

Elkton School District 34

Code: **GBM**
Adopted: 8/10/98

Staff Complaints and Grievances

The superintendent or his/her designee will develop a complaint procedure which will be available for all employees, who contend that they have been subject to a violation, misinterpretation, or inappropriate application of district personnel policies and/or administrative regulations. The purpose of these procedures is to provide for the consideration and amicable resolution of problems related to the application or interpretation of district personnel policies.

This complaint procedure will not be available to resolve disputes and disagreements related to the provisions of any negotiated contract, nor in any other instance where a negotiated contract provides a dispute resolution procedure. Disputes concerning the dismissal, non-extension or non-renewal of any employee will not be grieved under this procedure.

All possible efforts will be made to resolve complaints informally prior to proceeding with formal action.

Regulations will be developed to outline the timelines and steps of the complaint procedure under this policy.

END OF POLICY

Legal Reference(s):

[OAR 581-022-1720](#)

Anderson v. Central Point School District No. 6, 554 F. Supp. 600 (D. Oregon 1982); aff'd in part, 746 F. 2d 505 (9th Cir. 1984).

Connick v. Myers, 461 U.S. 138 (1983).