

Date: February 20, 2020  
For ACTION \_\_\_\_  
For INFORMATION \_\_\_\_  
Board Agenda: Yes \_\_\_\_  
No \_\_\_\_

**FROM:** Jennifer Abbruzzese, Director of Policy & Board Initiatives

**THROUGH:** Dr. Gregory C. Hutchings, Jr., Superintendent of Schools  
Stephen M. Wilkins, Ed.D., Chief Human Resources Officer  
Clinton Page, Chief Accountability Officer  
Mignon Anthony, Chief Operating Officer

**TO:** The Honorable Cindy Anderson, Chair, and  
Members of the Alexandria City School Board

**TOPIC:** Revisions to E, G and L Policies/Regulations

**SUMMARY:**

Policy revisions from the following classifications were discussed on January 30, 2020 at the Board's second Policy Work Session of the school year:

E Policies: Support Services

G Policies: Personnel

L Policies: Education Agency Relations

The revisions are primarily driven by changes to the Code of Virginia and Virginia Board of Education regulations. However, some have also been initiated by ACPS to either reflect current practice or the changing needs of the school division. Finally, some have been included to comply with the state of Virginia's five-year policy review requirement.

The chart below outlines the policies and regulations from Policy Work Session #2 that are proposed for School Board approval.

**Comments in orange reflect Board Member feedback from the 1/30/20 Work Session.**

## SY 2019-20 Policy Work Session #2

Light Blue Fill = ≥ 5 Years Since Policy Last Reviewed

Yellow Fill = ACPS-Initiated Revision

White Fill = Statutory/Regulatory Revision

| Policy/ Reg. | Title                                  | ACPS Last Revised | Revision  |
|--------------|--|-------------------|---|
| EEBA         | ACPS-Owned Vehicles                    | Apr 2018          | Division-initiated revisions to reflect current ACPS practice allowing contractors to operate ACPS-owned vehicles.  |
| EEBA-R       | Use of ACPS-Owned Vehicles Regulations | Apr 2018          | Division-initiated revisions to reflect current ACPS practice allowing contractors to operate ACPS-owned vehicles.  |
| GA           | Personnel Policies Goals               | Jun 2017          | Legal References and Cross Reference updated.   |
| GAA          | Staff Time Schedules                   | Dec 2015          | Policy and Legal References updated to reflect amendments to Va. BOE regulations effective January 11, 2018.<br><b>Note: Policy recommended for approval to maintain compliance with BOE Regulations re: teacher planning time and compensatory time. Regulation GAA-R will be developed for future Board review to address employee work schedules, meal periods, etc.</b> |

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|--|---|-------------|---|
| <b>GBB<br/>(MERGE with<br/>BG/GBD)</b> | Staff Involvement in<br>Decision Making | Dec<br>2015 | Recommended for deletion to be<br>merged with BG/GBD. Updated to<br>reflect ACPS feedback protocol.   |
| <b>GBD/BG<br/>(MERGE with<br/>GBB)</b> | Board-Staff<br>Communications           | Apr<br>2014 | Policy and legal references updated<br>and merged with GBB. Updated to<br>reflect ACPS feedback protocol. <b>Note:<br/>Policy updated to reflect 1/30/20<br/>Board Member feedback.</b> |
| <b>GBEB</b>                            | Staff Weapons in School                 | Jun<br>2015 | Legal References updated to reflect<br>amendment of Va. Code § 22.1-280.2:1<br>by HB 1392.  |
| <b>GBI</b>                             | Staff Gifts and Solicitation            | Jun<br>2015 | Policy and Cross References Updated.  |
| <b>GBOA</b>                            | Voluntary Retirement<br>Savings Plan    |             | <b>NEW</b> ACPS Policy to reflect Code of Va.<br>§§ 51.1-603 & 51.1-603.1.  |
| <b>GCB</b>                             | Professional Staff<br>Contracts         | Dec<br>2015 | Policy and Legal References updated to<br>reflect adoption of 8 VAC 20-441-10 et<br>seq. and repeal of 8 VAC 20-440-10 et<br>seq.   |
| <b>GCBB</b>                            | Supplementary Pay                       | Dec<br>2015 | Policy updated. Legal References<br>updated to reflect repeal of 8 VAC 20-<br>440-110 and 8 VAC 20-440-120.   |
| <b>GCBEA</b>                           | Leave Without Pay                       | Dec<br>2015 | Cross References updated.   |

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| <b>GCCB</b>  | Employment of Family Members   | Dec 2015 | Policy updated to reflect amendment of Va. Code § 22.1-3119 by SB 1491. Policy and Legal Reference updated to reflect enactment of Va. Code § 2.2-3132 by SB 1430. |
| <b>GCD A</b> | Effect of Criminal Conviction or Founded Complaint of Child Abuse or Neglect | Dec 2015 | Legal References updated. Enactment of Acts 2018 c. 833 by HB 1000.  |
| <b>GCG</b>   | Professional Staff Probationary Term and Continuing Contract                 | Dec 2015 | Policy updated to remove Administrative Code references to local teaching licenses.  |
| <b>GCL</b>   | Professional Staff Development   | Dec 2015 | Policy and Legal References updated.   |
| <b>GCN</b>   | Evaluation of Professional Staff   | Dec 2015 | Policy and Legal References updated. <b>Note: Policy updated to reflect 1/30/20 Board Member feedback and legal review.</b>  |
| <b>GDN</b>   | Evaluation of Support Staff  | Feb 2016 | Updated to align with revisions to Policy GCN. <b>Note: Policy updated to reflect 1/30/20 Board Member feedback and legal review.</b>                              |
| <b>LBD</b>   | Home Instruction   | Jun 2017 | Minor revisions to reflect the 2017 amendment of Va. Code § 22.1-254.1.  |

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|-------------|--|----------|---|
| <b>LC</b>   | Charter Schools                          | Dec 2015 | Policy and Legal References updated to reflect amendment of Va. Code § 22.1-3 by HB 1623/SB1249 and § 22.1-212.10 by HB 2218. Cross References updated. Policy revised to reflect amendments of Va. Code § 22.1-212.7 and enactment of Va. Code § 22.1-212.6:1 by SB 734. |
| <b>LC-R</b> | ACPS Charter School Application Addendum | Dec 2015 | Application addendum updated to reflect changes made to the Virginia Board of Education Charter School Application required by SB 734, amendments to Standards of Accreditation, and amendment of Va. Code § 22.1-212.10 by HB 2218.                                      |
| <b>LEB</b>  | Advanced/Alternative Courses for Credit  | Dec 2015 | Policy updated to reflect amendment of 8 VAC 20-131-140 as part of the revisions of the SOAs, which went into effect January 11, 2018; amendment of Va. Code 22.1-253.13:1 by HB1676.   |

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| <b>LEB-R</b> | Advanced/Alternative Courses for Credit Regulations | Nov 2015 | In 2015, VSBA simplified its model Policy LEB. ACPS then created Regulation LEB-R to incorporate VSBA's previous, more specific (Policy LEB) language addressing the procedures for requesting alternative credit. |
| <b>LI</b>    | Relations with Education Accreditation Agencies     | Dec 2016 | Policy updated to reflect amendment of the Standards of Accreditation.   |

The following policies will return for Board approval at a later date:

| <b>Policy/ Reg.</b> | <b>Title</b>                             | <b>ACPS Last Revised</b> | <b>Revision</b>  |
|---------------------|--|--------------------------|--|
| <b>GBLA</b>         | Third-Party Complaints Against Employees | Jun 2015                 | Policy and Cross References updated. <b>Note: Regulation GBLA-R will be developed for future Board review.</b>   |
| <b>GC</b>           | Professional Staff                       | June 2017                | Policy updated to reflect amendment of Va. Code § 22.1-299 by HB 1125/SB 349. <b>Note: Policy will return for Board approval once staff responses to Board Member questions have been completed.</b> |
| <b>GCPB</b>         | Resignation of Staff Members             | Dec 2015                 | Legal References updated to reflect repeal of 8 VAC 20-440-160. <b>Note: Policy will return for Board approval once staff responses to Board Member questions have been completed.</b>               |

**BACKGROUND:**

The Code of Virginia § 22.1-253.13:7 and Policy BF require the School Board to maintain and follow up-to-date policies, and that all policies shall be reviewed at least every five years and revised as needed.

**RECOMMENDATION:**

The Superintendent recommends that the School Board approve the attached revisions to E, G and L policies and regulations.

**IMPACT:**

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

**ATTACHMENTS:**

Revisions to E, G and L Policies/Regulations listed above

**CONTACT:**

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