



## Central Islip Union Free School District

Board of Education & School District Policy Book

50 Wheeler Rd. | Central Islip | N.Y. | 11722

(631) 348-5000

<https://www.centralislip.k12.ny.us>

Section	Section Title	Type
9000	Personnel Policy Goals	Local
Policy	Policy Title	
9140.1	Staff Complaints and Grievances	

The Board of Education recognizes that staff complaints and grievances regarding work rules arise from time to time. In many instances the complaint process is covered by collective bargaining agreements, and in those instances, the grievance procedure outlined in the agreement shall be used. In order to address staff complaints not covered by bargaining agreements, and/or for those employees not covered by such an agreement, the Board establishes this policy. The Board acknowledges that staff members have the right to present complaints and grievances in accordance with these procedures free from coercion, interference, restraint, discrimination or reprisal.

The district shall implement a multi-stage grievance procedure and an appellate stage for the settlement of grievances pursuant to the General Municipal Law.

This policy and regulation shall be filed with the District Clerk and the State Civil Service Commission within 15 days of adoption and/or amendment, as required by law.

Staff complaints that are not covered under the General Municipal Law, or cannot be resolved under procedures of policies 0100, Equal Opportunity and Non-discrimination or 0110, Sexual Harassment, shall be subject to the discretion of the Board of Education as to the method by which the complaint may be brought.

1<sup>st</sup> Reading: November 14, 2011

2<sup>nd</sup> Reading: December 12, 2011

Adoption date: December 12, 2011

---

#### Cross Reference:

0100, Equal Opportunity and Nondiscrimination

0110, Sexual Harassment

**Reference:**

General Municipal Law, Article 15-c

Civil Service Law, Article 14

*Matter of Gatje*, 24 EDR 191 (1984)