

REGIONAL SCHOOL UNIT NO. 18

File: GBK-R

RESOLUTION OF STAFF COMPLAINTS/GRIEVANCES ADMINISTRATIVE PROCEDURE

The following procedure has been established for resolving a complaint filed by a member of the staff.

STEP ONE

The staff member shall present the complaint in writing to his/her immediate supervisor within 20 workdays of the action or incident. The written statement of the complaint shall contain:

- A. the facts upon which the complaint is based as the staff member who is filing the complaint sees them;
- B. a reference to the policies of the Unit which have allegedly been violated; and
- C. the remedies sought.

The staff member shall discuss this complaint with his/her immediate supervisor. If the complaint is against an administrator or another staff member, such individual shall be present at the meeting to present the facts as he/she sees them. A sincere effort shall be made to resolve the complaint at this level. If the aggrieved person does not appeal the complaint to the Superintendent within 10 workdays of the aggrieved person's meeting with his/her immediate supervisor, the complaint shall be waived.

STEP TWO

The Superintendent shall, within 5 workdays of the receipt of the complainant's appeal, meet with that staff member to hear his/her claim. If the complaint is against an administrator or another staff member, such individual shall be present at the hearing to present the facts as he/she sees them.

The Superintendent shall render a decision regarding the appeal within 5 workdays of the appeal hearing. If the complainant does not appeal the Superintendent's decision to the School Board through the Superintendent within 5 workdays, the complaint shall be waived.

STEP THREE

If the complainant appeals his/her complaint to the School Board as provided, the School Board shall hold a hearing within 20 workdays to hear the appeal of the Superintendent's decision. At the appeal before the School Board, the complainant may be accompanied by counsel if the complainant wishes. If administrators or other staff are involved, they shall be present at the hearing to present the facts as they see them. The School Board shall, within 10 workdays of the complaint hearing, present its decision with respect to the complaint. The School Board's decision as representatives of the electorate of the Unit shall be considered final.

Date of Adoption: July 15, 2009