

**EMPLOYEE RELATIONS PRINCIPLES  
BETWEEN THE SCHOOL BOARD  
AND ITS EMPLOYEES**

The Albemarle County School Board ("School Board") holds as its primary responsibility the education of the students of Albemarle County Public Schools. To that end, the School Board, as employer, realizes that the strength and future growth of the Albemarle County Public Schools depend directly on the contributions made by each employee in the organization toward the education of its students. The Board also knows that high productivity and efficiency result from individual job satisfaction. It is, therefore, the Board's policy to be frank, fair, and honest with personnel and to respect their rights as employees.

The Board shall continue to strive to achieve mutual respect in its working relationships. It will insist that its supervisors do all in their power to carry out this objective.

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

Adopted: July 1, 1993  
Amended: December 8, 1997; January 28, 2010; May 8, 2014; August 14, 2014  
Reviewed: May 27, 2004

Cross Refs: AC, Nondiscrimination  
AE, School Division Goals and Objectives  
BG, Board-Staff Communications  
GAA, Goals of the Human Resources Policies  
GBB, Staff/Community Involvement in Decision-Making

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## EMPLOYEE RELATIONS PRINCIPLES

- A. The School Board will maintain a staff of competent employees by following the best possible — screening procedures through the Superintendent of Schools/Designee.
- B. The School Board will observe and follow the established grievance procedure.
- C. The School Board will make every effort to maintain reasonable hours of work, good employee — benefits, and the best possible working conditions.
- D. Through these and other practices, the School Board will encourage employees to increase their —own growth and productivity with the organization.
- E. Equal employment opportunity will be a guiding principle by which the Board conducts its business with employees.

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