Policy 4520.54
School Board

HUMAN RESOURCES

Employee Organizations

Employee Organization ~~Certification~~ Recognition Procedure

This policy supersedes Policy 4520.4.~~3~~

I. PURPOSE

To establish the requirements for ~~being a certified employee organization~~recognition of employee organizations.

II. SUMMARY OF CHANGES SINCE LAST PUBLICATION

~~**Section III certification language has been updated.**~~

- A Philosophy section has been added.
- A Responsibilities section has been added.

III. PHILOSOPHY

Upon the adoption of collective bargaining, exclusive representatives are recognized as the sole authorized entity to represent covered employees' interests. The School Board recognizes the value ~~that~~ of employee engagement with affinity groups aligned with ~~organizations play a vital role in~~ FCPS' interests and common goals.

IV. RESPONSIBILITIES

It is the responsibility of the employee organization to seek ~~certification~~recognition through the school board.

~~III.~~V. AUTHORITY FOR ~~CERTIFIED~~ RECOGNIZED EMPLOYEE ORGANIZATIONS

Each employee organization wanting access to established privileges must be formally ~~certified~~ recognized under the School Board's ~~certification~~recognition procedure.

Legal Reference: Code of Virginia, Section 22.1-253.13:7

Policy adopted:	July 1, 1986
Corrected:	March 22, 1994
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