

Date: November 24, 2015

For ACTION X

For INFORMATION

Board Agenda: Yes X

No

FROM: Kevin North, Chief Human Resources Officer

THROUGH: Alvin L. Crawley, Ed.D., Superintendent of Schools

TO: The Honorable Karen Graf, Chair, and
Members of the Alexandria City School Board

TOPIC: Comprehensive Policy Review: 12/03/15 School Board Meeting

The School Board reviewed the following policies at its November 23, 2015 Board Meeting, and they can now be advanced for Consent.

Policies Recommended for Approval:

[Policy GAA - Staff Time Schedules](#) (Updated to reflect minor stylistic revisions)

[Policy GAC- Employee Use of Social Media](#) (Not a VSBA Policy; updated to reflect ACPS practice and to include references to regulation GAC-R and policy GBAA/JHA: Prevention of Sexual Misconduct and Abuse)

[Regulation GAC-R](#) (Revised August 2015, included for reference)

[Policy GBB - Staff Involvement in Decision Making](#) (Not a VSBA Policy; revised to reflect ACPS practice)

[Policy GBEA - Unlawful Manufacture, Distribution, Dispensing, Possession or Use of a Controlled Substance](#) (References updated)

[Policy GBN – Application for Positions](#) (Updated to reflect VSBA language and ACPS practice)

[Policy GBO – Virginia Retirement System](#) (Updated to reflect the current VRS benefit program language)

[Policy GC – Licensed Staff](#) (Updated to reflect VSBA language and ACPS practice)

[Policy GCB – Licensed Staff Contracts](#) (Updated to reflect VSBA language)

[Policy GCBA – Staff Salary Schedules](#) (Updated to reflect VSBA language)

[Policy GCBB – Supplementary Pay](#) (Minor stylistic updates and revised to reflect the new VSBA title of this policy)

[Policy GCBC – Staff Fringe Benefits](#) (Revised to reflect VSBA language and the new VSBA title of this policy)

[Policy GCBEA – Leave Without Pay](#) (References updated)

[Policy GCCA – Posting of Licensed Staff Vacancies](#) (Proposed for deletion; replaced by policy GBN: Application for Positions)

[Policy GCCB – Employment of Family Members](#) (Revised to reflect VSBA language and to expand the definition of “family member” to include step children)

[Policy GCD – Licensed Staff Hiring](#) (Recommended for deletion; replaced by Policy GBN: Application for Positions)

[Policy GCDA – Effect of Criminal Conviction](#) (Updated to reflect VSBA language. Since the November 16, 2015 Work Session, this policy has also been updated to include references to Va. Code § 22.1-307 and § 63.2-1505, which dictate Division procedures re: employees who are the subject of a founded complaint of child abuse and neglect.)

[Policy GCDB – Filling Administrative Vacancies](#) (Not a VSBA model policy; recommended for deletion; replaced with Policy GBN: Application for Positions)

[Policy GCDC – Teacher Pay Scales](#) (Not a VSBA policy; replaced by Policy GCBA: Licensed Staff Salary Schedules)

[Policy GCE – Part-Time and Substitute Licensed Staff Employment](#) (Updated to reflect VSBA language)

[Policy GCG – Professional Staff Probationary Term](#) (Revised to reflect ACPS practice and VSBA language regarding principals, assistant principals and supervisors)

[Policy GCJ – Licensed Staff Time Schedules](#) (Not a VSBA model policy; recommended for deletion; replaced by GAA: Staff Time Schedules)

[Policy GCL – Professional Staff Development](#) (Updated to reflect VSBA language)

[Policy GCM – Supervision of the Evaluation Process](#) (Not a VSBA model policy; recommended for deletion; replaced by GCN: Evaluation of Licensed Staff)

[Policy GCN - Evaluation of Licensed Staff](#) (Updated to reflect VSBA language)

[Policy GCPB – Resignation of Licensed Staff Members](#) (Updated to include VSBA language and reflect ACPS practice)

[Policy GCPF – Suspension of Staff Members](#) (Current VSBA model policy – newly proposed ACPS)

policy)

[Policy GD – Support Staff](#) (Updated to include VSBA language)

[Policy GDB – Support Staff Employment Status](#) (Updated to include VSBA language)

[Policy GDBA – Support Staff Salary Schedules](#) (proposed for deletion, replaced by policy GCBA: Staff Salary Schedules)

[Policy GDG – Support Staff Probationary Period](#) (Updated to reflect VSBA language and ACPS practice)

[Policy GDI – Support Staff Assignments and Transfers](#) (References updated)

[Policy GDJ – Support Staff Time Schedules](#) (Not a VSBA model policy; recommended for deletion; replaced by GAA: Staff Time Schedules)

[Policy GDN – Evaluation of Support Staff](#) (Updated to reflect VSBA language)

[Policy GDPB – Resignation of Support Staff Members](#) (Not a VSBA model policy; recommended for deletion; covered in Policy GCPB: Resignation of Staff Members)

[Policy GDQ – School Bus Drivers](#) (Updated to include VSBA language and modified to include drivers of other ACPS student transport vehicles)

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 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 amendments to various G policies

CONTACT:

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