

NOT A VSBA POLICY

### STAFF INVOLVEMENT IN DECISION MAKING

~~Employees are encouraged to communicate their ideas and concerns in an orderly and constructive manner to the School Board and/or administrative staff. A system of two-way communication and staff involvement shall be established by the superintendent to hear from and respond to all employees.~~Employees are encouraged to share their ideas, suggestions, and concerns regarding decisions that impact school division programs, employee matters or operations with administrators including the Superintendent of Schools. Communication to the School Board regarding key decisions is welcome as part of its public engagement process.

~~The Superintendent School Board and/or its representatives shall meet with representatives of employee association(s) groups on a regular n annual basis to learn about ideas and suggestions as well as to identify and address concerns. Any policy or regulation change directly related to employment conditions will be provided to employee association(s) for input prior to approval.~~discuss policy or regulation changes directly related to employment conditions. Should the need arise outside of these regular employee discussions to change policies or regulations directly related to employment, employees shall be notified in writing and be given the opportunity to discuss the changes prior to a vote being taken or a change being made.

Adopted: November 17, 1998

Amended: June 1, 2006

Amended:

Legal Ref.: Code of Virginia, 1950, as amended, section 22.1- 253.13:7 B.1.