



3000 - Finance 220 - Compliance with Laws

1. Policy

- 1.1. Providence Hall Charter School (PHCS) shall follow all applicable state and federal laws and regulations in the United States of America and the State of Utah such as (but not limited to):
 - 1.1.1. Title IX (and shall not discriminate on the basis of sex in education programs)
 - 1.1.2. Department of Labor regulations, including the Fair Labor Standards Act
 - 1.1.3. The Family and Medical Leave Act (FMLA)
 - 1.1.4. The Consolidated Omnibus Budget Reconciliation Act (COBRA)
 - 1.1.5. The Immigration Reform and Control Act
 - 1.1.6. The Employee Retirement Income Security Act (ERISA)
 - 1.1.7. Internal Revenue Service and Social Security Administration Regulations
 - 1.1.8. The Americans with Disabilities Act (ADA)
 - 1.1.9. Utah Constitution Article X, Section 33
 - 1.1.10. Title 63G, Chapter 6a, Utah Procurement Code
 - 1.1.11. Title 51, Chapter 4, Deposit of Funds Due State
 - 1.1.12. Title 67, Chapter 16, Utah Public Officers' and Employees' Ethics Act
 - 1.1.13. Family Educational Rights and Privacy Act, 20 U.S.C. 1232g
 - 1.1.14. Title 63G, Chapter 2, Government Records Access and Management Act
 - 1.1.15. Title 53G, Chapter 7, Fees and Textbooks
 - 1.1.16. Section 53E-3-403, Establishment of Public Education Foundations; Title 53G, Chapter 7, Part 7, Student Clubs Act
 - 1.1.17. Title 51, Chapter 2a, Accounting Reports from Political Subdivisions, Interlocal Organizations, and Other Local Entities Act
 - 1.1.18. Additional state legal compliance guides for operating LEAs and non-operating LEAs as published by the office of the state Auditor
 - 1.1.19. Subsection 51-7-3(26), Definition of Public Funds
 - 1.1.20. Title 53G, Chapter 7, Part 4, Internal Audits
 - 1.1.21. Rule R277-107, Educational Services Outside of Educator's Regular Employment
 - 1.1.22. Rule R277-113, LEA Fiscal and Auditing Policies
 - 1.1.23. Rule R123-5 Audit Requirements for Audits of Political Subdivisions and Governmental Nonprofit Corporations
 - 1.1.24. Rule R277-217, Utah Educator Standards and LEA Reporting
 - 1.1.25. Rule R277-407, School Fees
 - 1.1.26. Rule R277-605, Coaching Standards and Athletic Clinics
 - 1.1.27. 2 C.F.R. 200, Uniform Administrative Requirements, Cost Principles, and Audit Requirements for Federal Awards
 - 1.1.28. Other applicable state and federal laws and regulations will be adopted and followed by the school as program funds and grant funding is accepted and received
- 1.2. The PHCS Board of Trustees (Board) is committed to legal, ethical, and proper administration of the resources PHCS receives in the course of providing education to students. Employees or others who are aware of or suspect waste or misuse of public funds or property, violation of a law, rule, Board policy, or gross mismanagement, are requested to promptly report it to the Business Administrator, Executive Director, and/or the Board. Employees who report such matters are protected by Section 3 of the Utah Protection of Public Employees Act



(see Utah Code 67-21). In the event an employee reports a concern to the Board and the concern is not adequately addressed, the employee may contact the Utah State Board of Education.

- 1.3. In compliance with R277-113 the Board shall post a link on PHCS' website with contact information for the USBE's hotline (<https://www.schools.utah.gov/internalaudit>).