

STAFF COMPLAINTS AND GRIEVANCES

The Board will encourage the administration to develop effective means for resolving differences that may arise among employees and between employees and administrators; reduce potential areas of grievances; and establish and maintain recognized channels of communication between the staff, administration, and the Board.

Grievance procedures should provide for prompt and equitable adjustment of differences at the lowest possible administrative level, and each employee should be assured opportunity for an orderly presentation and review of complaints and concerns. Channels established will provide for the following:

1. That teachers and other employees may appeal a ruling of a principal or other administrator to the Superintendent/CEO;
2. That all school employees may appeal a ruling of the Superintendent/CEO to the Board.

The procedures established for the resolution of grievances in agreements negotiated with recognized employee bargaining units will apply only to "grievances" as defined in the particular agreement.

Legal References:

SDCL 3-18-1	<u>Employees subject to chapter</u>
SDCL 3-18-1.1	<u>Grievance defined</u>
SDCL 3-18-15	<u>Right of employee to expression of grievance</u>
SDCL 3-18-15.1	<u>Grievance procedures to be established</u>
SDCL 3-18-15.2	<u>Appeal to department</u>
SDCL 3-18-15.3	<u>Grievance procedure adopted in absence of action</u>

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