

Silver Falls School District 4J

Code: **GBM**
Adopted: 5/9/89-E
Readopted: 9/8/97

Staff Complaints

The superintendent or 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 this procedure is to provide an orderly procedure for the consideration and amicable resolution of problems related to the application or interpretation of district personnel policies.

The complaint procedure will not be available to resolve disputes and disagreements related to the provisions of any negotiated contract, nor will it be available in any other instance where a negotiated contract provides a dispute resolution procedure. Disputes concerning the dismissal or nonrenewal 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 procedural timelines and steps under this policy.

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).