

## **STAFF CONCERNS AND COMPLAINTS**

The Superintendent is responsible to develop effective means of resolving differences that may arise among employees; reduce potential areas of concern; and establish and maintain recognized channels of communication between the staff, administration and the Board.

These procedures will provide for prompt and equitable adjustment of differences and assure each employee opportunity for an orderly presentation and review of complaints and concerns.

The process established for the resolution of grievances in contracts negotiated with recognized employee bargaining units will apply only to "grievances" as defined in the particular contract.

Channels established will provide for the following:

1. That the concern be raised with the party of concern first.
2. That teachers and other school employees may appeal a ruling of a principal, other administrator or supervisor to the Superintendent.
3. That all school employees may appeal a ruling of the Superintendent to the Board, except in those areas where the law has specifically assigned authority to the principal and/or the Superintendent and Board action would be in conflict with that law.
4. That all Hearings of complaints before the Board be conducted in the presence of the administrator or supervisor who made the ruling that is the subject of the grievance.

First Reading: February 10, 2005

*Accomplish Anything*

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