

STAFF COMPLAINTS AND GRIEVANCES

The Board of Education acknowledges that from time to time disagreements and complaints may arise. It is advisable in most cases that these be handled immediately by the proper people involved and settled in a reasonable manner. A formal system for dealing with grievances shall be established in each of the negotiated contracts covering particular members of the staff.

The district shall implement the procedure agreed upon through negotiations regarding the settlement of grievances for employees covered by a collective bargaining agreement. In addition, the district shall implement procedures and regulations and designate an employee to carry out the responsibilities under Title IX and Section 504 of the Rehabilitation Act or the Americans with Disabilities Act (ADA).

This policy and accompanying regulation (9140.1-R) provide grievance procedures for employees not covered by collective bargaining agreements or whose negotiated agreements do not include grievance procedures. Staff complaints that cannot be resolved under procedures of Title IX and Section 504 or the ADA shall be subject to the discretion of the Board of Education as to the method by which the complaint may be brought.

Cross-ref: 0100, Equal Opportunity

Ref: Americans with Disabilities Act, 42 USC '12111-12117; 12210

General Municipal Law, Article 15-c

Title IX, Education Amendments of 1972, 20 USC Chapter 38; 45 CFR

Part 86

Rehabilitation Act of 1973, ' 504; 29 USC ' 794

Civil Service Law, Article 14

Matter of Gatje, 24 EDR 191 (1984)