

Memorandum

TO: ACPS School Board Policy Committee
FROM: Matt Smith, Policy Services Consultant
DATE: April 18, 2024
SUBJECT: Proposed Policy Revisions

Staff are proposing revisions to the following policies:

- GBO - Virginia Retirement System
- GCBA - Staff Salary Schedules
- GCBC - Staff Fringe Benefits
- GCBEA - Leave Without Pay
- IGBH - Alternative School Programs
- IGBH-R - Alternative School Programs Regulations
- LEA - Student Teaching and Internships
- LEA-R - Student Teaching and Internships Regulations

These policies have been revised to align with the ACPS Policy Style Guide, aligned with the VSBA model policy and the Code of Virginia, and reviewed by the Equity Audit Team, ACPS staff members, and the Senior Leadership Team

Revision Summaries

[GBO - Virginia Retirement System](#)

- 5-year review
- Standard changes
- VSBA model policy alignment

[GCBA - Staff Salary Schedules](#)

- 5-year review
- Standard changes
- Replaced 'salary schedule' with 'salary scales'

[GCBC - Staff Fringe Benefits](#)

- 5-year review
- Standard Changes
- VSBA Model Policy assignment
- Removed the term 'fringe' as benefits are a core element of staff compensation

[GCBEA - Leave Without Pay](#)

- Meaningful discrepancies between ACPS policy and the VSBA model policy discovered as part of the policy audit
- Code alignment

- Added breadcrumbs to Staff Leaves and Absences
- Removed content redundant with the regulation

IGBH - Alternative School Programs

IGBH-R - Alternative School Programs Regulations

- 5-year review
- Standard changes
- VSBA model policy alignment
- New accompanying regulation
 - Moved proposal process and details from policy
 - Added a monitoring and revisions process to support evaluation plan

LEA - Student Teaching and Internships

LEA-R - Student Teaching and Internships Regulations

- Revision reason: 5-year review
- ACPS Policy (no VSBA model)
- New regulation
- Clarified that HR consults with Student Services and Principals in placements