

Staff Concerns/Complaints/Grievances

It is the Board's desire that procedures for settling differences provide for prompt and equitable resolution at the lowest possible administrative level and that each employee be 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 of Education policies or administrative regulations that apply to all employees. A complaint concerning unlawful discrimination and/or harassment may be filed in accordance with the district’s applicable procedures.

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. Nothing in this policy shall be construed to establish any condition prerequisite relative to non-renewal of contracts, transfer, assignment, dismissal or any other employment decisions relating to district personnel.

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

Adopted: February 25, 1986
Revised: September 12, 1989
Revised: August 25, 1998
Revised: November 24, 1998
Revised: December 12, 2006
Revised: October 9, 2018

CROSS REFS.:

___AC, Nondiscrimination/Equal Opportunity
___AC-R, Nondiscrimination/Equal Opportunity (Complaint and Compliance Process) – Regulation
___GBA, Open Hiring/Equal Employment Opportunity
___GBAA, Sexual Harassment

Garfield School District No. Re-2, Rifle, Colorado