

Willamina School District 30J

Code: **GBM**
Adopted: 1/09/89
Readopted: 3/14/05
Orig. Code(s): GBM

Staff Complaints

The district will utilize 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 these procedures 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 collective bargaining agreement, nor in any other instance where a negotiated contract provides a dispute resolution procedure. Disputes concerning the dismissal, contract nonrenewal or contract nonextension will not be processed under this procedure.

All possible efforts will be made to resolve complaints informally prior to proceeding with formal action. Formal procedural timelines and steps under this policy will be the same as those set forth in the negotiated agreements.

END OF POLICY

Legal Reference(s):

[ORS 332.107](#)

[ORS 659A.199](#)

[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).