

SCHOOL BOARD
POLICY REVIEW COMMITTEE MEETING

AGENDA - DRAFT

School Administration Building

School Board Room

August 12, 2026, 1:00 P.M.

Public seating is available on a first-come, first-served basis. Members of the public will also be able to observe the Policy Review Committee Meeting through the link below:

<https://www.youtube.com/@VirginiaBeachSchools>

Any person seeking an accommodation to observe/listen to the Meeting should, prior to the day of the Meeting, contact the School Board Clerk at 263-1016 or by email at Regina.Toneatto@vbschools.com.

Committee Members: Carolyn Weems, Chair; Mark Bohenstiel; Sharon Felton; Cheryl Woodhouse; Kamala Lannetti; Laura Beth Mattson

I. Attendees:

II. Call to Order:

III. Election of the Chair:

IV. Adoption of the Minutes:

A. Policy Review Committee Meeting June 24, 2026

V. Adoption of the Agenda:

VI. Action:

- A. Policy 3-47 New Construction/Additions/Alterations: Naming of School or Parts Thereof, Commemorative Displays
- B. Policy 4-32 Employee Associations
- C. Policy 4-36 Payroll Deductions
- D. Policy 4-48 Leave of Absence for Employee and Professional Organization Officers
- E. Policy 4-88 Holidays
- F. Policy 5-30 Graduation Requirements/Diplomas/Certificates
- G. Policy 5-38 Freedom of Speech and Expression – Students
- H. Policy 5-41 Student Dress and Grooming Codes
- I. Policy 5-46 Student Government/City-Wide Student Cooperative Association
- J. Policy 5-52 Cell Phone-Free Education – Cellular Phones and Personal Electronic Communication Devices
- K. Policy 5-66 Student Directory Information
- L. Policy 7-57 Vehicles, Motorized Devices and Animals on School Grounds

VII. Other Business:

- A. General Assembly Updates

VIII. Next Meeting: September 9, 2026, 3:30 p.m.

IX. Adjourn:

SCHOOL BOARD
POLICY REVIEW COMMITTEE
MINUTES - DRAFT

School Administration Building

School Board Room

June 24, 2026, 3:30 P.M.

This meeting was livestreamed and can be viewed at the link below:

<https://www.youtube.com/@VirginiaBeachSchools>

Committee Members: Carolyn Weems, Chair, Mark Bohenstiel, Sharon Felton, Cheryl Woodhouse, Kamala Lannetti, Laura Beth Mattson, Anna Cleveland

I. Attendees

Matthew Delaney, Crystal Pate, Karen Woodson, Melisa Ingram, Darnita Trotman, Amy Church, Chris Lawler

II. Call to Order

3:33 p.m.

III. Adoption of the Minutes

A. Policy Review Committee Meeting April 22, 2026

Motion to adopt the April 22, 2026 Policy Review Committee Meeting Minutes made by Ms. Felton. Second by Mr. Bohenstiel.

Ayes: 3 Nays: 0

B. Policy Review Committee Special Meeting May 14, 2026

Motion to adopt the May 14, 2026 Policy Review Committee Special Meeting Minutes made by Ms. Felton. Second by Mr. Bohenstiel.

Ayes: 3 Nays: 0

IV. Adoption of the Agenda

Motion to adopt the Agenda made by Ms. Felton. Second by Mr. Bohenstiel.

Ayes: 3 Nays: 0

V. Action

A. Bylaw 1-32 Adoption, Amendment, Repeal or Suspension- Policies

Motion to move Bylaw 1-32, as amended, to the next School Board meeting on Information made by Ms. Felton. Second by Mr. Bohenstiel.

Ayes: 3 Nays: 0

B. Policy 3-30 Purchasing of Goods and Services

Motion to move Policy 3-30, as amended, to the next School Board meeting on Information made by Ms. Felton. Second by Mr. Bohenstiel.

Ayes: 3 Nays: 0

C. Policy 5-25 Student Placement

Motion to move Policy 5-25, as amended, to the next School Board meeting on Information made by Ms. Felton. Second by Mr. Bohenstiel.

Ayes: 3 Nays: 0

D. Policy 5-26 Course Load

Motion to move Policy 5-26, as amended, to the next School Board meeting on Information made by Ms. Felton. Second by Mr. Bohenstiel.

Ayes: 3 Nays: 0

E. Policy 5-27 Promotion, Retention and Acceleration

Motion to move Policy 5-27, as amended, to the next School Board meeting on Information made by Ms. Felton. Second by Mr. Bohenstiel.

Ayes: 3 Nays: 0

F. Policy 5-28 Reporting Student Progress

Motion to move Policy 5-28, as amended, to the next School Board meeting on Information made by Ms. Felton. Second by Mr. Bohenstiel.

Ayes: 3 Nays: 0

VI. Other Business

A. Policy 4-32 Employee Associations

The Committee agreed to provide proposed changes for discussion at the next PRC meeting and asked the Administration to revise the policy based on suggestions made by the Members during today's meeting.

The Committee agreed to bring Policy 4-32 back to the next PRC meeting for further discussion.

B. Policy 4-36 Payroll Deductions

The Committee agreed to provide proposed changes for discussion at the next PRC meeting and asked the Administration to revise the policy based on suggestions made by the Members during today's meeting.

The Committee agreed to bring Policy 4-32 back to the next PRC meeting for further discussion.

VII. Next Meeting

August 12, 2026, at 12:00 p.m.

VIII. Adjourn

5:09 p.m.

BUSINESS AND NONINSTRUCTIONAL OPERATIONS

~~New Construction/Additions/Alterations:~~ Naming of School Board Buildings, Grounds or Facilities Schools or Parts Thereof, Commemorative Displays

A. Naming of School Board Buildings, Grounds or Facilities

It is the School Board's Policy that no School Board building, grounds or facilities shall be named after an individual or an organization. For purposes of clarification, this Policy includes, but is not limited to: parts or sub units of buildings, such as gymnasiums, auditoriums, cafeterias, libraries, classrooms, hallways, laboratories; and any other internal areas of a School Board owned, leased and/or operated instructional building, ground, or facility. ~~Exceptions may be authorized by the School Board.~~

B. Naming of exterior grounds or facilities for sponsors

Exterior grounds and related improvements of School Board owned, leased and/or operated instructional or recreational facility such as ball fields, track fields, tennis courts, stadiums or sports facility, swimming pools, parking lots, grounds (obstructed or otherwise), parcels of land and any other exterior structure or facility either attached or unattached that is owned, leased and/or operated by the School Board may be named for sponsors in accordance with regulation created by the Superintendent. The School Board reserves the right, without cause, to ~~deny or rule~~ the request to name exterior grounds or facilities after a sponsor and to remove or alter the name of a sponsor.

C. Existing buildings, grounds and facilities

Existing buildings, grounds, or facilities or parts thereof that have been previously named ~~prior to the last amended date of this Policy~~ may continue with such name until such time as the School Board votes to change the name or remove the name. This applies to replacements and portions of replacements of existing buildings, grounds or facilities. The School Board may transfer an existing name to a replacement, renovation or a new building, grounds or facility. The School Board reserves the right, without cause, to change, alter or transfer the name of existing buildings, grounds and facilities.

D. Commemorative, memorial or ornamentation identification

This Policy does not prevent commemorative trees, plaques, memorials or other such ornamentation from being placed on school property or within a school building as long as such commemorative display does not violate the above restrictions. The School Board and the School Division reserve the right, without cause, to remove, alter or not to allow any commemorative, memorial or ornamentation.

E. ~~E.~~ Exceptions

The School Board reserves the right to make exceptions, without cause, to this Policy and any supporting regulations.

Adopted by School Board: July 16, 1991

Amended by School Board: February 16, 1993

Amended by School Board: April 9, 2002

Amended by School Board: September 16, 2014

Amended by School Board: November 8, 2017

Amended by School Board: October 29, 2020

Amended by School Board: March 25, 2025

Amended by School Board: 2026

PERSONNEL

Employee Associations

A. Right to Form, Join, etc.

The Superintendent shall ensure the right of all employees, freely and without fear of penalty, to form, join, assist, or be represented by an employee association or to refrain from such activity. The School Board shall continue to exercise unilaterally its final managerial authority.

B. ~~—Employee Association—definition~~Definitions

For the purposes of this Policy:

~~An employee association is defined as~~“Employee association” means an organization comprised of and organized by only employees or retirees of Virginia Beach City Public Schools (the “School Division”).

“Association representative” means an employee or retiree authorized to act on behalf of an employee association.

“Meeting” means a gathering, in person or by electronic means, of two or more members of an employee association for the purpose of conducting association business.

“Non-duty time” means time outside an employee’s assigned working hours, including the time before and after assigned hours and any duty-free meal period. Non-duty time does not include paid working time or the instructional day.

“Designated location” means the physical posting space, or electronic equivalent, that the principal identifies at each school for the posting of employee association information under Section 3.

C. Use of School Facilities for Employee Association Business

Employee associations are authorized to use school facilities for association business as set forth below.

1. With the prior approval of the principal, an employee association representative may confer with an individual association member on school premises, ~~either before or after such member’s established work hours~~during the non-duty time of the representative and the member.
2. An employee association may hold meetings of its members on school premises, provided:
 - a. a written request for the use of school premises is submitted to the principal at least twenty-four (24) hours in advance of such use;
 - b. the request is approved;
 - c. the meeting is not held during the ~~regular work hours of the facility being used~~working hours of the participating employees or the operating hours of the facility being used; and
 - d. the employee association agrees to pay any customary charges that may be assessed for custodial services and utilities.
3. ~~One (1) bulletin board shall be set aside at each school specifically for the posting of information by employee associations. The principal of each school shall~~

~~determine the size and location of such bulletin board; provided, however, that the bulletin board shall be at least two (2) feet by three (3) feet in size and shall be located away from student areas. Any information posted on school premises by an employee association shall only be posted on the designated bulletin board.~~ The principal at each school shall identify one designated location for the posting of employee association information. A physical posting space shall be at least two (2) feet by three (3) feet in size and shall be located away from student areas. An electronic posting space, if used, shall be identified by the principal for the same purpose. Employee association information shall be posted only in the designated location.

4. Employee associations may distribute information in ~~teacher~~staff mailboxes or by electronic mail, provided such distribution ~~is~~:
 - a. ~~is~~ done by a member of the employee association and not by a school's administrative staff; and
 - b. ~~only occurs before the beginning of, or after the end of, a school's regular workday~~ occurs only during non-duty time. Distribution by electronic mail shall comply with the School Division's acceptable use requirements.
5. With the prior approval of the principal, employee associations may use a school's public address system or other school communication system to announce the date, time and place of association meetings, provided such use does not occur during the instructional part of the day.

Notwithstanding the above, school premises, ~~bulletin boards~~designated locations, ~~teacher~~staff mailboxes, electronic mail, and school ~~public address systems~~communication systems shall not be used by any employee association, on its own behalf or on behalf of a political action committee

or other entity, for the distribution or dissemination of information which directly or indirectly supports or opposes any candidate for public office.

~~D4. Additional Services~~**Submission of Leave Requests** ~~In addition to the foregoing, any employee association as defined in this Policy shall be entitled to the following: 1. —~~

With the prior approval of the Superintendent or designee, an employee association's members may take **Professional Leave** to conduct employee association business, provided the employee association reimburses the School Division for actual expenses for required substitutes for members approved for association leave.

~~;~~ ~~and 2. An employee association may have the dues of its members deducted from such members' paychecks, provided the employee has provided authorization to the Administration to have employee association dues deducted from his/her paycheck. Such withholding will remain in force until the employee provides appropriate authorization as determined by the Administration to discontinue the deduction. Employees who are employed or join an employee association after November 1st may elect to have their dues deducted from their paychecks for the remainder of the fiscal year by providing appropriate authorization to the Administration at least ten (10) days before the date they want the first such deduction to take place. Verification of such authorization, and the deduction of dues, shall be conducted by the Administration, provided the employee association reimburses the School Division for the actual cost to provide this service.~~

Editor's Note

On October 5, 1999, the School Board passed a Resolution Authorizing the Superintendent to Suspend an Employee Association's Privilege of Using School Facilities. This resolution authorizes the Superintendent to suspend an association's privileges under this Policy for up to twelve (12) months and remains in effect until the School Board acts to revoke it.

Related Links

[School Board Policy 4-36](#)

[School Board Policy 4-48](#)

Adopted by School Board: November 1, 1977

Amended by School Board: August 21, 1990

Amended by School Board: July 16, 1991

Amended by School Board: July 13, 1993 (Effective August 14, 1993)

Amended by School Board: September 21, 1999

Amended by School Board: June 8, 2004

Amended by School Board: December 20, 2005

Amended by School Board: February 13, 2018

Amended by School Board: February 9, 2021

[Amended by School Board: 2026](#)

PERSONNEL

Payroll Deductions

~~1. Payroll Deductions~~A. General

No deductions shall be made from the salary or wages of any employee except ~~for such purposes~~ ~~asa deduction~~ required by federal or state law or a deduction specifically approved by the School Board. The School Division shall administer all payroll deductions in compliance with applicable federal and state law.

B. Required Deductions

The School Division shall make the deductions required by law, including:

1. federal income tax withholding;
 2. Social Security and Medicare (FICA) contributions;
 3. Virginia income tax withholding;
 4. Virginia Retirement System member contributions for covered employees;
 5. garnishments, liens, and income-withholding orders to the extent required by law;
- and

6. any other deduction mandated by federal or state law or by court order.

C. Voluntary Deductions

1. A voluntary deduction, meaning any deduction other than those required by law, shall be made only upon the approval of the School Board and at the written request of the employee.
2. No voluntary deduction shall be approved that does not offer advantages or opportunities open and available to all employees.
3. The School Board shall approve annually the list of authorized voluntary payroll deductions. The Administration shall make available only those voluntary deductions included on the approved list.
4. A voluntary deduction shall remain in force until the employee provides authorization, in the manner determined by the Administration, to discontinue it.

D. Employee Association Dues

1. An employee association may have the dues of its members deducted from their paychecks, provided that employee association dues deduction is included on the School Board's approved list of voluntary deductions and the employee has authorized the deduction in the manner determined by the Administration.
2. The authorization shall remain in force until the employee provides authorization, in the manner determined by the Administration, to discontinue the deduction.
3. An employee who is employed, or who joins an employee association, after November 1 may elect to have dues deducted for the remainder of the fiscal year

by providing authorization to the Administration at least ten (10) days before the date the first such deduction is to take place.

4. The Administration shall verify each authorization and administer the deduction, provided that the employee association reimburses the School Division for the actual cost of providing this service.

E. Administration

The Administration shall administer all payroll deductions, including garnishments and income-withholding orders, in accordance with this Policy, Regulation 4-36.1, Regulation 4-36.2, and applicable federal and state law.

Legal Reference

Fair Labor Standards Act, 29 U.S.C. § 201 et seq., as amended.

Internal Revenue Code, 26 U.S.C. §§ 3101–3102 and 3402, as amended.

Consumer Credit Protection Act, 15 U.S.C. § 1673, as amended.

Code of Virginia § 22.1-78, as amended. Bylaws and regulations.

Code of Virginia § 34-29, as amended. Maximum portion of disposable earnings subject to garnishment.

Code of Virginia § 58.1-460 et seq, as amended. Income Tax Withholding.

Code of Virginia Title 51.1, as amended. Pensions, Benefits, and Retirement.

Related Links

[School Board Polic 4-32](#)

School Board Regulation 4-36.1

School Board Regulation 4-36.2

Adopted by School Board: October 20, 1987

Amended by School Board: August 21, 1990

Amended by School Board: July 16, 1991

Amended by School Board: July 13, 1993 (Effective August 14, 1993)

Amended by School Board: December 21, 1999

Amended by School Board: April 1, 2003

Amended by School Board: April 6, 2004

Amended by School Board: October 10, 2017

Amended by School Board: February 9, 2021

Amended by School Board: 2026

PERSONNEL

Leave of Absence for Employee and Professional Organization ~~Officers~~ **Presidents**

A. **Eligibility and Duration**

1. **State employee association executive officer or local employee association officer**

Upon written application to the ~~School Board~~ **Superintendent**, an employee ~~may~~ shall be granted an unpaid **educational** leave of absence to serve as ~~a state the president of an employee association or professional organization~~ executive officer or a local association officer for a maximum of four years per officer. ~~Leave(s) of absence granted pursuant to this Policy shall be limited to a maximum of eight years during an employee's career with the School Division.~~

2. **Professional association president (or executive officer)**

The School Board may grant an employee an unpaid educational leave of absence to serve as the president (executive officer) of a professional organization. An employee will be limited to a maximum of four years (48 months) of unpaid leaves of absence to serve as a professional association president (executive officer) during the employee's career with the School Division. All terms of professional association president (executive officer) service with any professional organization will be counted toward the four years (48 months) maximum. If the professional organization requires that the employee remain in a paid and/or active position with the School Division while serving

as its president (executive officer) the School Board may make exceptions to this Policy that are consistent with applicable law and regulation.

B-3. Salary and Benefits during unpaid leave

- a. The **employee association or** professional organization will be responsible for paying the employee directly while the employee is on an unpaid **educational** leave of absence from VBCPS. Upon request, the School Division will report pertinent salary information to the appropriate **employee association or** professional organization.
- b. The employee may not use sick or personal **reasons** leave already earned, nor will the employee accrue sick, personal reasons, or annual leave during the period of the employee's absence.
- c. The employee may be eligible to continue certain benefits in effect for the duration of the leave, pursuant to regulations governing the benefits. Eligible coverage will continue unless the employee elects to cancel coverage while in an unpaid leave status. The employee, **employee association or** professional organization will be responsible for making entire premium payments (both employee and employer portions) for health coverage and continuation of other eligible benefits. This should be done by direct payment to the Consolidated Benefits Office (CBO) in advance of each month. If cancellation of coverage is not elected within 30 calendar days of the start of unpaid **educational** leave **of absence** and subsequent premiums are not submitted, coverage will terminate at the end of the month for which the last premium was paid.

- d. The employee may only retain life insurance benefits for a maximum of twenty-four (24) months.
- e. ~~Pursuant to Virginia Retirement System (VRS) regulations, e~~Employees on an unpaid educational leave of absence under this Policy will not accrue creditable service~~able~~ retirement time during their leaves of absence. If the employee returns to a Virginia Retirement System (VRS) covered position, the employee will be subject to VRS regulations regarding the purchasing of prior service credit due to the employee's leave of absence. The purchase may be paid to VRS by the employee, the employee association, or the professional organization on behalf of the employee.

B. Return to Work and/or Separation

- a. Prior to the conclusion of the unpaid educational leave of absence and as soon as possible, the employee shall notify the Department of Human Resources of the employee's intent to return to ~~work. k as soon as possible.~~
- b. If the employee chooses to return to work, the employee will be assigned to the first available position for which the employee is qualified.
- c. An employee who chooses not to return to work at the conclusion of the leave shall be separated from employment. In such cases, any remaining leave balances will be processed in accordance with applicable policies and regulations.

Legal Reference

Code of Virginia, § 22.1-296, as amended. Payment of employees; reimbursement for private transportation certain sick leave policies; unpaid education leave for certain employee association officers.

Code of Virginia § 51.1-142.2, as amended. Prior service or membership credit for certain members; service credit for accumulated sick leave.

Adopted by School Board: June 16, 1998

Amended by School Board: April 19, 2005

Amended by School Board: October 4, 2016

Amended by School Board: June 25, 2019

Amended by School Board: April 16, 2024

Amended by School Board: 2026

PERSONNEL

Holidays

A. Designated holidays

Unless otherwise designated in the school calendar as instructional days, staff days or used as inclement weather make up days, the following days shall be observed as holidays for all twelve-month employees:

- **Independence Day**
- **Labor Day**
- **Columbus Day**
- **Veterans Day**
- **Election Day (November)**
- **Thanksgiving Day**
- **Day following Thanksgiving Day**
- **Christmas Eve Day**
- **Christmas Day**
- **New Year's Day**
- **Martin Luther King Day**
- **Presidents' Day**
- **Spring Holidays (two days)**
- **Memorial Day**

- **Juneteenth**

B. Holidays on weekends or makeup days for holidays

1. When a paid holiday falls on a Saturday or Sunday, the observed federal and/or state holiday may be observed.
2. When the Observed holiday falls on a day in which schools are still in session, the Superintendent or designee shall have the authority to designate an alternate date to observe the holiday or award employees additional annual/personal reasons leave in lieu of the holiday.
3. The Superintendent or designee shall have the authority to designate a holiday, within the same calendar year, for twelve-month employees when a holiday (listed above) is lost due to make-up days because of inclement weather or for other circumstances.

C. Office hours on other workdays

On all other workdays not listed above, the individual schools and the School Board offices will be open during published office hours.

D. Eligibility for holiday pay

To be eligible for holiday pay, employees must work and/or be on approved paid leave on the scheduled workday before and after the holiday.

E. Non-workdays for certain employees

1. On non-workdays, certain employees (bus drivers/assistants, food service employees, interpreters, teacher assistants, clinic assistants and any others designated by the

Superintendent or designee) will not report to work on teacher in-service days unless otherwise set forth in the employee's work calendar or if designated as a make-up day for a missed workday.

2. In an effort to continue to attract and retain employees, the School Board authorizes the Superintendent or designee to align employee work calendars with competing school divisions in the Commonwealth.

Legal Reference

Code of Virginia, § 2.2-3300, as amended. Legal holidays.

Adopted by School Board: July 13, 1993 (Effective August 14, 1993)

Amended by School Board: May 17, 1994

Amended by School Board: May 16, 2000

Amended by School Board: November 8, 2017

Amended by School Board: June 25, 2019

Amended by School Board: September 14, 2021

Amended by School Board: February 6, 2024

Amended by School Board: 2026

STUDENTS

Graduation Requirements/Diplomas/Certificates

A. Graduation Requirements

The requirements for graduation from high school shall be those established by the Virginia General Assembly and Virginia Board of Education regulations as cited in the legal reference to this Policy, and those identified by the School Board.

B. Locally-Awarded Verified Credits (LAVC)

The requirements for awarding LAVCs in English, mathematics, science and history/social science shall be those established by the Virginia Board of Education Guidelines for Local School Boards to Award Verified Credits. A procedure will be set forth in regulation by the Superintendent for general eligibility, specific criteria, and guidelines by subject area, general provisions, and process for levels of appeals.

Certain protected groups [students with disabilities who have Individualized Education Programs (IEPs) or 504 plans] who meet specific credit accommodations criteria are not subject to the limit on the number of LAVCs that can be used for Standard diploma. As part of a student's annual IEP or Section 504 review, IEP and Section 504 teams may discuss credit accommodations for which students with disabilities may be eligible.

For the 2019-20 and 2020-21 school years, the requirements for awarding LAVCs in English, mathematics, science and history/social science shall follow emergency guidelines as established by the Virginia Board of Education. These emergency guidelines will continue to apply to any high school credit-bearing course eligible for verified credit in which a student was enrolled in spring 2020, summer 2020 or during the 2020-21 school year and shall remain as part of the local school board policy for the duration of its impact on any affected student's graduation.

C. Certificates and Diplomas

1. Each local school board shall award diplomas to all secondary school students, including students who transfer from nonpublic schools or from home instruction, who meet the requirements prescribed by the Board of Education.

- ~~1.2.~~ Students who complete a prescribed course of study as defined by the School Board but who do not qualify for a diploma shall be awarded a Certificate of Program Completion by the School Board.

~~Certain protected groups [students with disabilities who have Individualized Education Programs (IEPs) or 504 plans] who meet specific credit accommodations criteria are not subject to the limit on the number of LAVCs. As part of a student's annual IEP review, IEP teams may discuss credit accommodations for which students with disabilities may be eligible.~~

- ~~2.3.~~ Students who ~~have completed a prescribed course of study as defined~~ by the School Board shall be awarded certificates by the School Board if they do not qualify for diplomas ~~meet all eligibility requirements and earn a passing score on a high school equivalency~~

examination shall be awarded a General Educational Development (GED) certificate.

D. Standard Unit of Credit

The School Board authorizes the Superintendent to develop a regulation for awarding a standard unit of credit in lieu of 70/140 clock hours of instruction provided that such regulation meets the requirements of Virginia Board of Education Regulation 8 VAC 20-131-110, as amended.

Legal Reference

Code of Virginia § 22.1-253.13:4, as amended. Standard 4. Student achievement and graduation requirements.

Virginia Board of Education 8VAC20-131, *et seq.*, as amended. Regulations Establishing Standards for Accrediting Public Schools in Virginia.

Related Links

School Board [Regulation 5-30.1](#)

School Board [Regulation 5-30.3](#)

Adopted by School Board: October 21, 1969

Amended by School Board: May 19, 1970

Amended by School Board: January 18, 1972

Amended by School Board: August 4, 1983

Amended by School Board: February 21, 1984

Amended by School Board: July 1, 1987

Amended by School Board: August 21, 1990

Amended by School Board: July 16, 1991

Amended by School Board: June 15, 1993 (Effective August 14, 1993)

Amended by School Board: October 6, 1998

Amended by School Board: July 15, 2003

Amended by School Board: April 4, 2006

Amended by School Board: August 2, 2011

Amended by School Board: March 5, 2013

Amended by School Board: September 4, 2013

Amended by School Board: August 19, 2014

Amended by School Board: September 1, 2015

Amended by School Board: February 27, 2018

Amended by School Board: April 28, 2020

Amended by School Board: November 9, 2021

Amended by School Board: 2026

STUDENTS

Freedom of Speech and Expression - Students

A. Generally

Schools, by their very nature, must encourage free inquiry and free expression of ideas. Schools should provide opportunities for the students to express themselves. Schools should provide age appropriate guidance and instruction on the rights, privileges, responsibilities, and consequences of freedom of speech and expression.

B. Student publications or creations

The Superintendent or designee is authorized to develop regulations and guidance for school sponsored student publications or creations. Such publications or creations can include but are not limited to: classwork or assignments; yearbooks; newspapers; journals; compilations of student works; flyers or advertisements; video, photographic, electronic or other media creations and postings; works of art; other visual, auditory or tangible creations. Student publications or creations not related to a school sponsored class, activity or program may be subject to reasonable limitations regarding the time, place or manner of distribution or expression on School Division property, buildings, computer systems, or at school sponsored events.

C. Guidelines

1. Students have the right to free and dynamic expression of ideas. Such expression shall include the opinions of students. Controversial ideas are not to be avoided ~~however,however;~~ students should be provided guidance regarding when a student may be limited or disciplined for expression or speech.
2. A forum for the expression of legitimate student concerns shall be established and maintained for the secondary schools and shall be attended by appropriate staff representatives when in session. It is recommended that the school follow one of the two methods described below, when setting up such a forum:
 - a. a sub-committee of the student cooperative association, or
 - b. a panel of students, parents, teachers and administrators.
3. A student whose expression or speech violates the Code of Student Conduct or applicable law, regulation or policy may be disciplined accordingly. The student's right to appeal a decision regarding the student's expression or speech shall be governed by School Board policy and regulation as well as applicable law.
4. The Superintendent or designee is authorized to determine when a student's expression, speech, publication or creation has or is reasonably anticipated to disrupt the educational and/or work environment or violate applicable policy, regulation or law. The Superintendent or designee may use different criteria for determining disruption of the educational and/or work environment based on the age, and intellectual capacity of the students involved in the matter.

5. Any person speaking solely or partially for the purpose of infringing on the rights of others is beyond their right of freedom of speech.

Adopted by School Board: June 16, 1981

Amended by School Board: August 21, 1990

Amended by School Board: July 16, 1991

Amended by School Board: June 15, 1993 (Effective August 14, 1993)

Amended by School Board: April 13, 2021

Amended by School Board: 2026

STUDENTS

Student Dress and Grooming Codes

A. Purpose

All students, staff, and community members deserve a rigorous, respectful, and safe educational and work environment where diversity is valued and contributes to achieving positive academic and social outcomes. The Superintendent or designees are responsible for establishing and communicating to students clear and fair dress and grooming codes that comply with applicable law, policy, and regulation. The Superintendent or designee will establish procedures for enforcement and/or resolution of dress and grooming codes, for requesting and granting waivers to the code, and for review of the code to consider current conditions. The Superintendent or designees are authorized to establish specific dress and grooming code requirements for certain students when such requirements are necessary to accomplish the purpose of an educational program or school sponsored activity or are required by law, policy, regulation or another governing entity.

B. Standards and Modifications or Accommodations

The Superintendent or designee will ensure that student dress or grooming codes and related procedures are clear, fair, and equitably enforced. The primary responsibility for a student's dress and grooming resides with the student and/or the student's parent(s)/legal guardian(s). Students should comply with the dress and grooming

codes and seek guidance from school administrators when modifications, accommodations or waivers are needed and should cooperate in resolution when disagreements arise.

1. Dress or grooming codes applicable to ~~student~~students shall be subject to the following:
 - a. permit any student to wear any religiously or ethnically specific or significant head covering or hairstyle, including but not limited to, hijabs; Yarmulkes; headwraps; braids; locs; and cornrows.
 - b. maintain gender neutrality subjecting any student to the same set of rules regardless of gender or gender identity.
 - c. not have a disparate impact on students of a particular gender.
 - d. be clear, specific, and objective in defining terms, if used.
 - e. prohibit School Division employees or agents from enforcing the dress or grooming codes by direct physical contact with a student or a student's attire.
 - f. prohibit any School Division employee or agent from requiring a student to undress in front of any other individual, including the enforcing School Division employee or agent, to comply with the dress or grooming code.
 - g. clearly set forth any dress or grooming standards that are required in order for a student to participate in a school or school

sponsored activity (sport or club uniforms/jewelry/hair requirements, safety or health rules for classes, internship, etc.) and provide a process for a student to seek a modification or accommodation to such dress or grooming standard.

C. Dress and Grooming Standards

School administrators will adopt dress and grooming standards that include the conditions set forth below.

1. "Dress or grooming" code means any practice, policy, or portion of a code of student conduct that governs or restricts the attire, appearance, or grooming, including hairstyle, of any enrolled student. Jewelry, makeup, body art, electronic, communication, recording, photographing devices and their supporting accessories when worn on the body or as part of attire, perfume or applied fragrances may be considered in dress or grooming standards.
2. A student must wear opaque clothing that covers the student's chest from under the arm pits (where they meet the shoulder) and is secured over the shoulders or the neck to no less than five inches below the groin area. The following conditions also apply:
 - a. These body parts must be covered or not distractingly discernable through clothing: buttocks or any portion of the derriere, nipples, stomachs, or private area. Undergarments must be worn when clothing exposes those areas.

- b. Exceptions may be for clothing approved for a class or extracurricular sport or activity, a dance or prom or a verified medical condition that must be accommodated.
 - c. Clothing must not be sheer, see through or loose weaved material unless an opaque undergarment is worn underneath. Opaque is defined as not transparent or clear.
 - d. Clothing, jewelry, or grooming items must not pose a safety issue, ex., clothing that drags on the floor causing a trip-hazard, sharp metal attachments spikes.
 - e. Clothing that for a well-defined and specifically articulated reason is determined by a principal or designee to be safety or health issue or is significantly disrupting the educational environment.
 - f. A student must wear shoes that do not restrict the student's ability to safely participate in educational or school-sponsored activities. Students may not wear shoes that have wheels, spikes or are otherwise dangerous. Footwear required or recommended for classes or extracurricular activities is an authorized exception to this condition.
3. Students must not wear or display the following images/symbols or words:
- a. Images, words or depictions of illegal drugs, alcohol, paraphernalia, imitations thereof, other drugs/paraphernalia that are not allowed on school property or at school-sponsored events, or other illegal activity.

- b. Pornography, nudity, obscenity, vulgar or profanity.
 - c. Images/symbols or words that can reasonably be determined to or do incite violence or create harassment or discrimination in violation of School Board policy or regulation or applicable law. After reviewing the circumstances, principals or designees may determine that an image/symbol does not incite violence or create harassment or discrimination but is instead a disagreement of opinion and is not significantly disrupting the educational environment.
 - d. Students may wear any religiously or ethnically specific or significant head covering or hairstyle, including but not limited to hijabs, yarmulkes, head wraps, braids, locs or cornrows.
- 4. Dress and grooming codes must include references to how staff will handle and resolve disputes and the burden of proof as set forth in this Policy.
 - 5. Dress and grooming codes application and enforcement must be gender, race, and ethnicity neutral.

D. Disputes Regarding Enforcement of Dress and Grooming Code

1. Temporary Resolutions

The dress and grooming code provided to students and families will detail how an infraction will be temporarily resolved if a student or parent/legal guardian of a minor student disagrees with the school administrator's determination that an infraction has taken place. Students and

administrators should seek to resolve dress and grooming code disputes in a reasonable manner. Options offered may include, but are not limited to:

- a. a warning to the student but requiring the student not to continue the infraction after that day.
- b. allowing the student to alter the attire or grooming to comply.
- c. lending the student appropriate attire to allow the student to be in compliance.
- d. allowing the student to leave school or the school sponsored activity until such time as the student complies or a resolution is reached.
- e. alternative participation in the educational or school sponsored activity, as determined by the school administration.

2. Modification or Accommodations to Dress and Grooming Code

Modifications or accommodations to the dress and grooming codes should be provided when doing so does not:

- a. create undue hardship or excessive expense.
- b. impair or have the reasonable potential to impair health or safety.

- c. violate an established rule or regulation set by an organization or competition as a condition of participation or eligibility for participation in an event or educationally related activity.
- d. create an unfair advantage to the student requesting the modification or accommodation.

3. Initial Burden of Proof

Students and parents/legal guardians of minor students who believe that a dress or grooming code standard is unfairly or ~~inequitable~~ inequitably applied will bear the initial burden of proving by a preponderance of evidence that the alleged dress or grooming ~~is~~:

- a. ~~is~~ not disruptive to the educational or work environment or school sponsored activity. Disruptive is defined as but not limited to: interfering with educational or extracurricular activities of students and staff; significantly contributing to student interactions that distract from the educational/extracurricular activities; causes or contributes to reasonable complaints of violations of law, policy, regulation or the Code of Student Conduct. School administrators will be given deference as to what causes disruption.
- b. does not denote gang membership.
- c. does not advocate or promote disruptive, violent conduct or illegal activity.

- d. is not gender neutral or is not equitably enforced.
- e. is worn for religious or ethnic reasons that the student or student's family follows.
- f. is not profane, pornographic, vulgar, or obscene.

E. Enforcement

1. Enforcement of this Policy is the responsibility of the school administration at each school.
2. Enforcement must be reasonably discreet, equitable, and gender neutral in implementation.
3. Enforcement should include options for reasonable remediation of the infraction that demonstrates respect and where possible, minimizes loss of instructional or school sponsored activity time.
4. Enforcement may include disciplinary actions that are consistent with other student discipline policies, regulations, or guidance.
5. Enforcement will prohibit an employee or agent from enforcing the dress and grooming codes by making direct contact with a student or a student's attire or by requiring a student to undress in front of the employee or agent. Reasonable discretion may be used by employees or agents to make direct contact with a student or student's attire if the health or safety of the student or others is at risk.

Legal Reference

Code of Virginia § 22.1-27~~9~~6.6, as amended. Board of Education guidelines and model policies for codes of student conduct; school board regulations.

Adopted by School Board: October 21, 1969

Amended by School Board: August 21, 1990

Amended by School Board: July 16, 1991

Amended by School Board: April 4, 2006

Amended by School Board: June 8, 2021

Amended by School Board: 2026

STUDENTS

Student Government/City-Wide Student Cooperative Association

A. Student Government

The School Board encourages the participation of students in responsible planning and governing of student activities and school improvements. The School Board encourages effective student cooperative associations in all secondary schools. The constitutions of the student cooperative associations shall set forth the limits of student authority and shall delineate those areas in which the students' functions shall be of an advisory nature from those areas over which they may exert controls. Such constitutions shall be subject to the approval of the School Administration.

B. City-Wide Student Cooperative Association

The School Board endorses the City-Wide Student Cooperative Association of Virginia Beach and its purposes;

1. To establish a pattern of cooperation, friendship and service among the School Division's secondary schools, and
2. To serve as a clearing house for ideas and events which are important to the students of these schools.

Adopted by School Board: June 15, 1993 (Effective August 14, 1993)

Amended by School Board: April 13, 2021

Reviewed by School Board: 2026

STUDENTS

Cell Phone-Free Education - Cellular Phones, Smart Devices and other Personal Electronic Communication Devices- Student Use

Student use of cellular phones (cell phones), smart devices, and other personal electronic communications devices during the school day is disruptive to the educational environment, not conducive to productive learning experiences, and often the source of disciplinary incidences. Extensive social media usage and widespread cell phone possession by children is closely related to mental health and chronic health conditions that are adversely affecting students. The School Board authorizes the Superintendent and designees to develop regulations and procedures concerning possession and use of cell phones, smart devices and other personal electronic communication devices by students during the school day, while traveling to and from school, and while students are participating in school sponsored activities.

Legal Reference

Code of Virginia § 22.1-79.3:1, as amended. Student cell phone and smart device possession and use policies; development and implementation.

Code of Virginia § 22.1-279.6. Board of Education guidelines and model policies for codes of student conduct; school board regulations, as amended.

Virginia Department of Education Guidance for Cell Phone-Free Education Pursuant to Executive Order 33. September 16, 2024, as amended.

Related Links:

School Board [Regulation 5-52.1](#)

Adopted by School Board: December 10, 2024

Amended by School Board: September 2026

STUDENTS

Student Directory Information

A. Generally

The School Board authorizes making student directory information public as permitted under state and federal laws and regulations.

B. Definition

Directory information is defined as information in scholastic records regarding a student that the School Division has determined is unlikely to be harmful if released to a third party. Student directory information is defined to include the following:

1. Name of student in attendance or no longer in attendance;
2. Date and place of birth;
3. Dates of attendance;
4. Participation in officially recognized activities and sports;
5. Height and weight, if member of athletic team;
6. Awards and honors received; and
7. Recordings of virtual instructional activities;
8. Photographs or digital images, including recordings of educational or school related sporting/extracurricular events that third parties attended;

9. Yearbooks, class pictures, playbills or programs for shows, plays, concerts, graduations or similar school created publications or advertisements; and
10. Other similar information.

C. Release of Directory Information

Prior to release of such information the Superintendent or designee, or principals shall give notice to parents/legal guardians/adult students by sending home through hard copy or electronic means an announcement describing the information defined as "directory information". Annual notification of the Family Educational Rights and Privacy Act (FERPA) constitutes sufficient notice that directory information may be released unless the parent/legal guardian/adult student provides written notice of objection to the School Division.

D. Discretionary Selection of Directory Information by Superintendent or designee

Student directory information may be released at the discretion of the Superintendent or designee or principal. The Superintendent or a designee is authorized to determine those categories to be made public and under what circumstances the information will be released. Directory information will not be released for commercial or marketing purposes. Principals are authorized to release directory information related to participation in officially recognized activities and sports, height and weight for members of athletic teams, awards and honors, playbills or programs for shows, plays, concerts or graduations or similar school created publications or advertisements without seeking further authorization from the Superintendent. In accordance with applicable law, immigration or citizenship status, country of origin or birth, nationality, or national origin may not be designated as directory information.

No directory information concerning a student will be released without prior approval of the Superintendent or designee or principal.

E. Directory Information to Military Recruiters

Schools may release the names, addresses and telephone numbers of students to military recruiters. Parents/legal guardians or adult students may file a written objection with the school requesting that such information not be released without their prior written consent.

F. Release of address, telephone number or email address

A student¹³'s address, telephone number or email address may be released to students enrolled in the school or to School Division employees for educational purposes or school business only after the ~~adult student or the~~ parent/legal guardian of a minor student ~~or an adult student~~ consents in writing to such disclosure. ~~Upon written request of a foster parent of an enrolled student, the school will redact the address of the foster parent prior to providing the student's parent any record containing such address.~~

Legal Reference

~~Code of Virginia §22.1-2.2, as amended. Right to a free public education; discrimination based on citizenship or immigration status prohibited; requirements; civil cause of action.~~

Code of Virginia § 22.1-130.1, as amended. Access to high schools and high school students for military recruiters.

Code of Virginia §22.1-287, as amended, Limitation on access to records.

Code of Virginia § 22.1-287.01, as amended. Student Information; release to federal government agencies.

Code of Virginia § 22.1-287.02, as amended. Students' personally identifiable information.

Code of Virginia § 22.1-287.1, as amended. Directory information.

Code of Virginia § 22.1-288, as amended. Furnishing information to public or private school or institution of higher education or private business or professional school or institution of higher education or military force.

Code of Virginia § 22.1—288.3, as amended, Records; redaction of foster parent's address upon written request.

Code of Virginia § 22.1-289.01, as amended. School service providers; school-affiliated entities; student personal information.

Family Educational Rights and Privacy Act, 20 U.S.C. § 1232 *et seq.*, 34 C.F.R. Part 99, as amended

~~Virginia Board of Education Regulations, "Governing Management of the Student's Scholastic Record." (January 1991)~~

Virginia Board of Education Regulations, 8VAC20-720-220, as amended, Management of the student's scholastic record in the public schools of Virginia.

Elementary and Secondary Education Act, 20 U.S.C. § 7908 and 10 U.S.C. § 503 (c) as amended.

Adopted by School Board: June 15, 1993 (Effective August 14, 1993)

Amended by School Board: September 2, 2003

Amended by School Board: April 4, 2006

Amended by School Board: October 29, 2020

Amended by School Board: September 9, 2025

Amended by School Board: 2026

COMMUNITY RELATIONS

Vehicles, Motorized Devices and Animals on School Grounds

A. Vehicles or motorized devices

The operation of powered vehicles not owned by the School Board, not licensed by the Virginia Division of Motor Vehicles, or otherwise licensed in compliance with Virginia laws, shall be prohibited on school grounds.

1. The operation of licensed motor vehicles on school grounds shall be restricted to the paved roads and parking lots. Parking on school grounds shall be limited to employees, students, visitors and those attending school-related activities.
2. ~~Without prior approval from the building administrator/designee, No~~ person may operate or otherwise use the following items on school property, buses or grounds: mopeds; electronic powered bicycles; motorized skateboards; motorized scooters; golf carts; go carts; low speed vehicles; battery-operated ride on vehicles; surreys; motorized or electronic toys such as model airplanes, helicopters, hovercraft or similar devices. Other devices or items that are used in a manner that create a disruption or threat may be determined to be inappropriate items and prohibited on school property, buses or grounds.
3. ~~Electric or motorized wheelchairs or scooters may be used on school grounds by those persons with disabilities who require assistance due to mobility limitations.~~

B. Animals on School grounds

1. Animals can be allowed on School Board property, buildings, vehicles, grounds or School Division sponsored activities with prior permission of the principal or building administrator, if the activity is relevant to instruction or any other approved activity. Classroom animals will be limited to rodents, reptiles, insects, arachnids, fish or small amphibious animals that are related to classroom activities. The principal, building administrator or the School Administration may revoke permission for classroom animals at any time and there will be no appeal procedure.
2. Employees and students are not authorized to have personal pets or animals that do not qualify as trained service dogs or miniature horses in school buildings or vehicles, on school grounds or at School Division sponsored events when the employee is working, or the student is attending school or participating in a School Division sponsored event. Under limited circumstances, a principal or building administrator may authorize an animal to be present in a School Division building, on school grounds or vehicles or at a School Division sponsored event if the following conditions are met:
 - a. The animal may only be a dog that has current certification of completed training as a therapy dog.
 - b. The dog is under the control of a handler who is not an employee or a student of the School Division.
 - c. The principal or building administrator has set forth a specific purpose for the dog's presence that addresses educational needs of the students or work conditions for employees. Such need or purpose must be more than as a mascot, general goodwill, or general morale. Examples of acceptable purposes: reading to the dog by struggling readers; specific activities related to kindness or good manners with others.
 - d. The dog has specific hours and days that it is present in the building, grounds or activities. Dogs should not be present every day or for full work or school days.

- e. The dog meets the conditions set forth in Regulation 7-57.1 (B)(3-6).
 - f. A plan similar to a trained service dog or miniature horse plan is developed and in place before the dog is allowed access.
 - g. The dog's owner or handler agrees to any conditions set forth by the School Administration for the dog's presence including assuming full liability for any injury to or any injury or damage caused by the dog.
 - h. The School Board and the School Division will assume no responsibility for the care, costs, control or ownership of the dog.
 - i. The Department of School Leadership and the Risk Manager have approved the plan for the dog if the dog is to be school based.
 - j. The Building Administrator and the Risk Manager have approved the plan for the dog if the dog is to be allowed access to non-school buildings.
 - k. The School Administration reserves the right to revoke approval for the dog to access School Board buildings, grounds, vehicles, or School Division sponsored events.
There will be no appeal procedure for such determination.
3. Trained service dogs or miniature horses that provide assistance to persons with disabilities, as set forth in Virginia Code §§ 51.5-42 and 44, as amended, and Regulation 7-57.1, as amended are allowed in accordance with applicable regulations and procedures.

Legal Reference

Code of Virginia § 51.5-42, as amended. Discrimination against otherwise qualified persons with disabilities by educational institutions prohibited.

Code of Virginia § 51.5-44, as amended. Rights of persons with disabilities in public places and places of public accommodation.

Code of Virginia § 55.15-44.1, as amended. Fraudulent representation of a service dog or hearing dog; penalty.

Adopted by School Board: October 20, 1992

Adopted by School Board: September 21, 2010

Amended by School Board: February 4, 2014

Scrivener's Amendments: May 23, 2014

Amended by School Board: May 10, 2022

Amended by School Board: November 9, 2022

Amended by School Board: August 2026