Barbour County Employee Grievance Policy

1.0   Purpose

1.1   The Barbour County Board of Education intends to provide a procedure for employees of the Board of Education and their employer or agents of the employer to reach solutions to problems that arise between them within the scope of their respective employment relationships to the end that good morale may be maintained, effective job performance may be enhanced, and better serve the employees of Barbour County Schools.

1.2   This procedure is intended to provide a simple, expeditious and fair process for at the lowest possible administrative level and shall be construed to effectuate this purpose. The West Virginia State Legislature has created a policy that is designed to resolve such differences.

2.0   Employee Grievance Procedure

2.1   The Barbour County Board of Education adopts W. Va. Code §6C-2-1 in its entirety as the grievance procedure for all employees. Included with this adoption are all procedures, timelines, protocol, and forms as outlined in W. Va. Code §6C-2-1.

2.2   The Barbour County Board of Education further recognizes that any changes to this policy by act of the West Virginia State Legislature shall become part of this policy upon passage.

2.3   This policy shall be placed in the Employee Handbook, and shall be reviewed annually with all employees.

2.4   Employee Grievance forms may be requested and provided at each employees workplace and the Barbour County Schools' Central Office.

3.0   Severability

3.1   If any provision of this policy or application thereof to any person or circumstance is held invalid, such invalidity shall not affect other provisions or applications of this policy.

3.2   Nothing herein shall prohibit the informal disposition of grievances by stipulation or settlement agreed to in writing by the parties nor the exercise of any hearing right provided to in West Virginia Code.

Authorization: W. Va. Code §6C-2-1 in its entirety

Adopted: 1/17/73

Revised: 06/14/10; 10/20/92; 9/16/86; 1985; 1983; 3/2/82; 9/19/81