

PERSONNEL POLICIES GOALS

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

No employee, contractor or agent of the Tazewell County School Board may assist a school board employee, contractor or agent in obtaining a new job, apart from the routine transmission of administrative and personnel files, if the employee, contractor or agent knows, or has probable cause to believe, that such school employee, contractor or agent engaged in sexual misconduct regarding a minor or student in violation of law. This prohibition does not apply if the information giving rise to probable cause

1. A. has been properly reported to a law enforcement agency with jurisdiction over the alleged misconduct and
 - B. has been properly reported to any other authorities as required by federal or state law, including title IX of the Education Amendments of 1972 (20 U.S.C. § 1681 et seq.) and the regulations implementing it and
2. A. the matter has been officially closed or the prosecutor or police with jurisdiction over the alleged misconduct has investigated the allegations and notified school officials that there is insufficient information to establish probable cause that the school employee, contractor or agent engaged in sexual misconduct regarding a minor in violation of law;
 - B. the school employee, contractor or agent has been charged with, and acquitted or otherwise exonerated of the alleged misconduct; or
 - C. the case or investigation remains open and there have been no charges filed against, or indictment of, the school employee, contractor or agent within 4 years of the date on which the information was reported to a law enforcement agency.

Adopted: September 10, 2018

Legal Ref.: 20 U.S.C. § 7926.

Code of Virginia, 1950, as amended, § 22.1-295.

Acts 2018, c. 513.

Cross Refs.:	AC	Nondiscrimination
	GAE/JHG	Child Abuse and Neglect Reporting
	GB	Equal Employment Opportunity/Nondiscrimination
	GBL	Personnel Records
	GBN	Staff Hiring Procedure

Endorsement of Commercial Products or Services

Employees shall not recommend any commercial product or services, or aid in distributing literature or publicity endorsing or recommending such product or services.

School Personnel Dress

The Tazewell County Division is responsible for educating children to prepare them for successful and viable roles in society. It is the responsibility of all employees to serve as role models for students and to present a positive, professional image in language, behavior, and dress. Appropriate dress is a logical means of promoting respect for authority, traditional values, and discipline.

Employees will contribute to the formation of a positive, professional public image by maintaining high standards of personal appearance through appropriate dress and grooming, regardless of job category.

Guidelines

1. Employee ID Tags are required to be worn and visible at all times.
2. No display of body piercing (eyebrow, nose, tongue) that is disruptive to the teaching/learning process will be allowed.
3. No jeans or overalls of any color or fabric are permitted, except on such days as designated by the principal or superintendent.
4. Hats are not allowed to be worn in the building.
5. Male employees are required to wear pants, a collared shirt, and appropriate footwear (no sandals or flip-flops).
6. Female employees are required to wear either pants, a skirt or a dress of an appropriate length. Acceptable tops include shirts, blouses, or sweaters that are appropriately sized and do not expose under garments. Flip-flops are not considered to be appropriate.

All substitute workers and volunteers must comply with the dress code established for regular employees.

Exceptions

The principal may establish guidelines for attire on days when school is not in session or on designated special days/events (Career Day, Read Across America, Homecoming, etc.).

Physical educational personnel may wear loose fitting shorts of no more than 3” above the knee during physical education hours. It is suggested that when teachers or coaches leave the physical education area, “warm-ups” or skirts should be worn over or instead of the shorts, with a collared style “golf shirt” or “warm-up” jacket. On days when physical education classes are in a classroom, teachers are required to follow regular dress code standards.

Agriculture and identified Career and Technical personnel may wear blue jeans. Attire for these employees should be appropriate for the instruction being conducted and in compliance with safety requirements.

Transportation, Maintenance, Custodial, Computer Technicians, Food Service, and School Health personnel should be dressed appropriately for job requirements and in compliance with safety requirements.

Approved by School Board: June 12, 2000

Amended by School Board: August 9, 2004

Amended by School Board: September 12, 2005

Amended by School Board: May 20, 2014