

Vernonia School District 47J

Code: **GBM**
Adopted: 6/12/08
Orig. Code(s): GBM

Staff Complaints and Grievances

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 available to resolve disputes and disagreements related to the provisions of any collective bargaining agreement, nor in any other instance where a negotiated contract provides a dispute resolution procedure. Disputes concerning the dismissal, nonextension or nonrenewal of any employee will not be grieved under this procedure.

Reasonable 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).