

## STAFF COMPLAINTS AND GRIEVANCES

The Board will encourage the administration to develop effective means for resolving differences that may arise among employees and between employees and administrators; reducing potential areas of grievances; and establishing and maintaining recognized channels of communication between the staff, administration, and Board.

Grievance procedures should provide for prompt and equitable adjustment of differences at the lowest possible administrative level and each employee should be assured opportunity for an orderly presentation and review of complaints and concerns.

The machinery established for the resolution of grievances in contracts negotiated with recognized employee bargaining units will apply only to "grievances" as defined in the particular contract(s).

[Adoption date: August 6, 1991]

LEGAL REFS.: ORC 4117.09; 4117.10

CROSS REF.: GB, General Personnel Policies

CONTRACT REFS.: Teachers' Negotiated Agreement  
Classified Personnel Negotiated Agreement