

**HUMAN RESOURCE****EMPLOYEE RELATIONSHIP POLICY**

The Board of Education of the County of Ohio recognizes the Ohio County Principals Association, Ohio County Education Association, United School Service Employee Association of West Virginia, West Virginia School Service Personnel Association, American Federation of Teachers-WV and the Ohio County Coaches Association as the organizations through which their members may develop and present their considered opinions on matters of concern to them and to the school program.

An open invitation is extended to the Presidents of the OCPA, OCEA, USSEAWV (Ohio County Chapter), WVSSPA (Ohio County Chapter), AFT-Ohio County, and the Coaches Organization, of their representatives, to attend all Board meetings.

The administration is directed to establish frequent meetings with those organizations to enhance communication and sharing of ideas, concerns, and information that would enhance the working conditions and productivity of staff.

The Board of Education specifically requests that formal proposals be presented to it prior to the budgeting and funding cycle each year in order that the administration and the Board will have an opportunity to provide informed deliberation concerning those proposals in light of budgetary constraints.

Formal proposals can be presented in open meeting during the Delegations portion of the agenda.

**POLICY REVIEWED:** June 9, 2014

**POLICY REVISED:** January 12, 2009

**POLICY ADOPTED:** May 22, 1979

**OHIO COUNTY BOARD OF EDUCATION**