

**GRIEVANCES/COMPLAINTS**

For additional information on this subject see the current employee agreement(s) with

**CALIFORNIA SCHOOL EMPLOYEES ASSOCIATION  
CHAPTER 98**

## **GRIEVANCES/COMPLAINTS (continued)**

The Governing Board recognizes that provisions for dealing with grievances are an essential part of good personnel administration.

The Governing Board expects the superintendent of schools to establish procedures for dealing promptly and equitably with complaints which may be resolved expeditiously without resorting to more formal grievance procedures.

Specific procedures shall be established for individuals to appeal their problems to the Governing Board if redress is not obtained through established channels.

NOTE: A “grievance” must be based upon an alleged violation of a specific provision of an employee organization contract. “Complaints” from employed personnel regarding alleged misapplication of policies, rules, regulations and procedures outside the scope of an employee organization contract will be dealt with as provided by said policies, rules, regulations and procedures.

### Legal Reference:

#### GOVERNMENT CODE

3543	(re public school employees’ rights)
3543.1	Rights of employee organizations
53296	Definitions
53297	Filing complaint
53298	Reprisals
53298.5	Violations; punishment

### Policy Adopted:

HS BD: 11/20/85  
EL BD: 7/6/82

### Policy Revised:

TUSD: 11/25/97