

\*Policy GBB was deleted in February 2020 to be merged with Policy GBD/BG. Blue text reflects language formerly located in Policy GBB and other revisions presented at the 1/30/20 School Board Work Session. Orange text reflects additions requested at or since the 1/30/20 Work Session. This policy was scheduled to return to the Board for consent in March 2020, but was delayed due to the school closure.

**BOARD-STAFF COMMUNICATIONS**  
**EMPLOYEE FEEDBACK PROTOCOL AND**  
**COMMUNICATIONS WITH THE SCHOOL BOARD**

Staff Input and Communication

Alexandria City Public Schools employees are encouraged to share their ideas, suggestions and concerns regarding decisions that impact school division programs, employee matters or operations. Any such concerns, inquiries or suggestions should first be communicated to the employee's supervisory chain, and then to the Office of Human Resources if necessary, in accordance with the staff feedback protocol on the ACPS website.

The Superintendent meets with representatives of employee association(s) and advisory councils on a regular 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.

School Board-Staff Communication

The Alexandria City School Board supports and encourages a system for two-way communication between the Board and school division employees. The Superintendent is the official representative of the School Board as its chief administrative officer in its relations and communications with its employees. ~~A description of two way communication system is included in this policy manual.~~

~~Employees are encouraged to communicate their ideas and concerns in an orderly and constructive manner to the School Board and/or the administrative staff.~~

The School Board desires ~~to develop and maintain~~ the best possible working relationship with ~~the its~~ employees ~~of the school division~~. The School Board and welcomes their viewpoints of employees, as part of its public engagement process, and it shall allow time at its meetings for employees to be heard. Staff may either submit written or electronic comments to members of the School Board, or address the Board during time periods designated for public comments at School Board meetings and public hearings.

The School Board does not discriminate against any employee ~~by reason of his or her~~ because membership of membership in an employee organization; or participation in any lawful activities of the organization.

Adopted: October 24, 1996  
Amended: October 7, 2004

Amended: February 5, 2009

Amended: April 24, 2014

[Amended:](#)

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

[Cross Refs.:](#) [BDDH/KD](#) [Public Participation at School Board Meetings](#)  
[BDDH-R/KD-R](#) [Procedures for Public Communications with the School Board](#)

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