

Staff Concerns/Complaints/Grievances

It is the district's desire that procedures for settling differences provide for prompt and equitable resolution at the lowest possible administrative level and that each employee be assured an opportunity for orderly presentation and review of complaints without fear of reprisal.

A "grievance" is defined as an alleged violation of district policy or regulations that apply to all employees.

The machinery set up for the resolution of "grievances" in agreements between the district and recognized employee organizations shall apply only to grievances as defined in the particular agreement.

Nothing in this policy shall be construed to imply in any manner the establishment of personal rights not explicitly established by statute or district policy. Neither shall anything in this policy be construed to establish any condition prerequisite relative to nonrenewal of contracts, transfer, assignment, dismissal or any other employment decision relating to school personnel.

All employment decisions remain within the sole and continuing discretion of the administration and/or Board of Education, as appropriate, subject only to the conditions and limitations prescribed by law.

Note: A grievance procedure has been established through negotiations for custodians, bus drivers and food service employees. Please refer to the negotiated agreements, on file in the superintendent's office.

August, 2000

CROSS REF.:

Board Policies:

EL-4, Staff Treatment

Lake County School District R-1, Leadville, Colorado