

STAFF GRIEVANCES

Grievance processing should be viewed as a positive and constructive effort to establish the facts upon which the grievance is based and to accurately implement Board policies, regulations or collective bargaining agreements. The Board strictly prohibits discrimination or retaliation against an employee for filing a grievance and directs all District employees to cooperate in the grievance process.

Because violations of Board policies, regulations and collective bargaining agreements are particularly problematic, the Board has developed a formal process for addressing these grievances. While the District's Joint Resolutions and Working Agreements contain processes for issues related to those agreements, the District employees individuals in positions not included in a Joint Resolution or Working Agreement. In addition, an issue may arise that is not addressed in a Joint Resolution or Working Agreement. The process outlined in Regulation GBM-R applies to those individuals and such issues.

If more than one (1) District grievance process might apply to a particular concern, the Superintendent or designee will decide which process will govern. If any part of a grievance includes allegations of illegal discrimination or harassment, or if the grievance is factually similar to a complaint filed by the same employee regarding illegal discrimination or harassment, the entire grievance will be resolved in accordance with Board Policy AC.

Adopted: September 13, 1983

Revised: November 13, 2018
May 11, 2010
May 27, 2003
March 27, 2001
February 11, 1997

Cross Refs: BDDH, Public Participation at Board Meetings
HA, Negotiating with Employee Representatives
KL, Concerns and Complaints