

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

The Albemarle County School Board holds as its primary responsibility the education of the students of Albemarle County Public Schools. To that end, the 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 by reason of his or her membership in an employee organization, or participation in any lawful activities of the organization.

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

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## **EMPLOYEE RELATIONS PRINCIPLES**

- A. The Board will maintain a staff of competent employees by following the best possible screening procedures through the Superintendent of Schools/Designee.
- B. The Board will observe and follow the established grievance procedure.
- C. The 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 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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