Policy and Procedure – Student Procedures	<p>Act 16 of 2019 1326</p> <p>1301</p>	Attendance		29	<p>Rephrased 1st paragraph A child who has attained the age of six (6) on or before September 1 must enroll and attend a school or begin a home school program that school year. A child who turns 6 after September 1 must be enrolled in school or begin a home school program no later than the start of the following year.</p> <p>A child must remain enrolled until they reach eighteen (18) years of age unless they received a certificate of graduation from a regularly accredited, licensed, registered, or approved high school.</p> <p>A child who attains the age of twenty-one (21) years during the school term and who has not yet graduated from high school may continue to attend the public schools in their district free of charge until the end of the school term.</p>

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Policy and Procedure – Student Procedures (before Home-Educated Students)	Act 119 of 2018	Military Parent Student Support	Shall Provide/ Ongoing	30	<p>New</p> <p>Each public school entity shall provide appropriate support services to students whose parent or guardian is a member of the armed forces being called to and while serving on active duty.</p> <p>Upon receiving notification from a parent or guardian of activation, the public school entity shall provide the student and parent or guardian with the following:</p> <ul style="list-style-type: none"> ○ Access to a certified school counselor, a certified school psychologist, a school social worker, or certified home and school visitors. ○ Information regarding existing federal and state military support services and any other service, agency, or resource necessary to support or provide assistance to the student, parent, or guardian.
Policy and Procedure – Student Procedures	Act 55 of 2022 Section 1327.1 Section 1327.2	Home-Educated Students	Shall Develop/ Beginning 2023-2024 School Year	31	<p>Added:</p> <p>Beginning in the 2023-2024 school year, districts must develop a policy and procedure that permits home school students to participate on the same basis as other students in co-curricular activities that merge extracurricular activities with a required academic course, including band and orchestra for example, for up to one-quarter of a full-time student’s day.</p> <p>The parent of the home education student is responsible for transportation of the student, except that a student may use district transportation to and from school if it coincides with an existing district bus route during the times the buses are running.</p> <p>The district is required to provide a grade in the class to the home education supervisor.</p> <p>In addition, the policy must permit participation in the district’s career and technical programs, at least to the same extent as other students attending school in the district.</p>
Policy and Procedure – Student Procedures (after Home-Educated Students)	42 U.S.C. Section 11431 24 P.S. Section 13-1306 Act 1 of 2022	Homeless and Foster Care Students	Shall Develop/ Ongoing	31	<p>New</p> <p>School entities must develop clear policies and procedures to ensure equal access to educational activities, extra-curricular activities, and school-sponsored events, even if deadlines have passed and a student arrives mid-year. In addition, school entities must adopt policies regarding credit assessments.</p>

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			Shall Designate/ Ongoing		<p>School entities must waive fees that would otherwise be assessed against a student</p> <p>Public school entities must designate a point person for the student who will review past transcripts and provide support and resources needed to help the student graduate on time.</p>
Policy and Procedure – Student Procedures (after Homeless and Foster Care Students)	24 P.S. Section 13-1331.1 Act 55 of 2022	Educational Instability	Shall Access/ Ongoing	32	<p>New</p> <p>Beginning with the 2021-2022 school year and continuing in subsequent years, eligible students can access a diploma at their current school entity, secure a diploma from their prior school entity, or obtain a Keystone Diploma.</p>
Policy and Procedures – Operations and Transportation (before Food and Beverage Contracts)	40 C.F.R. Part 763 Subpart E	Asbestos-Containing Materials in Schools	<p>Shall Comply Ongoing</p> <p>Shall Notify/ Annually</p> <p>Shall Provide/ Upon Hire/ Annually</p>	33	<p>New</p> <p>School entities must perform inspections to identify asbestos-containing materials in each of its buildings under its authority; develop, implement, and update asbestos management plans; take appropriate response actions; safely maintain asbestos-containing building materials (ACBM); and comply with the Asbestos Hazard Emergency Response Act’s (AHERA) recordkeeping requirements.</p> <p>School entities shall notify parents and staff regarding management plan availability.</p> <p>All staff and building occupants, or their legal guardians shall be informed about inspections, response actions, post response action activities, including periodic re-inspections and surveillance activities, that are planned or in progress.</p> <p>School entities shall provide asbestos awareness training to school maintenance and custodial staff.</p>
Policy and Procedures – Operations and Transportation		Purchase of Supplies		35	<p>Revised:</p> <p>For school districts to make purchases of \$22,500 or more (subjected to adjustment under Section 120),...</p> <p>For any purchases of \$12,200 or more...</p> <p>School districts may not purchase items piecemeal in an attempt to keep purchases below the \$22,500 threshold.</p>

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<p>Policy and Procedures – Operations and Transportation</p>	<p>Act 55 of 2022</p>	<p>Nonprofit School Food Program</p>		<p>35</p>	<p>Revised (2nd paragraph): When a student owes money for five (5) or more meals, the school must make at least two (2) attempts to contact the parent or guardian in an effort to have them apply to participate in the school food program. The school must offer assistance in applying for participation.</p> <p>Revised (4th paragraph): Schools are prohibited from directing students to discard a meal or for school staff members from discarding a meal after it was served as a punishment for the student’s inability to pay.</p> <p>Added (5th paragraph): If a student is not eligible for participation in the school food program and owes greater than \$75.00 in a school year for school meals, a school may provide the student with alternative meals* instead of school food program meals until the student’s unpaid balance for school meals is paid or a payment plan has been established.</p> <p><i>*The provision of alternative meals does not apply to any student in any school that participates in the national school lunch or breakfast programs whether or not the student qualifies for free and reduced-price school meals.</i></p>
<p>Policy and Procedure – Other (after School District Responsibilities for Cyber Charter Schools)</p>	<p>Act 55 of 2022</p>	<p>Agreements with Institutions of Higher Learning or Dual Enrollment</p>	<p>Shall Enter into Agreements/ Ongoing</p> <p>Shall Include/ Ongoing</p>	<p>41</p>	<p>New Districts must enter into at least one (1) agreement with a college or university approved to operate in Pennsylvania. Districts may enter into multiple agreements.</p> <p>The agreement must include the following provisions:</p> <ul style="list-style-type: none"> • Students receive the same credit as post-secondary students attending the institution of higher learning. • Students may receive credit towards graduation requirements from the school district. • Classes may be in-person or virtual. • The district may pay tuition and fees, although it is not required. • If a charter or cyber charter school has students enrolled in an institution of higher learning and the charter school does not pay tuition or fees, the sending district may reduce its payment to the charter school for that student by the amount paid by the student’s family.

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			Shall Provide/ Annually		<ul style="list-style-type: none"> Classes should be weighted as AP classes for students' GPA. <p>Districts must provide PDE with the number and form of agreements by July 2023 and each year thereafter.</p>
Policy and Procedure – Other (after Agreements with Institutions)	Act 11 of 2022	Change of Name	Shall Change/ Ongoing	41	<p>New</p> <p>A school district of the third class that is located within the county of the fifth or sixth class may change its name by a two-thirds vote of the local board of school directors and approval of the PA Department of Education.</p>
Policy and Procedure - Other	Add Act 151 of 2022	Breach of Personal Information	<p>Shall Develop/ By May 1, 2023</p> <p>Shall Review/ Annually/ Ongoing</p>	44	<p>Revised (1st paragraph):</p> <p>Any entity that maintains, stores, or manages computerized data that includes personal information – including public schools – must provide notice of a breach of the security of the system required under subsection (a) of the Act within seven (7) business days following the determination of the breach of the security of the system. The notification shall be provided to the district attorney in the county where the breach occurred within three (3) business days following the determination of the breach. The notification shall occur notwithstanding the existence of procedures and policies of Section 7 of the Act.</p> <p>Removed:</p> <p>Notice shall be made unless a law enforcement agency determines and advises in writing that the notification will impede a criminal or civil investigation.</p> <p>Added:</p> <p>A public school is defined as any school district, intermediate unit, charter school, cyber charter school, or area career and technical school.</p> <p>Added:</p> <p>Transmission Policy – an entity that maintains, stores, or manages computerized data on behalf of the Commonwealth that constitutes personal information shall develop and maintain a policy to govern the proper encryption or other appropriate measures and transmission of data. The policy shall be reviewed at least annually and updated as necessary.</p> <p>Storage Policy – an entity that maintains, stores, or manages computerized data on behalf of the Commonwealth that constitutes personal</p>

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					<p>information shall develop and maintain a policy to govern reasonably proper storage of the personal information. The policy shall be reviewed at least annually and updated as necessary.</p> <p>The act takes effect on May 1, 2023.</p>
School Safety and Security	1316-B Act 55 of 2022	School Safety and Security Coordinator	<p>Shall Provide/ Ongoing</p> <p>Shall Complete/ Within 1 year of the appointment</p>	47	<p>Added (to 1st paragraph): When a vacancy exists, it must be filled within 30 days.</p> <p>Added: The name of the school’s Safety and Security Coordinator must be provided to the statewide School Safety and Security Committee.</p> <p>Training requirements must be met within one (1) year from the time the initial training is created and issued by the School Safety and Security Committee (SSSC) or within one year of appointment (if hired after training is available).</p>
School Safety and Security	Act 55 of 2022	School Safety and Security Training		48	<p>Revised timing of training and replaced content:</p> <ul style="list-style-type: none"> • Two (2) hours of training are required annually, In-person or virtual, on any one (1) or more of the following school safety and security topics: <ul style="list-style-type: none"> ○ situational awareness ○ trauma-informed approaches ○ behavior health awareness ○ suicide and bullying awareness ○ substance use awareness. • One (1) hour of training required annually on the topics of emergency training drills (including fire, natural disaster, active shooter, a hostage situation, and bomb threat) and the identification or recognition of student behavior that may indicate a threat to the safety of the student, other students, school employees, other individuals, school facilities, or the community. Training on the topic of emergency training drills must be in-person.
School Safety & Security	Act 57 of 2020	School Police Officers	Shall Retain/ Ongoing	48	<p>Added: School entities are required to retain information about their law enforcement officers and to provide certain information to other prospective law enforcement employers.</p> <p>Specifically, school entities must:</p> <ul style="list-style-type: none"> • Maintain certain employment records for law enforcement officers to include separation records

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			Shall Provide/ Ongoing		<ul style="list-style-type: none"> • Conduct a thorough background investigation on applicants • Disclose employment information for someone who is the subject of a background investigation from a prospective employing law enforcement agency • Submit applicable separation records to the Municipal Police Officers’ Education and Training Commission (MPOETC) within 15 days of the law enforcement officer’s separation of employment <p>Provide MPOETC its rationale for hiring a law enforcement officer whose separation records show disciplinary action for certain conduct.</p>
School Safety & Security	Act 57 of 2020	School Resource Officers	Shall Retain/ Ongoing	49	<p>Added: School entities are required to retain information about their law enforcement officers and to provide certain information to other prospective law enforcement employers.</p> <p>Specifically, school entities must:</p> <ul style="list-style-type: none"> • Maintain certain employment records for law enforcement officers to include separation records • Conduct a thorough background investigation on applicants • Disclose employment information for someone who is the subject of a background investigation from a prospective employing law enforcement agency • Submit applicable separation records to the Municipal Police Officers’ Education and Training Commission (MPOETC) within 15 days of the law enforcement officer’s separation of employment <p>Provide MPOETC its rationale for hiring a law enforcement officer whose separation records show disciplinary action for certain conduct.</p>
School Safety & Security	Act 57 of 2020	School Security Guards	Shall Retain/ Ongoing	49	<p>Added: School entities are required to retain information about their law enforcement officers and to provide certain information to other prospective law enforcement employers.</p> <p>Specifically, school entities must:</p> <ul style="list-style-type: none"> • Maintain certain employment records for law enforcement officers to include separation records

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School Safety and Security	Act 55 of 2022	Threat Assessment Teams		50	<p>Revised 1st bullet following 1st paragraph: Districts shall ensure that team members are provided individual and/or group training annually.</p> <p>Added (last paragraph) Training shall address, at a minimum, the following:</p> <ul style="list-style-type: none"> • Responsibilities of threat assessment team members • The process of identifying, reporting, assessing, responding to, and intervening with threats, including identifying and avoiding racial, cultural, or disability bias • Confidentiality requirements under federal and state law
Professional Development	Chapter 49.16	Approval of Induction Plans		52	<p>Changed title to “Approval of”</p> <p>Added: School Districts must submit a plan for the induction experience of first-year teachers every six years. Effective 2024-2025, the induction experience must be for two (2) years.</p>
Professional Development	12-1205.2 (n.2) As of July 16, 2016 Act 55 of 2022	PA Inspired Leadership (PIL)		52	<p>Added: A professional educator may carry forward into the next compliance period up to 50 hours of continuing professional education credits obtained during the final two (2) years of the educator’s compliance period that are in excess of the required 180 credit hours for the compliance period.</p> <p>Note: Effective July 8, 2022, an administrator’s continuing professional education requirements shall be suspended for one year. This suspension shall expire on July 7, 2023.</p>

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Professional Development	12-1205.2 (n.2) As of July 16, 2016 Act 55 of 2022	Professional Education Plan Continuing Professional Education (CPE)		53	<p>Added (3rd paragraph within CPE Section) A professional educator may carry forward into the next compliance period up to 50 hours of continuing professional education credits obtained during the final two (2) years of the educator’s compliance period that are in excess of the required 180 credit hours for the compliance period.</p> <p>Added Note: Note: Effective July 8, 2022, a professional educator’s current continuing professional education compliance period shall be extended for one (1) year. This extension shall expire on July 7, 2023.</p>
Professional Development (after Child Abuse Recognition and Reporting)	Act 55 of 2022	Structured Literacy Program	Shall Include as part of the Professional Development Plan	54	<p>New The school entity’s professional development plan must include structured literacy training effective 2024-2025 that meets the guidelines developed by PDE in 2022-2023.</p>
Chapter 14 – Special Education General Provisions	22 Pa. Code 14.105 Act 55 of 2022	Paraprofessionals Add Continuing Professional Education (CPE)	Shall Provide/ Annually	56	<p>Added subsection: continuing professional education: Each school year, instructional paraprofessionals shall provide evidence of 20 hours of staff development activities related to their assignment.</p> <p>Note: Effective July 8, 2022, the continuing education compliance period that was extended to paraprofessionals due to the pandemic is extended for one (1) additional year. The deadline by which any paraprofessional employed by a school entity as of March 1, 2020, must satisfy staff development activity hour requirements shall be extended to June 30, 2023.</p>
Chapter 14 - Special Education (after Parental Access)	Act 55 of 2022	Reporting Requirements	Shall Compile/ Annually	57	<p>New By December 31, 2022, and each year thereafter, each district shall compile information listing the number of students with disabilities for which expenditures are under \$5,000, which shall be known as Category 1A, and between \$5,000 and less than the amount in Category 2, which shall be known as Category 1B, for the prior school year.</p> <p>Note: Beginning with the 2022-2023 school year, PDE shall annually adjust the dollar ranges.</p>
At a Glance		Mandated Training Hours for Educators		78	<p>Changed School Safety & Security training hours: 3 hours Annually</p> <p>Remove “Total.....15 Hours/5 Years”</p>