

Summary of changes in the new draft of Policy GBM-Licensed Staff Grievances

- VA Code changed to eliminate a fact-finding panel and replaced it with a hearing officer to hear grievances
- Removed placing on probation as option for School Boards to exercise per VA Code
- Clarifications of language and procedure; specifying calendar or business days
- Established forms for each step of process for better communication and tracking for both parties
- Established procedures and timeframes in the absence of information dictated by VA Code