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## HOUSE BILL NO. 829

## AMENDMENT IN THE NATURE OF A SUBSTITUTE

(Proposed by the House Committee on Education  
on February 7, 2022)

(Patron Prior to Substitute—Delegate Wilt)

A *BILL to amend and reenact § 22.1-253.13:2 of the Code of Virginia, relating to school counselors; staffing ratios; flexibility.*

**Be it enacted by the General Assembly of Virginia:**

**1. That § 22.1-253.13:2 of the Code of Virginia is amended and reenacted as follows:**

**§ 22.1-253.13:2. Standard 2. Instructional, administrative, and support personnel.**

A. The Board shall establish requirements for the licensing of teachers, principals, superintendents, and other professional personnel.

B. School boards shall employ licensed instructional personnel qualified in the relevant subject areas.

C. Each school board shall assign licensed instructional personnel in a manner that produces divisionwide ratios of students in average daily membership to full-time equivalent teaching positions, excluding special education teachers, principals, assistant principals, school counselors *or certain other licensed individuals as set forth in subdivision H 4*, and librarians, that are not greater than the following ratios: (i) 24 to one in kindergarten with no class being larger than 29 students; if the average daily membership in any kindergarten class exceeds 24 pupils, a full-time teacher's aide shall be assigned to the class; (ii) 24 to one in grades one, two, and three with no class being larger than 30 students; (iii) 25 to one in grades four through six with no class being larger than 35 students; and (iv) 24 to one in English classes in grades six through 12. After September 30 of any school year, anytime the number of students in a class exceeds the class size limit established by this subsection, the local school division shall notify the parent of each student in such class of such fact no later than 10 days after the date on which the class exceeded the class size limit. Such notification shall state the reason that the class size exceeds the class size limit and describe the measures that the local school division will take to reduce the class size to comply with this subsection.

Within its regulations governing special education programs, the Board shall seek to set pupil/teacher ratios for pupils with intellectual disability that do not exceed the pupil/teacher ratios for self-contained classes for pupils with specific learning disabilities.

Further, school boards shall assign instructional personnel in a manner that produces schoolwide ratios of students in average daily memberships to full-time equivalent teaching positions of 21 to one in middle schools and high schools. School divisions shall provide all middle and high school teachers with one planning period per day or the equivalent, unencumbered of any teaching or supervisory duties.

D. (Effective until July 1, 2022) Each local school board shall employ with state and local basic, special education, gifted, and career and technical education funds a minimum number of licensed, full-time equivalent instructional personnel for each 1,000 students in average daily membership (ADM) as set forth in the appropriation act. Calculations of kindergarten positions shall be based on full-day kindergarten programs. Beginning with the March 31 report of average daily membership, those school divisions offering half-day kindergarten with pupil/teacher ratios that exceed 30 to one shall adjust their average daily membership for kindergarten to reflect 85 percent of the total kindergarten average daily memberships, as provided in the appropriation act.

D. (Effective July 1, 2022) Each local school board shall employ with state and local basic, special education, gifted, and career and technical education funds a minimum number of licensed, full-time equivalent instructional personnel for each 1,000 students in average daily membership (ADM) as set forth in the appropriation act.

E. In addition to the positions supported by basic aid and in support of regular school year programs of prevention, intervention, and remediation, state funding, pursuant to the appropriation act, shall be provided to fund certain full-time equivalent instructional positions for each 1,000 students in grades K through 12 who are identified as needing prevention, intervention, and remediation services. State funding for prevention, intervention, and remediation programs provided pursuant to this subsection and the appropriation act may be used to support programs for educationally at-risk students as identified by the local school boards.

To provide algebra readiness intervention services required by § 22.1-253.13:1, school divisions may employ mathematics teacher specialists to provide the required algebra readiness intervention services. School divisions using the Standards of Learning Algebra Readiness Initiative funding in this manner shall only employ instructional personnel licensed by the Board of Education.

F. In addition to the positions supported by basic aid and those in support of regular school year programs of prevention, intervention, and remediation, state funding, pursuant to the general

60 appropriation act, shall be provided to support (i) 18.5 full-time equivalent instructional positions in the  
61 2020-2021 school year for each 1,000 students identified as having limited English proficiency and (ii)  
62 20 full-time equivalent instructional positions in the 2021-2022 school year and thereafter for each 1,000  
63 students identified as having limited English proficiency, which positions may include dual language  
64 teachers who provide instruction in English and in a second language.

65 To provide flexibility in the instruction of English language learners who have limited English  
66 proficiency and who are at risk of not meeting state accountability standards, school divisions may use  
67 state and local funds from the Standards of Quality Prevention, Intervention, and Remediation account to  
68 employ additional English language learner teachers or dual language teachers to provide instruction to  
69 identified limited English proficiency students. Using these funds in this manner is intended to  
70 supplement the instructional services provided in this section. School divisions using the SOQ  
71 Prevention, Intervention, and Remediation funds in this manner shall employ only instructional personnel  
72 licensed by the Board of Education.

73 G. In addition to the full-time equivalent positions required elsewhere in this section, each local  
74 school board shall employ the following reading specialists in elementary schools, one full-time in each  
75 elementary school at the discretion of the local school board. One reading specialist employed by each  
76 local school board that employs a reading specialist shall have training in the identification of and the  
77 appropriate interventions, accommodations, and teaching techniques for students with dyslexia or a  
78 related disorder and shall serve as an advisor on dyslexia and related disorders. Such reading specialist  
79 shall have an understanding of the definition of dyslexia and a working knowledge of (i) techniques to  
80 help a student on the continuum of skills with dyslexia; (ii) dyslexia characteristics that may manifest at  
81 different ages and grade levels; (iii) the basic foundation of the keys to reading, including multisensory,  
82 explicit, systemic, and structured reading instruction; and (iv) appropriate interventions, accommodations,  
83 and assistive technology supports for students with dyslexia.

84 To provide reading intervention services required by § 22.1-253.13:1, school divisions may employ  
85 reading specialists to provide the required reading intervention services. School divisions using the Early  
86 Reading Intervention Initiative funds in this manner shall employ only instructional personnel licensed  
87 by the Board of Education.

88 H. Each local school board shall employ, at a minimum, the following full-time equivalent positions  
89 for any school that reports fall membership, according to the type of school and student enrollment:

90 1. Principals in elementary schools, one half-time to 299 students, one full-time at 300 students;  
91 principals in middle schools, one full-time, to be employed on a 12-month basis; principals in high  
92 schools, one full-time, to be employed on a 12-month basis;

93 2. Assistant principals in elementary schools, one half-time at 600 students, one full-time at 900  
94 students; assistant principals in middle schools, one full-time for each 600 students; assistant principals  
95 in high schools, one full-time for each 600 students; and school divisions that employ a sufficient  
96 number of assistant principals to meet this staffing requirement may assign assistant principals to schools  
97 within the division according to the area of greatest need, regardless of whether such schools are  
98 elementary, middle, or secondary;

99 3. Librarians in elementary schools, one part-time to 299 students, one full-time at 300 students;  
100 librarians in middle schools, one-half time to 299 students, one full-time at 300 students, two full-time  
101 at 1,000 students; librarians in high schools, one half-time to 299 students, one full-time at 300 students,  
102 two full-time at 1,000 students. Local school divisions that employ a sufficient number of librarians to  
103 meet this staffing requirement may assign librarians to schools within the division according to the area  
104 of greatest need, regardless of whether such schools are elementary, middle, or secondary; and

105 4. School counselors:

106 a. Effective with the 2020-2021 school year, in elementary schools, one hour per day per 75  
107 students, one full-time at 375 students, one hour per day additional time per 75 students or major  
108 fraction thereof; in middle schools, one period per 65 students, one full-time at 325 students, one  
109 additional period per 65 students or major fraction thereof; in high schools, one period per 60 students,  
110 one full-time at 300 students, one additional period per 60 students or major fraction thereof.

111 b. Effective with the 2021-2022 school year, local school boards shall employ, one full-time  
112 equivalent school counselor position per 325 students in grades kindergarten through 12.

113 e. However, any local school board (i) may employ, for up to five school years, any professional  
114 counselor licensed by the Board of Counseling, clinical social worker licensed by the Board of Social  
115 Work, psychologist licensed by the Board of Psychology, or other licensed counseling professional with  
116 appropriate experience and training to meet the staffing requirements set forth in this subdivision,  
117 provided that such individual makes progress toward completing the requirements for full licensure as a  
118 school counselor during such period of employment or (ii) in the event that the school board does not  
119 receive any application from a licensed school counselor, professional counselor, clinical social worker,  
120 or psychologist or another licensed counseling professional with appropriate experience and training to  
121 fill a school counselor vacancy in the school division, may contract with another entity for the provision

of school counseling services by a licensed professional counselor, clinical social worker, or psychologist or another licensed counseling professional with appropriate experience and training in order to meet the staffing requirements set forth in this subdivision. Local school divisions boards that employ a sufficient number of school counselors individuals to meet the school counselor staffing requirements set forth in this subdivision may assign school counselors such individuals to schools within the division according to the area of greatest need, regardless of whether such schools are elementary, middle, or high schools.

I. Local school boards shall employ five full-time equivalent positions per 1,000 students in grades kindergarten through five to serve as elementary resource teachers in art, music, and physical education.

J. Local school boards shall employ two full-time equivalent positions per 1,000 students in grades kindergarten through 12, one to provide technology support and one to serve as an instructional technology resource teacher.

To provide flexibility, school divisions may use the state and local funds for instructional technology resource teachers to employ a data coordinator position, an instructional technology resource teacher position, or a data coordinator/instructional resource teacher blended position. The data coordinator position is intended to serve as a resource to principals and classroom teachers in the area of data analysis and interpretation for instructional and school improvement purposes, as well as for overall data management and administration of state assessments. School divisions using these funds in this manner shall employ only instructional personnel licensed by the Board of Education.

K. Local school boards may employ additional positions that exceed these minimal staffing requirements. These additional positions may include, but are not limited to, those funded through the state's incentive and categorical programs as set forth in the appropriation act.

L. A combined school, such as kindergarten through 12, shall meet at all grade levels the staffing requirements for the highest grade level in that school; this requirement shall apply to all staff, except for school counselors or certain other licensed individuals as set forth in subdivision H 4, and shall be based on the school's total enrollment; school counselor staff requirements shall, however, be based on the enrollment at the various school organization levels, i.e., elementary, middle, or high school. The Board of Education may grant waivers from these staffing levels upon request from local school boards seeking to implement experimental or innovative programs that are not consistent with these staffing levels.

M. School boards shall, however, annually, on or before December 31, report to the public (i) the actual pupil/teacher ratios in elementary school classrooms in the local school division by school for the current school year; and (ii) the actual pupil/teacher ratios in middle school and high school in the local school division by school for the current school year. Actual pupil/teacher ratios shall include only the teachers who teach the grade and class on a full-time basis and shall exclude resource personnel. School boards shall report pupil/teacher ratios that include resource teachers in the same annual report. Any classes funded through the voluntary kindergarten through third grade class size reduction program shall be identified as such classes. Any classes having waivers to exceed the requirements of this subsection shall also be identified. Schools shall be identified; however, the data shall be compiled in a manner to ensure the confidentiality of all teacher and pupil identities.

N. Students enrolled in a public school on a less than full-time basis shall be counted in ADM in the relevant school division. Students who are either (i) enrolled in a nonpublic school or (ii) receiving home instruction pursuant to § 22.1-254.1, and who are enrolled in public school on a less than full-time basis in any mathematics, science, English, history, social science, career and technical education, fine arts, foreign language, or health education or physical education course shall be counted in the ADM in the relevant school division on a pro rata basis as provided in the appropriation act. Each such course enrollment by such students shall be counted as 0.25 in the ADM; however, no such nonpublic or home school student shall be counted as more than one-half a student for purposes of such pro rata calculation. Such calculation shall not include enrollments of such students in any other public school courses.

O. Each school board shall provide at least three specialized student support positions per 1,000 students. For purposes of this subsection, specialized student support positions include school social workers, school psychologists, school nurses, licensed behavior analysts, licensed assistant behavior analysts, and other licensed health and behavioral positions, which may either be employed by the school board or provided through contracted services.

P. Each local school board shall provide those support services that are necessary for the efficient and cost-effective operation and maintenance of its public schools.

For the purposes of this title, unless the context otherwise requires, "support services positions" shall include the following:

1. Executive policy and leadership positions, including school board members, superintendents and assistant superintendents;

183 2. Fiscal and human resources positions, including fiscal and audit operations;  
184 3. Student support positions, including (i) social work administrative positions not included in  
185 subsection O; (ii) school counselor administrative positions not included in subdivision H 4; (iii)  
186 homebound administrative positions supporting instruction; (iv) attendance support positions related to  
187 truancy and dropout prevention; and (v) health and behavioral administrative positions not included in  
188 subsection O;  
189 4. Instructional personnel support, including professional development positions and library and  
190 media positions not included in subdivision H 3;  
191 5. Technology professional positions not included in subsection J;  
192 6. Operation and maintenance positions, including facilities; pupil transportation positions; operation  
193 and maintenance professional and service positions; and security service, trade, and laborer positions;  
194 7. Technical and clerical positions for fiscal and human resources, student support, instructional  
195 personnel support, operation and maintenance, administration, and technology; and  
196 8. School-based clerical personnel in elementary schools; part-time to 299 students, one full-time at  
197 300 students; clerical personnel in middle schools; one full-time and one additional full-time for each  
198 600 students beyond 200 students and one full-time for the library at 750 students; clerical personnel in  
199 high schools; one full-time and one additional full-time for each 600 students beyond 200 students and  
200 one full-time for the library at 750 students. Local school divisions that employ a sufficient number of  
201 school-based clerical personnel to meet this staffing requirement may assign the clerical personnel to  
202 schools within the division according to the area of greatest need, regardless of whether such schools are  
203 elementary, middle, or secondary.  
204 Pursuant to the appropriation act, support services shall be funded from basic school aid.  
205 School divisions may use the state and local funds for support services to provide additional  
206 instructional services.  
207 Q. Notwithstanding the provisions of this section, when determining the assignment of instructional  
208 and other licensed personnel in subsections C through J, a local school board shall not be required to  
209 include full-time students of approved virtual school programs.