

Newberg School District 29J

Code: **GBM**
Adopted: 12/11/06
Orig. Code(s): 3180

Staff Complaints

The superintendent or designee shall develop a complaint procedure which shall 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 shall provide an orderly process for the consideration and resolution of problems in the application or interpretation of district personnel policies.

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

Reasonable efforts shall be made to resolve complaints informally.

Administrative regulations shall be developed to outline procedural timelines and steps under this policy, as necessary.

END OF POLICY

Legal Reference(s):

[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).