



Chart for Policies with Major Changes
(August 6, 2020)

Policy Code	Title	VSBA Explanation of Revision	Notes on Policy Changes	Page Number
AC	Discrimination	Policy updated to reflect amendment of Va. Code § 2.2-3900 and enactment of Va. Code § 22.1-295.2 by SB 898.	<p>SB 868 amends and expands the Virginia Human Rights Act and other parts of Virginia law.</p> <p>Includes gender identity: “the gender-related identity, appearance, or other gender-related characteristics of an individual, with or without regard to the individual’s designated sex at birth”</p> <p>Includes sexual orientation; “A person’s actual or perceived heterosexuality, bisexuality, or homosexuality”</p>	1
BDD	Electronic Participation in Meetings from Remote Locations	Policy updated to reflect Acts 2020, c. 1283, § 4-0.01. Legal References updated.	<p>Added: “or as otherwise permitted by law”.</p> <p>Board may meet electronically without a quorum physically if the governor declares state of emergency or it is unsafe or practical due to natural emergency and the purpose of the meeting is to discuss or transact business statutorily required or necessary to continue operations of the board and the discharge of duties and responsibilities.</p> <p>If the school board meets electronically:</p> <ul style="list-style-type: none"> • the meeting must be recorded; • a draft of the minutes must be posted as soon as possible and no later than ten working days of the meeting with final approved minutes posted within three working days of final approval and reflect the nature of the emergency, fact the meeting was held electronically, and the type of electronic communication means by which the meeting was held; • the notice of meetings must be in the best available 	2



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			<p>method and be given to the public at the same time it is given to the board; and</p> <ul style="list-style-type: none"> • arrangements must be made for the public to have access via electronically to the extent practicable and if the means of communication allows, the board must allow the public with an opportunity to comment. 	
CBA	Qualifications and Duties for the Superintendent	Policy updated to reflect Va. Code § 22.1-70.3 as amended by HB 351/SB 324. Legal References and Cross Reference updated.		5
CLA	Reporting Act of Violence and Substance Abuse	Policy updated to reflect amendment of Va. Code § 22.1- 279.3:1 by HB 257/SB 729.	Principals are now required to report to law enforcement certain acts when they “may constitute a felony offense” rather than when they “may constitute a criminal offense”. When a principal reports possible criminal conduct to parents, the report includes whether the incident was reported to law enforcement and informs the parents that they may contact law enforcement for more information.	8
DJF	Purchasing Procedures	Policy updated to reflect amendment of Va. Code § 22.1- 296.1 by HB 392.	Contractor’s certification requirement is now to certify whether any employee who will be providing services under the contract has been convicted of 1) a violent felony, 2) any offense involving the sexual molestation, physical or sexual abuse, or rape of a child, or 3) a crime of moral turpitude.	11
EBCB-R	Safety Drills	Policy updated to reflect amendment of Va. Code § 22.1- 137.2 by HB 270 and HB 402.	At least 2 lock-down drills during the first 20 days of school. (No change) and one additional lock-down drill after the first sixty days of school. (New). Each school must give notice to parents at least 24 hours before the school conducts any lock-down drill. The notice is not required to provide the exact date and time of the drill.	13



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			<p>The notice will include talking points for parents to discuss the lockdown drill with their children.</p> <p>PreK. and Kng. students are exempt from mandatory participation in the lock-down drills during the first 60 days of school. They must participate in the lock-down drills after the first 60 days of school.</p>	
EFB	Food Services	Policy updated to reflect amendment of Va. Code § 22.1- 79.7 by HB 697 and HB 703 and enactment of Va. Code § 22.1-207.3:1 by HB 698. Cross Reference updated.	<p>School employees cannot require a student who cannot pay for a meal or who owes school meal debt to throw away a meal after it has been served.</p> <p>SB can seek donations to eliminate or offset school meal debt. Any resulting funds will be used solely for those purposes. Distribution of excess food Superintendent is required to establish procedures by which excess food may be distributed to enrolled students eligible for subsidized meals, saved for later consumption, or donated.</p>	15
GB	Equal Employment Opportunity/ Nondiscrimination	Policy updated to reflect enactment of Va. Code § 22.1- 295.2 by HB 1049 and SB 868. Legal References updated.	New statute Va. Code § 22.1-295.2 prohibits School Boards from discriminating in employment on the basis of race, color, religion, national origin, sex, pregnancy, childbirth or related medical conditions, age, marital status, disability, sexual orientation, gender identity, or status as a veteran.	19
GBA/ JFHA & JFHA/ GBA	Prohibition Against Harassment and Retaliation	Policy updated to reflect enactment of Va. Code § 22.1- 295.2 by HB 1049 and SB 868 and amendment of Va. Code § 22.1-306 by SB 868. Legal References and Cross References updated.	<p>Expands list of protected categories as specified in SB 868.</p> <p>*An additional policy update occurred in July and has been included to reflect new regulations from the U.S. Department of Education which go into effect on August 14, 2020</p>	24



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GBEB	Staff Weapons in School	Policy updated to reflect enactment of Va. Code § 22.1- 280.2:4 by HB 1080. Legal References updated.	Superintendent (or designee) can only give permission for a person to have a firearm on school property if the person is expressly authorized by statute to possess a firearm on school property.	29
GBEB-R	Staff Weapons in School	Regulation provided as requested by School Board at the June 11, 2020 meeting.		30
GBMA	Support Staff Grievances	Policy updated to reflect amendment of Va. Code § 22.1-311 by SB 377.	The General Assembly made changes to the grievance procedures for teachers. Support staff grievance procedures are required to be “consistent with” the teacher grievance procedures. Statutory change to the grievance procedures for teachers gives the SB the option for having the grievance heard by a three member fact-finding panel. Previously, SBs had two options: using a hearing officer or hearing the grievance directly.	31
GCDA	Effect of Criminal Conviction or Founded Complaint of Child Abuse or Neglect	Policy updated to reflect amendment of Va. Code § 22.1- 296.1 by HB 392.	Now, applicants must certify whether they have been convicted of a violent felony, an offense involving the sexual molestation, physical or sexual abuse or rape of a child, or any crime of moral turpitude.	33
GCL	Professional Staff Development	Policy updated to reflect enactment of Va. Code § 22.1- 298.6 by HB 74/SB 619. Legal References updated.	New law requires all full-time teachers and “other relevant personnel, as determined by the school board” to receive mental health awareness training. Charlottesville City Schools’ policy has been updated to require all employees to complete mental health awareness training or similar program.	37



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GCN	Evaluation of Professional Staff	Policy updated to reflect amendment of Va. Code § 22.1-303 by HB 365/SB 98.	“If a teacher’s performance evaluation during the probationary period is not satisfactory, the School Board shall not reemploy the teacher” removed from law and policy.	39
GDQ	School Bus Drivers	Policy and Legal References updated.		41
IA	Instructional Goals and Objectives	Policy updated to reflect enactment of Va. Code § 22.1- 215.2 by HB 410. Cross References updated.	New requirement for parental notification for any student who undergoes literacy and Response to Intervention screening and services, or does not meet the benchmark on assessment used to determine at-risk learners.	45
JEC	School Admission	Policy updated to reflect amendment of Va. Code § 22.1-3.4 by HB 368/SB 275.	Students who were in foster care when they turned 18 get to stay in the school where they were until they turn 22.	48
JED	Student Absences/Excuses/Dismissals	Policy updated to reflect amendment of Va. Code § 22.1-258 by HB 1081. Legal References and Cross References updated.	Policy updated to reflect purpose of attendance, definitions, expectations, compliance and intervention.	54
JFCD	Weapons in School	Policy updated to reflect enactment of Va. Code § 22.1- 280.2:4 by HB 1080. Legal References updated.		60
JGD/ JGE & JGE/ JGD	Student Suspension/Expulsion	Policy updated to reflect amendment of Va. Code § 22.1- 279.3:1 by HB 257 and amendment of Va. Code §§ 22.1- 277.04 and 22.1- 277.05 by HB 415.	Superintendent must create procedures to ensure that suspended students are able to access and complete graded work during and after suspension.	63



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JJAC	Student-Athlete Concussions	The superintendent is responsible for developing, and biennially updating, procedures regarding the identification and handling of suspected concussions in student-athletes. Policy revisions submitted by Traumatic Brain Injury and Concussion Team after the spring review of the policy and regulations.		74
KNAJ	Relations with Law Enforcement Authorities	Policy updated to reflect amendment of Va. Code § 22.1- 279.3:1 by HB 257 and Va. Code § 22.1-280.2:3 by HB 292/SB 221. Legal References updated.	MOUs regarding SROs must be reviewed at least once every two years. The SB must provide notice of the review and an opportunity for public input during each review period. The current MOU must be conspicuously published on the division website.	79