

**Warren County Board of Education**  
**Spring 2025**  
**Custom Update**

Updated Policy	Policy Title	Description of Updates	Legal Authority Involved	Notes
1310/4002	Parental Involvement	<ul style="list-style-type: none"> <li>Updates a reference to the bullying policy in subsection C.3.g. <b>(Recommended)</b></li> <li>Adds Title IX policies to subsection C.3.cc. <b>(Required)</b></li> <li>Updates the cross references. <b>(Required)</b></li> </ul>	Title IX of the Education Amendments Act of 1972; 34 C.F.R Part 106	
1510/4200/7270	School Safety	<ul style="list-style-type: none"> <li>Clarifies language in Section C. <b>(Recommended)</b></li> <li>Makes a change in subsection D.5 based on a statutory change. <b>(Required)</b></li> <li>Updates references to the Title IX policies and the bullying policy in subsection D.6. <b>(Required)</b></li> <li>Updates the cross references. <b>(Required)</b></li> <li>Updates a hyperlink in the other resources. <b>(Required)</b></li> </ul>	S.L. 2024-57, Sec. 3J.17.(k); G.S. 115C-105.53(b)	
1710/4020/7230	Discrimination and Harassment Prohibited by Federal Law	<ul style="list-style-type: none"> <li>Updates references to the Title IX policies. <b>(Required)</b></li> <li>Adds applicants for admission and employment to those who must be given notice of this policy. <b>(Required if using this policy for Title IX complaints)</b></li> <li>Adds the Title IX coordinator in subsections C.1.e and D.1.b. <b>(Required if using this policy for Title IX complaints)</b></li> <li>Clarifies the language in D.2.a. <b>(Recommended)</b></li> <li>Updates references to the bullying policy. <b>(Required)</b></li> <li>In Section F, identifies the grievance processes to be used for complaints of retaliation. <b>(Required if using this policy for Title IX complaints)</b></li> <li>Adds language in Section I. <b>(Recommended)</b></li> <li>Includes minor changes to wording. <b>(Recommended)</b></li> <li>Updates the legal references. <b>(Required)</b></li> </ul>	Title IX of the Education Amendments Act of 1972; 34 C.F.R Part 106	

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		<ul style="list-style-type: none"> <li>• Updates the cross references. <b>(Required)</b></li> </ul>		
1720/4030/7235	Title IX Nondiscrimination on the Basis of Sex	<ul style="list-style-type: none"> <li>• Updates the policy to comply with the 2020 Title IX regulations now in effect. <b>(Required – see note)</b></li> </ul>	Title IX of the Education Amendments Act of 1972; 34 C.F.R Part 106	<p>The changes to this policy revert the policy back to the version that was in effect prior to the 2024 Special Update. The differences between this new version and the version in effect a year ago are as follows.</p> <ul style="list-style-type: none"> <li>○ This version says that the school system does not discriminate “on the basis of sex” but no longer contains the parenthetical which had specified what “on the basis of sex” included. We recommend consulting with your board attorney to determine what constitutes “on the basis of sex” for Title IX purposes. The U.S. Department of Education is interpreting sex to refer only to male or female as assigned at birth. However, North Carolina is bound by a Fourth Circuit case holding that discrimination on the basis of gender identity constitutes discrimination on the basis of sex under Title IX. In <i>Grimm v. Gloucester County School Board</i>, 972 F.3d 586 (4th Cir. 2020), the U.S. Court of Appeals for the Fourth Circuit held that a school board’s policy requiring students to use the restroom consistent with their “biological gender” violated Title IX. The Court also found a violation of Title IX where the school system refused to update a transgender student’s school records to list him as male after he received an amended birth certificate from the state doing the same.</li> <li>○ This version does not contain the contact information for the U.S. Department of Education Office of Civil Rights. The board may choose to add it back into the policy.</li> <li>○ Section B of this version provides for complaints of discrimination on the basis of sex to be addressed through policy 1710/4020/7230,</li> </ul>

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				<p>Discrimination and Harassment Prohibited by Federal Law, instead of through 1740/4010, Student and Parent Grievance Procedure, and 1750/7220, Grievance Procedure for Employees. This change is not required.</p> <ul style="list-style-type: none"> <li>○ In Section C, this version now directs claims of retaliation to policy 1710/4020/7230, Discrimination Prohibited by Federal Law. The Title IX regulations state that complaints alleging retaliation may be filed according to the grievance procedures for sex discrimination.</li> <li>○ The cross references in this version reflect the changes described above.</li> <li>○ This version does not contain the other resources section because the guidance that had been listed was recently rescinded.</li> </ul>
1725/4035/7236	<del>Title IX Sex Discrimination– Prohibited Conduct and Grievance Procedures</del>	<ul style="list-style-type: none"> <li>• Rescinds this policy. <b>(Required – see note)</b></li> </ul>	Title IX of the Education Amendments Act of 1972; 34 C.F.R Part 106	This policy was created in 2024 to comply with the Title IX regulations that were adopted at that time. Those regulations are no longer in effect so this policy is being rescinded and replaced with policy 1725/4035/7236, Title IX Sexual Harassment – Prohibited Conduct and Reporting Process.
1725/4035/7236	Title IX Sexual Harassment – Prohibited Conduct and Reporting Process	<ul style="list-style-type: none"> <li>• Reinstates this policy, with some revisions, in order to comply with the Title IX regulations currently in effect. <b>(Required – see note)</b></li> </ul>	Title IX of the Education Amendments Act of 1972; 34 C.F.R Part 106	<p>This policy being reinstated is the policy that was in effect prior to the 2024 Special Update but with some new revisions. The revisions, which appear as tracked changes, are as follows.</p> <ul style="list-style-type: none"> <li>○ Language from the end of Section A has been moved to the introduction.</li> <li>○ A notice requirement has been added at the end of the introduction.</li> <li>○ Definitions have been added in Section A.</li> <li>○ Section B now contains a definition of the term “consent.” That definition may be modified.</li> <li>○ The cross references and other resources have been updated.</li> </ul>

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1726/4036/7237	Title IX Sexual Harassment Grievance Process	<ul style="list-style-type: none"> <li>Reinstates this policy, with minor updates, in order to comply with the Title IX regulations currently in effect. <b>(Required – see note)</b></li> </ul>	Title IX of the Education Amendments Act of 1972; 34 C.F.R Part 106	This policy being reinstated is the policy that was rescinded as part of the 2024 Special Update. Language has been added to the second paragraph. The policy also contains some tracked changes to the cross references and other resources.
<u>1735</u> /4329/7311	Bullying and Harassing Behavior Prohibited	<ul style="list-style-type: none"> <li>Triple codes the policy in Section 1000 – Governing Principles. <b>(Recommended)</b></li> <li>Updates references to a Title IX policy in Section A and the cross references. <b>(Required)</b></li> <li>Changes terminology based on the Title IX regulations currently in effect. <b>(Required)</b></li> </ul>	Title IX of the Education Amendments Act of 1972; 34 C.F.R Part 106	
2302	Remote Participation in Board Meetings	<ul style="list-style-type: none"> <li>Clarifies that votes in a remote meeting during a state-declared emergency will be taken by roll call. <b>(Required)</b></li> </ul>	G.S. 166A-19.24(b)(5)	
2342	Voting Methods	<ul style="list-style-type: none"> <li>Clarifies that for remote meetings held during a state-declared emergency, all votes will be taken by roll call. <b>(Required)</b></li> <li>Updates the legal references. <b>(Strongly recommended)</b></li> <li>Updates the cross references. <b>(Recommended)</b></li> </ul>		
3225/4312/7320	Technology Responsible Use	<ul style="list-style-type: none"> <li>Adds language in subsection B.1. <b>(Required – see note)</b></li> <li>Updates the legal references. <b>(Strongly recommended)</b></li> </ul>		The language added to this policy is intended to address requirements for school systems using E-Rate support for off-premises Wi-Fi hotspots or services. In 2024, the Federal Communications Commission amended the federal E-Rate rules to make off-premises use of Wi-Fi hotspots and services eligible for E-Rate program support. The amendments to the rules require school systems receiving support for the off-premises use of Wi-Fi hotspots and/or services to maintain, provide notice of, and, where necessary, update an acceptable use policy clearly stating that the off-premises use of the Wi-Fi hotspot and/or service is primarily for educational purposes as defined in 47 C.F.R. § 54.500 and that the Wi-Fi hotspot and/or service is for use by students and/or school staff members who need it. While many of the amendments became effective

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				September 19, 2024, the amendments concerning the acceptable use policy have been delayed indefinitely awaiting approval by the Office of Management and Budget (OMB). Once OMB has approved these changes, a notice announcing the effective date will be posted in the Federal Register.
3400	Evaluation of Student Progress	<ul style="list-style-type: none"> <li>Adds information about the grading scales for high schools, middles schools, and elementary schools. <b>(Strongly recommended – see note 1)</b></li> <li>Establishes when FF may be used. <b>(Recommended – see note 2)</b></li> <li>Updates the legal references. <b>(Strongly recommended)</b></li> </ul>	State Board of Education Policy GRAD-009	<p><b>Note 1:</b> State Board Policy GRAD-009 requires that the grading scale described in this policy be used for all high school courses, whether taught in high school or in middle school. Elementary schools and middle schools are allowed to use grading systems approved by their board. State Board Policy GRAD-009 recommends that boards use the grading scale described in this policy for middle school and elementary school courses. State Board Policy GRAD-009 then says that boards may also choose to use for middle school and elementary school courses a letter-based scale such as the following: S (Satisfactory); N (Needs Improvement); U (Unsatisfactory); PR (Promoted); RE (Retained).</p> <p><b>Note 2:</b> State Board Policy GRAD-009 says that FF may only be used for a student who does not have a passing grade based on content and also has significant absences based on local board policy. This policy considers significant absences to be missing at least 10% of the classes for the course, but that may be modified.</p> <p><b>Note 3:</b> State Board Policy GRAD-009 says, “Audit (AUD) may be used based on local board policy and does not receive course credit.” If the board allows students to audit classes, the use of AUD should be added to this policy.</p>
3420	Student Promotion and Accountability	<ul style="list-style-type: none"> <li>In Section H, revises how credit recovery is graded to comply with new State Board of Education policy requirements. <b>(Required – see note)</b></li> </ul>	State Board of Education Policy CCRE-001	State Board of Education Policy CCRE-001 requires that the grading process described in this policy is used for non-elective courses required for graduation. For elective courses, however, the board may revise this policy to provide for a pass grading mark to be awarded for credit recovery

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				to replace the pre-existing incomplete or fail grading mark.
3620	Extracurricular Activities and Student Organizations	<ul style="list-style-type: none"> <li>Adds a new subsection addressing name, image, and likeness. <b>(Strongly recommended – see note)</b></li> <li>Updates the legal references. <b>(Strongly recommended)</b></li> </ul>	16 N.C.A.C. 6E .0211	A new name, image, and likeness (NIL) rule that permits NIL agreements with certain conditions has been adopted by the State Board of Education (SBE) under temporary procedures and is currently in effect. Revisions have been made to the temporary rule, including the imposition of time frames for students to submit NIL documentation to school administrators. Those revisions will become part of the permanent rule that is effective July 1, 2025.
4023/7233	Pregnant and Parenting Students and Employees	<ul style="list-style-type: none"> <li>Updates language throughout to comply with the Title IX regulations currently in effect. <b>(Required – See note)</b></li> </ul>	Title IX of the Education Amendments Act of 1972; 34 C.F.R Part 106	Subsections A.3 and A.4 still contain much of the information that was added in 2024. This information is no longer required under the Title IX regulations currently in effect so may be removed or modified.
4040/7310	Staff-Student Relations	<ul style="list-style-type: none"> <li>Revises subsection C.4 to align with the newly adopted permanent State Board of Education rule effective July 1, 2025. <b>(Strongly recommended – see note to policy 7130, Licensure)</b></li> <li>Includes other minor changes. <b>(Recommended)</b></li> <li>Updates the cross references. <b>(Required)</b></li> </ul>	16 N.C.A.C. 6C .0608	
4240/7312	Child Abuse and Related Threats to Child Safety	<ul style="list-style-type: none"> <li>Revises Section D to align with the newly adopted permanent State Board of Education rule effective July 1, 2025. <b>(Strongly recommended – see note to policy 7130, Licensure)</b></li> </ul>	16 N.C.A.C. 6C .0608	
6220	Operation of School Nutrition Services	<ul style="list-style-type: none"> <li>Deletes a parenthetical in subsection A.1 that was based on a 2022 memo from the United States Department of Agriculture (USDA) that was recently removed from the USDA's website and presumably rescinded. <b>(Required)</b></li> </ul>		
6330	Insurance for Student Transportation Services	<ul style="list-style-type: none"> <li>Adds language to require liability coverage for vehicles leased or rented by the school system. <b>(Recommended)</b></li> </ul>		

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7130	Licensure	<ul style="list-style-type: none"> <li>In the first sentence of Section F, clarifies which administrators must report. <b>(Recommended)</b></li> <li>Aligns language in Section F with the language in the newly adopted permanent State Board of Education rule effective July 1, 2025. <b>(Strongly recommended – see note)</b></li> </ul>	16 N.C.A.C. 6C .0608	G.S. 115C-326.20 requires reporting to the State Board of Education if certain misconduct by a licensed employee, as described in this policy, resulted in “dismissal, disciplinary action, or resignation.” Failure to report is a felony. As a result of that 2023 law, the State Board of Education adopted a permanent rule effective July 1, 2025, requiring reporting to the State Board of Education if the misconduct resulted in “suspension without pay, termination of employment, non-renewal of the employment contract, or resignation.” The policy language includes “disciplinary action” from the statute in addition to the language from the State Board of Education policy.
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**The policies listed below have only minor changes to wording, legal references, and/or cross references or have been revised only to reflect changes to the Title IX policies listed above.**

1300	Governing Principle – Parental Involvement	<ul style="list-style-type: none"> <li>Updates references to Title IX policies and the bullying policy. <b>(Required)</b></li> </ul>		
1500	Governing Principle – Safe, Orderly, and Inviting Environment	<ul style="list-style-type: none"> <li>Updates references to Title IX policies and the bullying policy. <b>(Required)</b></li> </ul>		
1600	Governing Principle – Professional Development	<ul style="list-style-type: none"> <li>Updates references to Title IX policies and the bullying policy. <b>(Required)</b></li> </ul>		
1700	Governing Principle – Removal of Barriers	<ul style="list-style-type: none"> <li>Updates references to Title IX policies and the bullying policy. <b>(Required)</b></li> </ul>		
1742/5060	Responding to Complaints	<ul style="list-style-type: none"> <li>Updates references to Title IX policies and the bullying policy in subsection A.7 and the cross references. <b>(Required)</b></li> </ul>		
1760/7280	Prohibition Against Retaliation	<ul style="list-style-type: none"> <li>Updates the cross references. <b>(Required)</b></li> </ul>		

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2500	Hearings Before the Board	<ul style="list-style-type: none"> <li>Updates the cross references. <b>(Required)</b></li> </ul>		
4331	Assaults and Threats	<ul style="list-style-type: none"> <li>Updates the cross references. <b>(Required)</b></li> </ul>		
7100	Recruitment and Selection of Personnel	<ul style="list-style-type: none"> <li>Updates a legal reference. <b>(Recommended)</b></li> </ul>		
7335	Employee Use of Social Media	<ul style="list-style-type: none"> <li>Updates references to a Title IX policy and the bullying policy in subsection D.10 and the cross references. <b>(Required)</b></li> </ul>		
7340	Employee Dress and Appearance	<ul style="list-style-type: none"> <li>Updates a legal reference. <b>(Recommended)</b></li> </ul>		
7820	Personnel Files	<ul style="list-style-type: none"> <li>Updates references to Title IX policies and the bullying policy in Section B and the cross references. <b>(Required)</b></li> </ul>		
9210	Care and Maintenance of Grounds and Outdoor Equipment	<ul style="list-style-type: none"> <li>Fixes a cross reference. <b>(Required)</b></li> </ul>		

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