

PERSONNEL

File: GA

PERSONNEL POLICIES GOALS

The Charlottesville City School Board holds as its primary responsibility the education of the students of Charlottesville Public Schools. To that end, the Board, as employer, realizes that the strength and future growth of the public schools depend directly on the contributions made by each employee in the organization toward the education of its students. The Board also knows that high productivity and efficiency result from individual job satisfactions. It is, therefore, the Board's policy to be frank, fair, and honest with personnel and to respect their rights as employees. The Board shall continue to strive to achieve mutual respect in its working relationships. It will insist that its supervisors do all in their power to carry out this objective.

The Superintendent or his/her designee, is responsible for the appropriate recruitment, staffing, and employee relations of personnel of the Charlottesville City School Division subject to the exclusive final authority of the School Board and shall maintain a personnel file system for all employees of the school division.

The personnel policies shall be reviewed annually. Suggestions will be sought from staff members in the revision of personnel policies. Revisions and additions shall be subject to approval by the School Board.

The goal of the employment policies and practices of the Charlottesville City School Board is to promote the employment and retention of highly qualified personnel to effectively serve the educational needs of students.

Adopted: March 20, 2008

Revised: June 25, 2013

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Legal References: Code of Virginia, 1950, as amended, §22.1-295

Cross References: AC Nondiscrimination  
BG Equal Employment Opportunity/Nondiscrimination  
GBL Personnel Records  
GBN Staff Hiring Procedure