

PERSONNEL POLICIES GOALS

The goal of the personnel policies and practices of the Alexandria City 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 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; or
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.

The School Board shall apply its personnel policies and regulations to all employees in a fair and equitable manner.

School Board personnel policies will be reviewed at least every five years and updated as needed. Employee input will be considered in the revision of personnel policies. Revisions and additions shall be subject to approval by the School Board.

Adopted: January 7, 1999
Amended: November 21, 2002
Amended: December 20, 2012
Amended: June 11, 2015
Amended: June 8, 2017
[Affirmed:](#)

Legal Refs.: 20 U.S.C. § 7926.

Code of Virginia, 1950, as amended, § ~~22.1-295~~[22.1-79.8](#).

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

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