

## BOARD-STAFF COMMUNICATIONS

In order to facilitate staff participation in the development of educational and personnel policies, the Division Superintendent and the School Board have established the following avenues for Board-Staff communication.

1. As appropriate, staff members will be appointed to serve on task forces and committees ~~when feasible~~ when educational and personnel policies and practices are being developed.
2. The Superintendent-Teacher Roundtable consisting of representatives from each ~~building school~~ will meet monthly (as needed) ~~for the purpose of discussing~~ with the Superintendent and ~~his/her~~ selected staff for the purpose of discussing ideas, issues, celebrations, and concerns related to their work as teachers. ~~in the school division.~~
3. The Superintendent-Classified Staff Roundtable consisting of representatives from each ~~building school and department~~ will meet monthly (as needed) ~~for the purpose of discussing~~ with the Superintendent and ~~his/her~~ selected staff for the purpose of discussing ideas, issues, celebrations, and concerns related to their work as support staff. ~~in the school division.~~
4. The Superintendent will meet as needed with the leadership of the Culpeper County Education Association (C.C.E.A.) or other recognized employee professional organization to discuss ideas, issues, celebrations, and concerns ideas related to public education. ~~or other employee professional organizations.~~
5. ~~All staff will receive, via email, copies of the Teacher Roundtable Notes, Classified Roundtable Notes, Leadership Council Notes, and Elementary and Secondary Principal Meeting Notes.~~
6. The Superintendent will ~~send out emails to all staff, during budget season,~~ communicate to employees to keep them apprised of the school division's budget ~~discussions taking place~~ as it develops.
7. The Superintendent, designee, or ~~and his/her executive team members~~ school division administrators will ~~be available by appointment~~ to meet with individual ~~staff members~~ employees ~~on concerns best discussed in private~~ by appointment.

8. ~~Staff members~~ School division employees can access School Board minutes on the Culpeper County Public Schools (C.C.P.S.) website.
  
9. School division employees may present ideas or concerns regarding Culpeper County Public Schools at the regular School Board meeting each month. There will be no action taken by the School Board. Personalities and behaviors of other employees to include supervisors, are not to be presented during this period, but are to be reported to the employee's immediate supervisor or other person designated by the Superintendent. The chairman shall determine the amount of time ~~to be spent for citizen~~ employees may speak. ~~participation. Delegations~~ Employees wishing seeking to address the School Board are requested to sign in prior to the meeting with their name, address, and topic. A sheet for this purpose is provided at the entrance to the meeting room.

These avenues for School Board to staff communication will not be construed as denying the right of any ~~staff member~~ school division employee to speak to the School Board following the procedures outlined in Policy BDDH, Public Participation at Board Meetings.

Adopted: June 23, 2014

Amended:

---

---

Superintendent Signature

Date

## BOARD-STAFF COMMUNICATIONS

In order to facilitate staff participation in the development of educational and personnel policies, the Division Superintendent and the School Board have established the following avenues for Board-Staff communication.

1. As appropriate, staff members will be appointed to serve on task forces and committees when educational and personnel policies and practices are being developed.
2. The Superintendent-Teacher Roundtable consisting of representatives from each school will meet monthly (as needed) with the Superintendent and selected staff for the purpose of discussing ideas, issues, celebrations, and concerns related to their work as teachers.
3. The Superintendent-Classified Staff Roundtable consisting of representatives from each school and department will meet monthly (as needed) with the Superintendent and selected staff for the purpose of discussing ideas, issues, celebrations, and concerns related to their work as support staff.
4. The Superintendent will meet as needed with the leadership of the Culpeper County Education Association (C.C.E.A.) or other recognized employee professional organization to discuss ideas, issues, celebrations, and concerns related to public education.
5. The Superintendent will communicate to employees to keep them apprised of the school division's budget as it develops.
6. The Superintendent, designee, or school division administrators will meet with individual employees by appointment.
7. School division employees can access School Board minutes on the Culpeper County Public Schools (C.C.P.S.) website.
8. School division employees may present ideas or concerns regarding Culpeper County Public Schools at the regular School Board meeting each month. There will be no action taken by the School Board. Personalities and behaviors of other employees to include supervisors, are not to be presented during this period, but are to be reported to the employee's immediate supervisor or other person designated by the Superintendent. The chairman shall determine the amount of time employees may speak. Employees seeking to address the School Board are requested to sign in prior to the meeting with their name,

address, and topic. A sheet for this purpose is provided at the entrance to the meeting room.

These avenues for School Board to staff communication will not be construed as denying the right of any school division employee to speak to the School Board following the procedures outlined in Policy BDDH, Public Participation at Board Meetings.

Adopted: June 23, 2014

Amended: