

Resolution of Staff Complaints for Non-Contracted Bargaining Unit Employees

The Board recognizes the importance of establishing reasonable and effective means for resolving difficulties which may arise among staff, to reduce potential areas of grievances and to establish and maintain recognized two-way channels of communication between supervisory personnel and staff. This policy is applicable to employees not covered by existing contracts with the Richland School District.

The Board intends to expedite the process for all concerned parties. Staff are urged to use the administrative procedures whenever they feel that a district action has aggrieved them. The procedures are established to secure a proper and equitable solution to a complaint at the lowest possible supervisory level and to facilitate an orderly procedure within which solutions may be pursued.

A grievance is any condition, action or lack of action by the district or its staff which the staff member believes to be unjust. A grievance may be a claim by a staff member based upon alleged violation, misinterpretation or a misapplication of existing contract, district policies, or administrative procedures.

All documents, communications and records dealing with the processing of a grievance shall be maintained in a separate file and shall not be kept in the personnel file of the aggrieved.

RSD #400

Adopted: October 10, 1989