

### **Policy 2215 - Required Instruction (New)**

Senate Bill 636 added required courses to include instruction on the institutions and structure of American government, such as the separation of powers, the Electoral College, and federalism. A new policy was created to include existing and the new requirements. The instruction shall provide students an understanding of American political philosophy and history, utilizing writings from prominent figures in Western civilization, such as Aristotle, Thomas Hobbes, John Locke, and Thomas Jefferson. The instruction will offer an objective and critical analysis of ideologies throughout history including, but not limited to, capitalism, republicanism, democracy, socialism, communism, and fascism.

### **Policy 2625 - Civics Education Test (New)**

This is a new policy regarding the mandated Civics Education Exam that is required pursuant to West Virginia state law.

### **Policy 4116 - Determination of Employee or Independent Worker (New)**

These new policies are a result of passage of Senate Bill 272, effective June 9, 2021. The bill resolved uncertainty about the classification of workers as independent contractors or employees. Standards for determining who is an employee and who is an independent contractor for purposes of West Virginia's workers' compensation laws, unemployment compensation laws, Human Rights Act, and Wage Payment and Collection Act have been established. The Act supersedes, to the extent necessary, all laws in those areas that are contingent on the classification of a worker as an employee. West Virginia Code § 21-5I-2; West Virginia Code 21-5I-3.

This revised policy reflects the current West Virginia Code and should be adopted to have accurate policies.

### **Policy 4120.08 - Employment of Personnel for Extra-Curricular Activities (Revised)**

This revision is the result of passage of H.B. 3266 which requires upon the retirement of a Board of Education employee after July 1, 2021 that any extracurricular contract held by the employee shall terminate.

This revised policy reflects the current West Virginia code and should be adopted to have accurate policies.

### **Policy 8340 - Letters of Reference**

This policy has been modified to reflect a grammatical correction necessary.

### **Policy 4125 - Competency Testing for Service Personnel (Replacement)**

The replacement to this policy is due to the repeal and replacement to West Virginia Board of Education policy 5314 effective August 16, 2021.

This revised policy reflects the current West Virginia Board of Education policy and should be adopted to have accurate policies.

**Policy 3531 - Unauthorized Work Stoppage (Revised)**  
**Policy 4531 – Unauthorized Work Stoppage (Revised)**

As a result of the passage of Senate Bill 11, effective June 2, 2021, any work stoppage or strike by a Board employee is unlawful and deemed a serious disruption of children's state constitutional right to a thorough and efficient system of free schools.

This revised policy reflects the current West Virginia code and should be adopted to have accurate policies.

**Policy 1406 - Determination of Employee or Independent Worker (New)**

These new policies are a result of passage of Senate Bill 272, effective June 9, 2021. The bill resolved uncertainty about the classification of workers as independent contractors or employees. Standards for determining who is an employee and who is an independent contractor for purposes of West Virginia's workers' compensation laws, unemployment compensation laws, Human Rights Act, and Wage Payment and Collection Act have been established. The Act supersedes, to the extent necessary, all laws in those areas that are contingent on the classification of a worker as an employee. West Virginia Code § 21-5I-2; West Virginia Code 21-5I-3.

This revised policy reflects the current West Virginia Code and should be adopted to have accurate policies.

**Policy 0100 - Definitions**

This bylaw has been revised to provide for a comprehensive definition of the term social media.

**Policy 4122.01 - Drug-Free Workplace (Revised)**

This policy was revised due to the revision of WV policy 1461, Drug-Free Workplace, effective May 17, 2021.

This revised policy reflects the current WV Policy and should be adopted to have accurate policies.

**Policy 4120.04 - Employment of Substitutes (Revised)**

H.B. 3191 requires that when a retired employee becomes employed on a part-time, temporary basis by the Board, the Board must notify the employee if their employment will negatively impact their retired status or benefits. This bill is effective July 6, 2021.

This revised policy reflects the current West Virginia code and should be adopted to have accurate policies.

## **Policy 5722 - School-Sponsored Publications and Productions**

This policy has been revised to reflect the diverse types of student publications and productions currently available in the digital age. This replacement policy is proposed because of the wide variety of school-sponsored student media that are present in schools today and due to the many technological advances that have occurred.

The policy, as before, provides several options available to the Board regarding the type of forum that will be provided and what level of review and regulation will occur. The language in the policy has been modified to encompass the newer online electronic forms of school-sponsored student media. The policy provides four options to consider for the classification and regulation of such publications and production.

The recommendations made in this policy should be carefully considered when addressing the evolving student media environment and language should be adopted that best fits the district's needs.