



Regulatory & Public Sector Legal Guide

Essential Resources for Schools, Nonprofits, and Public Institutions

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Public institutions, nonprofits, and school leaders operate in a challenging regulatory landscape. This guide brings together core resources to help leaders, administrators, and association boards navigate compliance, governance, and risk management. For specific issues, consult qualified legal counsel.

Nonprofit Compliance Checklist

- Ensure timely IRS filings and maintain 501(c)(3) status.
- Adopt and review bylaws, governance policies, and conflict-of-interest statements.
- Maintain transparent financial records and annual reporting.
- Ensure board training and compliance with fiduciary duties.

Union & Association Leadership Primer

- Understand the legal framework for collective bargaining.
- Develop governance policies that comply with labor regulations.
- Maintain documentation of agreements and negotiations.
- Address disputes consistently with contractual and legal obligations.

Public Procurement & Contracting Guide

- Follow competitive bidding requirements for public contracts.
- Ensure compliance with state/local procurement laws.
- Avoid conflicts of interest in awarding contracts.
- Maintain proper recordkeeping for audits and oversight.

Education Law: Student Discipline & Due Process

- Implement fair disciplinary procedures consistent with constitutional protections.
- Ensure compliance with IDEA and Section 504 regarding special education discipline.
- Provide clear notice and hearing opportunities for students facing suspension/expulsion.
- Train staff on rights and responsibilities under education law.

This guide is provided for general informational purposes only and does not constitute legal advice. It does not create an attorney-client relationship with Shkoukani LLP. Public sector and nonprofit law issues vary based on specific facts and jurisdictions, and leaders should seek the advice of qualified counsel regarding their particular circumstances.

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