

Corvallis School District 509J

Code: **GBM**
Adopted: 8/30/99
Readopted: 4/14/14; 12/05/16
Orig. Code(s): 3500; 4510

Staff Complaints

The superintendent or designee will develop a complaint procedure that will be available for all employees who believe there is:

1. Evidence of and wish to report a violation or inappropriate application of district personnel policies and/or administrative regulations;
2. A mismanagement, gross waste of funds, or abuse of authority; or
3. Believe there is evidence that the district created a substantial and specific danger to public health and safety by its actions.

The complaint procedure will provide an orderly process for the consideration and resolution of problems in the application or interpretation of district personnel policies.

Any school employee will have a right of access to the appeal procedures included in the district administrative procedures for the purpose of appeal of administrative decisions. For general purposes, staff will follow Board policy KL-Public Complaints and accompanying administrative regulation KL-AR-Public Complaint Procedure.

The complaint procedure will not be used to resolve disputes and disagreements related to the provisions of any collective bargaining agreement, nor will it be used in any instance where a collective bargaining agreement provides a dispute resolution procedure. Disputes concerning an employee's dismissal, contract nonrenewal or contract nonextension will not be processed under this procedure.

Reasonable efforts will be made to resolve complaints informally.

END OF POLICY

Legal Reference(s):

[ORS 332.107](#)
[ORS 659A.199](#) to -659A.224

[OAR 581-022-1720](#)

Anderson v. Central Point Sch. Dist., 746 F.2d 505 (9th Cir. 1984).
Connick v. Myers, 461 U.S. 138 (1983).