

**North Santiam
School District**

Code: **GBM**
Adopted: 2/26/98

Staff Complaints and Grievances

It will be the policy and practice of the Board to discover and practice reasonable and effective means for resolving difficulties which may arise among employees; to reduce potential areas of grievances; and to establish and maintain recognized channels of communication between staff and administration. The ultimate goal will be to better serve the educational welfare of students in the school system. The grievance procedure described within the negotiated agreements provides for prompt and equitable adjustment of differences when they occur. It is essential that full cooperation be given by the Board, administration, and employees to achieve these goals.

Each employee shall be assured the opportunity for an orderly presentation and review of concerns and grievances.

No employee shall suffer reprisals or reduction in status as a result of having presented and pursued a complaint or grievance.

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).