

**Phoenix-Talent
School District 4**

Code: **GBM**
Adopted: 11/3/88
Revised/Readopted: 10/21/99

**Staff Complaints
(Policy and Administrative Regulations)**

The Board recognizes the need to provide for the orderly resolution of any complaint arising out of a purported violation or inappropriate application of School District Policies or Administrative Rules and Regulations. Any employee of the District shall have access to the complaint procedure set forth below by completing and submitting Form B-206.

There shall be no reprisals against any employee using the complaint procedures or a party of interest thereto by the Board or any employee of the School District.

The written procedures implementing this policy shall be available to all employees of the School District. In the event of a conflict between District policy and administrative regulations, policies shall prevail.

1. Form B-206 shall be completed and submitted to building principal or appropriate supervisor when an employee has reason to believe that the District is violating its written policies, procedures, administrative rules and/or regulations.
2. A conference will be scheduled by the building principal within five working days.
3. If the employee is not satisfied with the disposition of this complaint, he/she may request a meeting with the Superintendent by submitting a copy of this form. A conference will be scheduled within ten working days.
4. If the employee is not satisfied with the Superintendent's disposition of this complaint, he/she may request to meet with the School Board by submitting a copy of this form. A time will be scheduled within 30 days at a regularly scheduled Board Meeting.
5. The decision of the Board shall be final.

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).