

4340 GRIEVANCE

The Watchung Borough School District shall develop and put into practice reasonable and effective means of resolving difficulties that may arise among employees. The Superintendent shall oversee the implementation of a grievance procedure that:

- A. Ensures prompt response to staff grievances;
- B. Is fair and in compliance with law and Board policy;
- C. Establishes and maintains recognized channels of communication between staff and administration; and
- D. Reduces potential subjects of grievances.

With the ultimate goal of serving the educational welfare of students, the following informal grievance guidelines provide for the prompt and equitable adjustment of differences. It is essential that full cooperation be given by all employees to achieve these goals:

- A. Each employee shall be assured the opportunity for an orderly presentation and review of concerns and grievances;
- B. No employee shall suffer reprisals or reduction in status as a result of having presented a grievance or having represented an employee in a grievance;
- C. It shall be the general practice to process grievances when doing so will not interfere with assigned duties; and
- D. An individual employee, or his or her representative, shall continue to follow administrative directives and board policy during the course of processing a grievance.

The Board shall comply with grievance procedures set forth in any applicable collectively negotiated bargaining agreement(s).

N.J.S.A. 34:13A-5.3

Adopted: 19 October 2016

