

Required Notifications

(revised August 5, 2009)

Acceptable Computer System Use Agreement

Each student and his or her parent (as well as each employee) must sign the division's acceptable computer use agreement (VSBA Policy IIBEA-E2) before using the division's computer system. In addition to providing students/parents (and employees) with a copy of the agreement, the division may also want to provide them with a copy of the division's policy and regulation on the topic (VSBA Policies IIBEA and IIBEA-R). 47 U.S.C. § 254.

Asbestos

Each school division must annually notify parents, employees and other building occupants about asbestos inspections, response actions, and post-response action activities, including periodic reinspection and surveillance activities that are planned or in progress. 40 C.F.R. 763.84(c), ~~763-85~~.

You may download the U.S. Environment Protection Agency's *Model AHERA Yearly Notification Form* at: <http://www.epa.gov/region2/ahera/notiform.htm>.

Availability of School Division Policies

Each division must make an annual announcement at the beginning of the school year advising the public that a current copies of the policies listed in Va. Code § 22.1-253.13:7 are available on the division's website. The announcement should also state that printed copies of school division policies are available to citizens who do not have online access. VSBA Policy BF; Va. Code § 22.1-253.13:7.E.

AYP (Annual Yearly Progress)

For each school served under Title I, the division must determine and publicize annually whether the school is making AYP. VSBA Policy CMA; 20 U.S.C. § 6316(a)(1)(C).

Code of Student Conduct, Compulsory Attendance Law, Parental Responsibility and Involvement

Within one calendar month of the opening of school, each division must, simultaneously with any other materials customarily distributed at that time, send to the parents of each enrolled student

- a notice of the requirements of Va. Code § 22.1-279.3 regarding parental responsibility and involvement (Va. Code § 22.1-279.3.C(i));
- a copy of the school division's standards of student conduct (VSBA Policy JFC-R) (Va. Code § 22.1-279.3.C(ii)); and
- a copy of the compulsory school attendance law, and the enforcement procedures and policies adopted by the school board (Va. Code § 22.1-254.G, (Va. Code § 22.1-279.3.C (iii))).

Each parent must sign and return to the student's school a statement acknowledging the receipt of the above materials and each school must maintain records of such signed statements. Va. Code § 22.1-279.3.C.

The materials sent to parents must include a notice that by signing the statement of receipt, parents expressly reserve their rights protected by the constitutions or laws of the United States or the Commonwealth and that parents have the right to express disagreement with a school's or school division's policies or decisions. Va. Code § 22.1-279.3.C.

Cost per Pupil

The superintendent must notify each parent, guardian, or other person having control of a child enrolled in the division of the estimated average per pupil cost for public education in the division for the upcoming school year. The notice must also include actual per pupil state and local education expenditures for the previous school year. The notice may include federal funds spent for public education in the division. The notice should be printed on a form prescribed by the Board of Education and distributed to school superintendents for duplication and distribution. Va. Code § 22.1-92.

Counseling

Parents must be notified annually regarding the academic and career guidance and personal/social counseling programs which are available to their children. The notification must include the purpose and general description of the programs, information regarding ways parents may review materials to be used in guidance and counseling programs at their child's school, and information about the procedures by

which parents may limit their child's participation in such programs. 8 VAC 20-620-10 (See VSBA Policy IJ).

Credits Required for Graduation

Each division must notify the parents of rising eleventh and twelfth grade students of

- the number and subject area requirements of standard and verified units of credit required for graduation pursuant to the standards for accreditation, and
- the remaining number and subject area requirements of such units of credit the individual student requires for graduation.

VSBA Policy IKF; Va. Code § 22.1-253.13:4.A.

The division must notify parents of students with disabilities who have an IEP and who fail to meet the requirements for a standard or advanced studies diploma of the student's right to a free and appropriate education to age 21, inclusive. Va. Code § 22.1-253.13:4.B.

The division must notify parents of students who fail to graduate or to achieve the number of verified units of credit required for graduation and who have not reached 20 years of age on or before August 1st of the school year of the right to a free public education. If the student is one for whom English is a second language, the division will notify the parent of the student's opportunity for a free public education in accordance with Va. Code § 22.1-5.

Dual Enrollment, Advanced Placement Classes, and Special Programs

Students and their parents must be notified of the availability of dual enrollment, advanced placement classes, the International Baccalaureate program, and Academic Year Governor's School Programs. The notification must include the qualifications for enrolling in such classes and programs and the availability of financial assistance to low-income and needy students to take the advanced placement and International Baccalaureate examinations. VSBA Policy IGBI; Va. Code § 22.1-253.13:1.D.9.

FERPA (Family Educational Rights and Privacy Act)

School divisions must provide parents/guardians and adult students annual notice of their rights to inspect and review education records, amend education records, consent to disclosure of personally identifiable information in education records, and file a complaint with the U.S. Department of Education. 34 C.F.R. § 99.7.

You may download the U.S. Department of Education's *Model Notification of Rights Under FERPA for Elementary and Secondary Schools* at:
<http://www.ed.gov/policy/gen/guid/fpco/doc/ferpamodelnotice04.doc>

School divisions must give notice of the categories of information, if any, which they have designated as directory information. This requirement may be met by providing parents a copy of the division's FERPA policy (VSBA Policy JO). 20 U.S.C. §1232g (a) (5) (B).

The division must allow a reasonable period of time after such notice has been given for a parent to inform the division that any or all of the information designated should not be released without the parent's prior consent.

You may download the U.S. Department of Education's *Model Notice for Directory Information* at:
<http://www.ed.gov/policy/gen/guid/fpco/ferpa/mndirectoryinfo.html>.

Updated model notices coming soon: The Family Policy Compliance Office (FPCO) is planning on issuing updated model FERPA notices in the fall of 2009 to reflect changes made in the 2009 final FERPA regulations. Changes to the model notices will likely be minor. When they are issued, the updated model notices will be posted at
<http://www.ed.gov/policy/gen/guid/fpco/index.html>.

Graduation Requirements

At the beginning of each school year, every school must provide to students in all grade levels a notice of all requirements for Standard, Advanced Studies, and Modified Standard Diplomas. 8 VAC 20-131-270.B.

Homeless Students

Each division must give public notice of the educational rights of homeless children and youths. The notice must be given where such children and youths receive services such as schools, family shelters, and soup kitchens. VSBA Policy JECA; 42 U.S.C. § 11432(g)(6)(A)(v).

The National Center for Homeless Students (funded by the U.S. Department of Education) has created posters that can be ordered from
http://www.serve.org/nche/products_list.php#youth_poster.

Internet Privacy

Every school division that has an Internet website must make its Internet privacy policy statement conspicuously available on its website. At a minimum, the statement must address

- what information, including personally identifiable information, will be collected, if any;
- whether any information will be automatically collected simply by accessing the website and, if so, what information;
- whether the website automatically places a computer file, commonly referred to as a "cookie," on the Internet user's computer and, if so, for what purpose; and
- how the collected information is being used or will be used.

VSBA Policy KBE; Va. Code § 2.2-3803.

Learning Objectives

At the beginning of each school year, every school must provide to parents or guardians the learning objectives to be achieved at their child's grade level or, in high school, a copy of the syllabus for each of their child's courses. 8 VAC 20-131-270.B.

Limited English Proficient (LEP) Students

School divisions receiving federal funds to provide LEP programs must inform the parents of LEP students of the following:

- the reasons for the identification of their child as limited English proficient and in need of placement in a language instruction educational program;
- the child's level of English proficiency, how such level was assessed, and the status of the child's academic achievement;
- the methods of instruction used in the program in which their child is, or will be participating, and the methods of instruction used in other available programs, including how such programs differ in content, instructional goals, and the use of English and a native language in instruction;
- how the program in which their child is, or will be participating, will meet the educational strengths and needs of their child;
- how such program will specifically help their child learn English and meet age-appropriate academic achievement standards for grade promotion and graduation;
- the specific exit requirements for the program, including the expected rate of transition from such program into classrooms that are not tailored for limited English proficient children, and the expected rate of graduation from secondary school for such program;

- in the case of a child with a disability, how such program meets the objectives of the individualized education program of the child;
- information pertaining to parental rights that includes written guidance detailing
 - the parents' right to have their child immediately removed from such program upon their request; and
 - the options that parents have to decline to enroll their child in such program or to choose another program or method of instruction, if available; and
- information pertaining to parental rights that includes written guidance assisting parents in selecting among various programs and methods of instruction, if more than one program or method is offered by the division.

20 U.S.C. § 6312(g).

The requirements stated above may be satisfied by giving parents a copy of the division's LEP policy (VSBA Policy IGBF).

For those children who have not been identified as limited English proficient prior to the beginning of the school year, the division must give the notifications listed above to parents within the first two weeks of the child being placed in a language instruction educational program.

Parents must also be notified if the division's language instruction program has failed to make progress toward its measurable achievement objectives within 30 days of knowledge of the failure.

In addition, parents of students in LEP programs will be notified regarding parental involvement opportunities in the same manner as notice is given regarding other Title I programs.

National Assessment of Educational Progress (NAEP)

Parents of children selected to participate in any NAEP assessment must be informed before the administration of any assessment that their child may be excused from participation for any reason, is not required to finish any authorized assessment, and is not required to answer any test question. 20 U.S.C. § 9622(c)(1)(A), 20 U.S.C. § 9622(d)(2).

Parents and members of the public must have access to all assessment data, questions, and complete and current assessment instruments of any NAEP assessment except personally identifiable information and questions that may be reused in the future. School divisions must make reasonable efforts to inform parents and the public about their right of access to assessment data. If access is requested in writing, it must be provided within 45 days of the request and be made available in a secure setting that is convenient to both parties.

Nondiscrimination--Title IX

A number of federal statutes protect the rights of beneficiaries in programs or activities that receive financial assistance from discrimination. Specifically, the following statutes prohibit discrimination:

Title VI on the basis of race, color, and national origin;

Title IX on the basis of sex;

Section 504 on the basis of disability;

the Age Discrimination Act on the basis of age; and

Title II prohibits state and local governments from discriminating on the basis of disability.

The regulations implementing these statutes require school divisions to notify students, parents, and others that they do not discriminate on the basis of race, color, national origin, sex, disability, and age. Title VI, 34 C.F.R. § 100.6(d); Title IX, 34 C.F.R. § 106.9; Section 504, 34 C.F.R. § 104.8; Age Discrimination Act, 34 C.F.R. § 110.25; Title II, 28 C.F.R. § 35.106. The regulations contain minor differences relating to the notices' required content and the methods used to publish them. However, you may download the U.S. Department of Education's *Notice of Non-Discrimination*, which describes the content and publication requirements for each notice required under each statute, at <http://www.ed.gov/print/about/offices/list/ocr/docs/nondisc.html>. **The document contains a sample notice of non-discrimination school districts may use to meet the requirements of all of these statutes.**

~~Any division receiving Title IX funds must notify students and parents of elementary and secondary school students that it does not discriminate on the basis of sex and that it is required by law not to so discriminate. This requirement may be met by providing parents with a copy of the division's nondiscrimination policy (VSBA Policy JB). 34 C.F.R. 106.8; 34 C.F.R. 106.9.~~

~~The notification must state that~~

- ~~• the requirement not to discriminate in the education program or activity extends to admission to the programs; and~~
- ~~• questions concerning the application of Title IX may be made to the division's Title IX coordinator, whose name, office address and telephone number must be included in the notice.~~

~~The notification must be published in local newspapers, newspapers and magazines operated by the division or by student groups in connection with the division and memoranda or other written communications distributed to every student of the recipient.~~

Parental Involvement Policy

Districts and schools that receive Title I funds must distribute their parental involvement policy (VSBA Policy IGBC) to parents of students in Title I programs. 20 U.S.C. § 6318 (a), (b).

PPRA (Protection of Pupil Rights Amendment)

The PPRA requires school divisions to provide notice of their policy controlling the administration of surveys on certain sensitive topics including political or religious beliefs and behavior involving sex or illegal conduct. This notice must be given directly to the parents of students enrolled in the division. The notice must be given at least annually at the beginning of the school year and within a reasonable time after any substantive change in the policy. VSBA Policy KFB; 20 U.S.C. § 1232h(c)(2)(A).

You may download the U.S. Department of Education's *Model Notice of Rights Under the Protection of Pupil Rights Amendment* at:
<http://www.ed.gov/policy/gen/guid/fpco/pdf/modelnotification.pdf>.

In addition, divisions must also directly notify parents, at least annually at the beginning of the school year, of the specific or approximate dates during the school year when the following activities will occur:

- activities involving the collection, disclosure or use of personal information collected from students for the purpose of marketing or selling that information;
- the administration of any survey concerning sensitive information; and
- any nonemergency, invasive physical examination or screening.

20 U.S.C. § 1232h(c)(2)(B).

You may download the U.S. Department of Education's *PPRA Model Notice and Consent/Opt-Out for Specific Activities* at:
<http://www.ed.gov/policy/gen/guid/fpco/pdf/ppraconsent.pdf>.

These requirements may also be met by providing parents a copy of the division's policy on this topic (VSBA Policy KFB).

Promotion, Retention, and Remediation Policies

At the beginning of each school year, every school must provide to parents and guardians a copy of the division's promotion, retention, and remediation policies. 8 VAC 20-131-270.B.

Release of Student Records to Armed Forces Recruiters and Educational Institutions

Divisions must notify parents that they will release the names, addresses and telephone numbers of secondary students to all military recruiters or institutions of higher education that request them unless the parents specifically request that this information not be released. VSBA Policy JO; 20 U.S.C. § 7908(a).

Report Cards

NCLB requires divisions that receive Title I funds to prepare and distribute to parents an annual district report card showing specified information. VSBA Policy CMA; 20 U.S.C. § 6311(h)(2).

The Virginia Department of Education now posts the information required by NCLB to appear in division and school report cards on its website and has stated that this posting satisfies the requirements of NCLB.

School Lunch Program

Each division which participates in the Free and Reduced Price Meals and Free Milk in Schools programs must notify parents and the public about the programs. VSBA Policy EFB; 42 U.S.C. § 1758; 7 C.F.R. 245.2, 7 C.F.R. 245.5

Parents of all children in attendance at school must receive a notice containing an application form and the following information:

- eligibility criteria for benefits;
- application procedures;
- an explanation that an application for benefits cannot be approved unless it contains complete documentation including, for households applying on the basis of income and household size,
 - names of all household members,
 - income received by each household member, identified by source of the income (such as earnings, wages, welfare, pensions, support payments, unemployment compensation, and social security and other cash income);
 - the signature of an adult household member, and
 - the social security number of the adult household member who signs the application or an indication that he/she does not possess a social security number;
- an explanation that households with children who are members of currently identified food stamp, FDPIR (food distribution program for households on Indian reservations) or TANF (Temporary Assistance for Needy Families)

households may submit an abbreviated application for benefits for those children with the following information: the child's name and appropriate food stamp or TANF case number or FDPIR case number or other identifier and the name and signature of an adult household member;

- an explanation that the information on the application may be verified at any time during the school year;
- how a household may apply for benefits at any time during the school year as circumstances change;
- a statement to the effect that children having parents or guardians who become unemployed are eligible for free or reduced price meals or for free milk during the period of unemployment if the loss of income causes the household income during the period of unemployment to be within the eligibility criteria;
- a statement to the effect that in certain cases foster children are eligible for free or reduced price meals or free milk regardless of the income of the household with whom they reside and that households wishing to apply for such benefits for foster children should contact the school;
- the statement: " In the operation of child feeding programs, no child will be discriminated against because of race, sex, color, national origin, age or disability;" and
- how a household may appeal the decision on the application.

The public notification must be made at the beginning of each school year. It must contain the same information given to parents and must be provided to the informational media, the local unemployment office and to any major employers contemplating large layoffs in the area from which the school draws its attendance.

The public announcement must contain a copy of the letter or notice sent to parents.

The U.S. Department of Agriculture's document entitled *Eligibility Guidance for School Meals Manual* contains an explanation of the required notices and a sample notice and application form. The document also contains a chart describing to whom, and under what conditions, information regarding free and reduced eligibility status may be disclosed. Relevant notices appear in the appendices:
http://www.fns.usda.gov/cnd/Guidance/eligibility_guidance.pdf.

Schools Identified for Improvement, Corrective Action, or Restructuring

A division must promptly provide the parents of each student enrolled in an elementary or secondary school identified for school improvement, for corrective action, or for restructuring with the following:

- an explanation of what the identification means and how the school compares in terms of academic achievement to other elementary schools in the division and the state;

- the reasons for the identification;
- an explanation of what the school is doing to address the problem of low achievement;
- an explanation of what the division or the Virginia Department of Education is doing to help the school address the achievement problem;
- an explanation of how the parents can become involved in addressing the academic issues that caused the school to be identified for school improvement; and
- an explanation of the parents' option to transfer their child to another public school or to obtain supplemental educational services for the child.

VSBA Policy JCC; 20 U.S.C. § 6316(b)(6).

Notice of the option to obtain supplemental educational services must be given annually and inform the parents of

- the availability of supplemental services;
- the identity of approved providers of those services that are within the local educational agency or whose services are reasonably available in neighboring local educational agencies; and
- a brief description of the services, qualifications, and demonstrated effectiveness of each such provider.

20 U.S.C. § 6316(e)(2)(A).

Pursuant to the Title I regulations, finalized in October 2008, a school division must notify parents of eligible students of the availability of supplemental education services in a manner that is clearly distinguishable from other school improvement information that parents receive. 34 C.F.R. § 200.37(b)(5). The notice must inform parents of the benefits of supplemental education services and indicate providers who are able to serve students with disabilities or limited English proficient students. 34 C.F.R. § 200.37(b)(5).

In the case of a school identified for school improvement, the local division must, not later than the first day of the school year following such identification, provide all students enrolled in the school with notice that they have the option to transfer to another public school in the division that has not been identified for school improvement. 20 U.S.C. § 6316(b)(1)(E). Pursuant to the Title I regulations, finalized in October 2008, a school district must notify parents of eligible students of the availability of public school choice at least 14 days before the start of the school year. 34 C.F.R. § 200.37(b)(4)(iv). On April 1, 2009, U.S. Department of Education Secretary Arne Duncan issued a letter further advising that, if a state's current assessment timeline precludes districts from meeting this 14-day requirement, a one-year waiver may be granted. 34 C.F.R. § 200.37(b)(5).

If a school is subject to restructuring, the division must promptly notify the teachers and parents and provide them an opportunity to comment before any action is taken and to participate in developing any restructuring plan. 20 U.S.C. § 6316(b)(8)(C).

Sex Offender Registry

Every school board must annually notify the parent of each student enrolled in the school division of the board's policy regarding sex offenders (see VSBA Policy KN) and of the availability of information in the Sex Offender and Crimes Against Minors Registry and the location of the Internet website (~~http://sex-offender.vsp.virginia.gov/sor/~~). Va. Code § 22.1-79.3.C.

Special Education

Each division must, at least annually, conduct a public awareness campaign (also known as a child find program) to

- inform the community of the rights of persons, ages two to 21, inclusive, to a free appropriate public education and the availability of special education programs and services;
- generate referrals; and
- explain the nature of disabilities, the early warning signs of disabilities, and the need for services to begin early.

~~8 VAC 20-80-50.B~~ 8 VAC 20-81-50.B.

~~The division's public awareness campaign must~~

- ~~• use a variety of materials and media;~~
- ~~• provide for personal contacts with community groups, public and private agencies, and organizations; and~~
- ~~• provide information in the person's native language or primary mode of communication.~~

~~The division must involve parents and community members in the community awareness campaign.~~

Standards of Learning (SOLs)

At the beginning of each school year, every school must provide to parents or guardians a copy of the Standards of Learning applicable to their child's grade or course requirements and the approximate date and potential impact of the child's next SOL testing. 8 VAC 20-131-270.B.

Student Achievement

Schools that receive Title I funds must provide each parent information on the achievement level of their child on each of the state academic assessments required by

NCLB as soon as is practicably possible after the test is taken. 20 U.S.C. §§ 6311(h)(6)(B)(ii), 20 U.S.C. §§ 6312(c)(1)(N).

Teacher Qualifications

At the beginning of each school year, divisions that receive Title I funds must notify the parents of each student attending any school receiving Title I funds that the parents may request information regarding the professional qualifications of the student's classroom teachers, which will include, at a minimum, the following:

- whether the teacher has met state qualification and licensing criteria for the grade levels and subject areas in which the teacher provides instruction;
- whether the teacher is teaching under emergency or other provisional status through which state qualification or licensing criteria have been waived;
- the baccalaureate degree major of the teacher and any other graduate certification or degree held by the teacher, and the field of discipline of the certification or degree; and
- whether the child is provided services by paraprofessionals and, if so, their qualifications.

20 U.S.C. § 6311(h)(6).

Schools receiving Title I funds must also give timely notice that the parent's child has been assigned or has been taught for four or more consecutive weeks by a teacher who is not highly qualified, as defined by NCLB. 20 U.S.C. § 6311(h)(6)(B)(ii).

Voluntary Retirement Savings Programs (403(b) Plans)

Divisions which have 403(b) retirement plans must notify employees about the plan at least once each year. VSBA Policy GBR; 26 C.F.R. 1.403(b)-5.

Public Hearings

Budget

Before the School Board approves its budget for submission to the appropriating body, the Board must hold at least one public hearing to hear the views of the citizens. Public notice of the hearing must be given at least ten days before the hearing in a newspaper having a general circulation in the division. Va. Code § 22.1-92.

Posting Requirements

Alternatives to Animal Dissection

Effective July 1, 2004, local school boards must provide notice that they provide alternatives to animal dissection. This notice may be given in the relevant biological sciences syllabi, student course selection guides, or local school division policies or directives. ~~A VSBA policy on this issue is forthcoming.~~ VSBA Policy IGAK; Va. Code § 22.1-200.01; Superintendent's Memo No. 161 Aug. 6, 2004.

Bill of Rights

The Bill of Rights of the Constitution of the United States must be posted in a conspicuous place in each school. VSBA Policy IEC; Acts 2003, c. 902.

Child Abuse Reporting

A notice must be posted in each school stating that

- anyone employed there who suspects that a child is abused or neglected is required to report such suspected cases of child abuse or neglect; and
- all persons required to report cases of suspected child abuse or neglect are immune from civil or criminal liability or administrative penalty or sanction on account of such reports unless such person has acted in bad faith or with malicious purpose. The notice shall also include the Virginia Department of Social Services' toll-free child abuse and neglect hotline.

VSBA Policy JHG; Va. Code § 22.1-291.3.

Comprehensive Plan (formerly Six-Year Plan)

Prior to the adoption of the division's comprehensive plan or revisions thereto, the plan or revisions must be posted on the division's Internet website, if practicable, and a hard copy of the plan must be made available for public inspection and copying. VSBA Policy AF; Va. Code § 22.1-253.13:6.

Each school board must present a report to the public by November 1 of each odd-numbered year on the extent to which the objectives of the division's comprehensive plan have been met during the previous two school years.

Fair Labor Standards Act

All employers covered by the Fair Labor Standards Act, including school divisions, must post “Your Rights Under the Fair Labor Standards Act” which can be downloaded at <http://www.dol.gov/esa/whd/regs/compliance/posters/flsa.htm>.

Family and Medical Leave Act (FMLA)

Each employer of 50 or more employees shall post and keep posted, in conspicuous places on the premises of the employer where notices to employees and applicants for employment are customarily posted, a notice prepared or approved by the Secretary of Labor, regarding employees’ rights under the Act. 29 U.S.C. § 2619. Poster may be downloaded at <http://www.dol.gov/esa/whd/regs/compliance/posters/pdf/fmlaen.pdf>.

Minimum Wage

Each employer must post, in conspicuous places on the premises of the employer where notices to employees and applicants for employment are customarily posted, a notice prepared or approved by the Secretary of Labor regarding the federal minimum wage law. Poster may be downloaded at <http://www.dol.gov/esa/whd/regs/compliance/posters/flsa.htm>.

National Motto

The statement “‘In God We Trust,’ the National Motto, enacted by Congress in 1956” must be posted in a conspicuous place in each school. VSBA Policy IEB; Acts 2002, c. 891.

USERRA (Uniformed Service Employment and Reemployment Act)

Employers are required to provide employees with notice of their rights, benefits and obligations under USERRA (38 U.S.C. § 4312 et seq.). Employers may provide the notice by posting “Your Rights Under USERRA” which can be downloaded at http://www.dol.gov/vets/programs/userra/USERRA_Private.pdf, where employee notices are customarily placed. However, employers are also free to provide the notice to employees in other ways that will minimize costs while ensuring that the full text of the notice is provided (e.g., by handing or mailing out the notice, or distributing the notice via electronic mail).

Virginia Unemployment Compensation Act

All employers in Virginia, including school divisions, must post all notices related to unemployment insurance furnished by the Virginia Unemployment Commission including the notice which can be downloaded from <http://www.vec.virginia.gov/pdf/vecb29eng.pdf>. Va. Code § 60.2-106.

Workers' Compensation

School divisions must post, at a location frequented by employees, notice of compliance with the provisions of the Virginia Worker's Compensation Act. Rule 7.2 Virginia Workers' Compensation Commission.

~~Employers must post all posters related to unemployment insurance furnished by the Virginia Employment Commission. Va. Code § 60.2-106.~~