

AN ORDINANCE AMENDING CHAPTER 1, ARTICLE 3, SECTION 1-3.1 ENTITLED "EMPLOYEE INVOLVEMENT ENCOURAGED; SUPERINTENDENT OFFICIAL REPRESENTATIVE; DISCRIMINATION AGAINST ANY EMPLOYEE BECAUSE OF MEMBERSHIP IN AN EMPLOYEE ORGANIZATION OR PARTICIPATION IN ANY LAWFUL ACTIVITIES OF THE ORGANIZATION PROHIBITED" OF THE POLICIES OF THE SUFFOLK CITY SCHOOL BOARD - FIRST READING

BE IT ORDAINED, by the School Board of the City of Suffolk, Virginia that Chapter 1, Article 3, Section 1-3.1 entitled "Employee Involvement Encouraged; Superintendent official representative; discrimination against any employee because of membership in an employee organization or participation in any lawful activities of the organization prohibited" of the Policies of the Suffolk City School Board, be, and the same is hereby amended as follows:

Section 1-3.1. Employee Involvement Encouraged; Superintendent official representative; discrimination against any employee because of membership in an employee organization or participation in any lawful activities of the organization prohibited. — A. In compliance with the Standards of Quality for Public Schools in Virginia, the School Board encourages employees to contribute their ideas for the betterment of the school division and to participate in the decision-making process of Suffolk Public Schools. However, nothing in this policy, or in any regulation promulgated pursuant to this policy is to be construed in such a way to limit the authority of the School Board to make final decisions on all matters of school policy, nor restrict communication between the administration and other employees in administrative and supervisory matters delegated by the School Board to the superintendent and staff.

B. All reports and recommendations to the School Board from any officer or employee under the direction and supervision of the superintendent shall be made through the office of the Superintendent, except when otherwise specifically directed by the School Board. All School Board actions requiring or authorizing the doing of anything by an officer or employee or requiring any report shall be directed to the superintendent, it being the intent of this section that the School Board and its members shall deal only with the superintendent in respect to all matters for which the superintendent is responsible.

C. The superintendent has the responsibility of making accessible School Board policies, rules, and regulations to all employees and to the community that pertains to them. The superintendent will also see that lines of communication are kept open between employees of Suffolk Public Schools.

D. The superintendent is the official representative of Suffolk Public Schools and serves in its relations and communications with its employees.

E. 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: November 10, 1994; Revised October 10, 2019; Ordinance Number 19/20-9;
Effective Date: October 10, 2019)

Legal Authority - Virginia Code § 22.1-253.13:7.

BE IT FURTHER ORDAINED that all phrases, clauses, sentences, paragraphs, subsections, sections and chapters of the School Board's Policy Manual not amended or repealed shall remain in full force and effect.

FIRST READING: _____

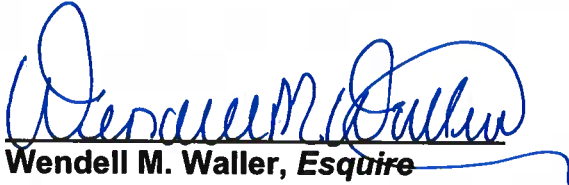
SECOND READING: _____

EFFECTIVE DATE: _____

TESTE: _____

CLERK

Approved as to form and content:


Wendell M. Waller, Esquire
School Board Attorney