

Bartlett City Board of Education		5000
Descriptor Term: PERSONNEL GOALS AND AMENDMENTS	Descriptor Code: PERSONNEL	Issue Date: 1/23/2014
	Rescinds:	Revised: 4/24/2014

1 **Board Goals for Personnel**

2 The personnel employed by Bartlett City Schools provide the various services which produce an
3 effective educational program. The program functions best when the district employs well qualified
4 personnel, secures competitive benefits, conducts staff development activities, and provides
5 working conditions conducive to positive morale.

6 The Board's personnel goals are:

- 7 1. To develop and implement procedures for recruiting, employing, and retaining the best
8 qualified individuals to staff the school system;
- 9 2. To provide competitive compensation, benefits, and working environments sufficient to
10 attract and retain qualified employees;
- 11 3. To provide an in-service training program for all employees to improve their performance
12 and to enhance personal career satisfaction;
- 13 4. To conduct an evaluation program that will contribute to the continuous improvement of
14 staff performance; and
- 15 5. To ensure that personnel are assigned so that they are utilized as effectively as possible.

16 **Personnel Rights and Responsibilities**

17 In fulfilling any citizenship rights and responsibilities, employees shall give proper consideration
18 to the educational welfare of students and ensure that no conflict exists with their actual duties.

19 Personnel Rights

20 Each staff member has the right to:

- 21 1. A work environment free from sexual, racial, ethnic and religious discrimination/
22 harassment.¹
- 23 2. Academic freedom within the confines of state law and board policy in order to create an
24 atmosphere of freedom in the classroom.

25 Personnel Responsibilities

26 Each staff member has the responsibility to:

- 27 1. Make themselves familiar with and abide by, the laws of the state as these affect their
28 work, the policies of the Board and the procedures designed to implement them.²

¹ 42 U.S.C. §2000(e)(2); T.C.A. §49-6-8002 - T.C.A. §49-6-8006

² T.C.A. §49-5-201

- 1 2. To adhere to the Teacher Code of Ethics.³
- 2 3. Exercise good judgment in selecting issues for discussion and balance the relative
- 3 maturity of students and the students' right to know.
- 4 4. Be courteous and helpful in interacting and responding to parents, visitors and members
- 5 of the public.
- 6 5. Keep all records and prepare and submit promptly all reports that may be required by state
- 7 law, state board regulations, board policy and administrative procedures.
- 8 6. Wear appropriate dress for work according to board guidelines and local school rules

³ T.C.A. §49-5-1001 – T.C.A §49-5-1005