

Hermiston School District 8R

Code: **GBM**
Adopted: 7/1/92
Revised/Readopted: 7/6/04, 5/3/05
Orig. Code(s): GBM

Staff Complaints

The superintendent or designee will develop a complaint procedure which will be available for all employees who contend they have been subject to a violation, misinterpretation or inappropriate application of district personnel policies and/or administrative regulations. The complaint procedure will provide an orderly process for the consideration and resolution of problems in the application or interpretation of district personnel policies.

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. Grievance procedures are outlined by working agreements with the Hermiston Association of Teachers and the Hermiston Chapter of the Oregon School Employees Association.

The Board supports efforts through appropriate channels in dealing with a complaint or concern whether handled informally or through the formal process.

Board members shall encourage staff members to discuss problems or concerns directly with the administration.

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).