

STAFF CONCERNS/COMPLAINTS/GRIEVANCES

It is the desire of the Board of Education that procedures for settling differences provide for prompt and equitable resolution at the lowest possible administrative level and that each employee is assured an opportunity for orderly presentation and review of complaints without fear of reprisal.

A "grievance" is defined as an alleged material violation of Board policies or administrative regulations that apply to all employees.

The process designated for the resolution of "grievances" in agreements between the Board and recognized employee organizations shall apply only to grievances as defined in the particular agreement.

Nothing in this policy shall be construed to imply in any manner the establishment of personal rights not explicitly established by statute or Board policy. Neither shall anything in this policy be construed to establish any condition prerequisite relative to nonrenewal of contracts, transfer, assignment, dismissal or any other employment decision relating to school personnel.

All employment decisions remain within the sole and continuing discretion of the administration and/or Board of Education, as appropriate, subject only to the conditions and limitations prescribed by Colorado law.

Adopted prior to 1985
Revised August 7, 1991
Revised May 16, 2012

Contract Refs.: TEA Agreement - Article 8, Conflict Resolution; Appendix B, Conflict Resolution Form; Appendix C, Informal Problem Solving; Appendix D, Grievance Form
Classified Staff Handbook - Grievance Procedure