

Board of Education Policy

EMPLOYEE COMPLAINT PROCEDURE

The Board of Education of the Miller Place Union Free School District believes grievance procedures are designed to resolve conflicts that may arise among various members of the staff. These procedures are defined in collective bargaining agreements. Staff members have the right to present complaints and grievances in accordance with the established procedures free from coercion, interference, restraint, discrimination or reprisal.

The Miller Place Union Free School District shall implement a multi-stage grievance procedure and an appellate stage for the settlement of grievances pursuant to General Municipal Law. 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 provide grievance procedures for those employees not covered by collective bargaining agreements. Staff complaints that are not covered under the General Municipal Law, or 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.

Annual Notification

At the beginning of each school year, the district shall publish a notice of the established grievance procedures for resolving complaints of any discrimination to parents/guardians, employees, eligible students and the community. The public notice shall:

1. Inform parents, employees, students and the community that all of its programs and activities are offered without regard to sex, race, color, national origin, disability, religion, creed, marital status, age and sexual orientation.
2. Provide the name, address and telephone number of the person designated to coordinate activities concerning discrimination.
3. Be included in announcements, bulletins, catalogues and applications made available by the district.

Reference: Ref Civil Service Law, Article 14
42 USC § 12111-12117; 12210 (Americans with Disabilities Act)
General Municipal Law, Article 15-c
20 USC Chapter 38;
45 CFR Part 86 (Title IX, Education Amendments of 1972)
29 USC §794 (Rehabilitation Act of 1973, §504)

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