

# SCHOOL BOARD GOVERNANCE AND OPERATIONS

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## BOARD-STAFF COMMUNICATIONS

The Charlottesville City School Board supports and encourages 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 the two-way communications 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. If an employee has a concern regarding school operations, he/she should first communicate with his/her immediate supervisor. If the supervisor is a part of the concern or issue, the employee should communicate with the next person in the line of authority.

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 time at its meetings for employees to be heard

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

Adopted: August 6, 1998  
Revised: December 20, 2007  
Revised: June 19, 2008  
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Legal Reference: Code of Virginia, 1950, as amended, § 22.1-253.13:7.C.1