

## BOARD-STAFF COMMUNICATIONS

The Bristol Virginia School Board supports and encourages two-way communication between the Board and employees. The superintendent is the official representative of the School Board in its relations and communications with its employees.

Employees are encouraged to communicate their ideas and concerns in an orderly and constructive manner to the School Board and/or the superintendent or superintendent's designee.

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 allows time at its meetings for employees to be heard.

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

Adopted: by the Bristol Virginia School Board on April 15, 2024.

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Legal Ref.: Code of Virginia, 1950, as amended, § 22.1-253.13:7.