

Date: June 8, 2017  
For ACTION  \_\_\_  
For INFORMATION  \_\_\_  
Board Agenda: Yes  \_\_\_  
No  \_\_\_

**FROM:** Jennifer Abbruzzese, Clerk of the Board & Policy Liaison

**THROUGH:** Alvin L. Crawley, Ed.D., Superintendent of Schools  
Joseph Makolandra, Chief, Human Resources

**TO:** The Honorable Ramee Gentry, Chair, and  
Members of the Alexandria City School Board

**TOPIC:** Statutory Policy Revisions: 6/8/17 School Board Meeting

**SUMMARY:**

Changes to the Code of Virginia took effect July 1, 2016 and January 1, 2017 that impact School Board policies. As part of the Board's continuing policy review, we recommend that it approve the resulting policy revisions discussed at the May 25, 2017 Board Meeting. (Hyperlinks to the current policies are included for reference.)

[Policy GA: Personnel Policies Goals](#) (Last reviewed in 2015, this policy has been amended to reflect the enactment of 20 U.S.C. § 7926 (part of the Every Student Succeeds Act). This prohibits staff members from assisting other employees in obtaining a new job when the staff member knows or has probable cause to believe that the employee who is seeking a new job has engaged in sexual misconduct regarding a minor or student.)

**DRAFT** [Policy GAH: School Employee Conflict of Interests](#) (This is a new VSBA model policy and newly proposed ACPS policy designed to highlight the mandatory application of the Virginia State and Local Government Conflict of Interests Act to all ACPS employees. **\*Red text reflects VSBA clarification of the draft policy since the 5/25/17 Board Meeting.**)

[Policy GBL: Personnel Records](#) (Last reviewed in 2015, this policy has been updated to reflect the amendment of Va. Code §22.1-295.1 by HB 524 and Va. Code §2.2-3705.1 by HB 817/SB494. The revision broadens the category of employees' personnel records that they may access from "files and records" to "information." In addition, it clarifies which data used to judge teacher performance may be disclosed, and that such data may not identify individual students or another teacher. **\*Red text reflects May 25, 2017 School Board feedback.**)

[Policy GBM: Licensed Staff Grievances](#) (Last reviewed in 2016, Policy GBM's legal references have been updated to reflect revision of Board of Education regulations.)

[Policy GC: Licensed Staff](#) (Last reviewed in 2015, Policy GC's legal references have been updated to reflect the enactment of Va. Code §22.1-299.5 by HB 682, and Va. Code §22.1-299.6 by HB 279/SB 573. These provisions expand the licensure requirements for teachers to include

three-year licenses for career and technical education teachers, and Virginia Department of Education (VDOE) licensure waivers for certain trade and industrial education program teachers.)

[Policy GCPF: Suspension of Staff Members](#) (Last reviewed in 2015, Policy GCPF has been updated to accurately reflect the text and formatting of §22.1-315(A).)

**BACKGROUND:**

The Code of Virginia § [22.1-253.13:7](#) requires that each local school board shall maintain and follow up-to-date policies, and that all policies shall be reviewed at least every five years and revised as needed. In addition, the Alexandria City School Board's Policy BF provides that policies will be reviewed at least every three years and revised as needed.

**RECOMMENDATION:**

The Superintendent recommends that the School Board approve the attached policies.

**IMPACT:**

By reviewing policies periodically, the School Board ensures that ACPS operations are aligned to support excellence and high performance.

**ATTACHMENTS:**

Proposed revisions to various policies

**CONTACT:**

Joseph Makolandra, 703-619-8010