

## BOARD-STAFF COMMUNICATIONS

The Alexandria City School Board supports and encourages a system for two-way communication between the Board and 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 according to the staff communications protocol issued by the Superintendent. This protocol is posted on the school division website. ~~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 employees of the school division. The School Board welcomes the viewpoints of employees, and ~~it shall allow~~allows time at its meetings for employees to be heard.

The School Board does not discriminate against any employee ~~by reason of his or her~~ because 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

Legal Refs.: Code of Virginia, 1950, as amended, §§, ~~22.1-253.13:7.B.1~~ 22.1-253.13:7.

Cross Refs.: