

**LICENSED STAFF DISCIPLINE**

**A. Probation and Dismissal**

Teachers may be dismissed for incompetency, immorality, non-compliance with school laws and regulations, disability in accordance with State and federal law, conviction of a felony or a crime of moral turpitude or other good and just cause.

A teacher shall be dismissed if such teacher is or becomes the subject of a founded complaint of child abuse and neglect, pursuant to Va. Code § 63.2-1505, and after all rights to an appeal provided by Va. Code § 63.2-1526 have been exhausted. The fact of such finding, after all rights to an appeal provided by Va. Code § 63.2-1526 have been exhausted, shall be grounds for the Alexandria City School Board to recommend that the Board of Education revoke such person's license to teach.

In those instances when licensed personnel are dismissed or resign due to a conviction of any felony; any offense involving the sexual molestation, physical or sexual abuse or rape of a child; any offense involving drugs; or due to having become the subject of a founded case of child abuse or neglect, the School Board shall notify the Board of Education within 10 business days of such dismissal or the acceptance of such resignation.

If a current employee is dismissed because of information appearing on his/her criminal history record, the School Board shall provide a copy of the information obtained from the Central Criminal Records Exchange to the employee.

No teacher shall be dismissed on the basis of the teachers' refusal to submit to a polygraph examination requested by the School Board.

**B. Suspension**

Alexandria City Public Schools employees may be suspended as provided in Policy GCPF.

**C. Failure to Perform Nonemergency Health-Related Services**

With the exception of school administrative personnel and employees who have the specific duty to deliver health-related services, no licensed instructional employee, instructional aide, or clerical employee shall be disciplined, placed on probation, or dismissed on the basis of such employee's refusal to (i) perform nonemergency health-related services for students or (ii) obtain training in the administration of insulin and glucagon. However, instructional aides and clerical employees may not refuse to dispense oral medications.

"Health-related services" means those activities which, when performed in a health care facility, must be delivered by or under the supervision of a licensed or certified professional.

48 **D. Effect of Probation Pursuant to Va. Code §18.2-251**

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50 For purposes of this policy, a court’s placing an individual on probation pursuant to Va. Code  
51 § 18.2-251 shall be treated as a conviction and as a finding of guilt.

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53 Adopted: November 17, 1998  
54 Amended: July 6, 2000  
55 Amended: July 12, 2001  
56 Amended: June 23, 2016  
57 Amended: December 17, 2020

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60 Legal Refs.: Code of Virginia, 1950, as amended, §§ 18.2-251, 22.1-274, 22.1-296.2,  
61 22.1-307, 22.1-313, 22.1-315.

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63	Cross Refs.:	GBM	Licensed Staff Grievances
64		GCE	Part-Time and Substitute Staff Employment
65		GCG	Professional Staff Probationary Term and Continuing
66			Contract
67		GCDA	Effect of Criminal Conviction or Founded Complaint of
68			Child Abuse or Neglect
69		GCPF	Suspension of Staff Members
70		JHC	Student Health Services and Requirement
71		JHCD	Administration of Medications to Students
72		JHCD-R	Regulations for the Administration of Medications to
73			Students

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