

## 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. It is the District policy that for grievance processes covered by collective bargaining agreements, the District will follow the processes in the respective collective bargaining agreement, and in those instances, the grievance procedure outlined in the agreement shall be used.

In the case of a work-related grievance which is not otherwise covered by a current District policy or law, it is the policy of the District to implement a multistage grievance procedure and an appellate stage for the settlement of grievances pursuant to the General Municipal Law. This shall be a two stage grievance process which shall be further established in a regulation to be implemented pursuant to this policy.

This policy and regulation, which shall be filed with the District Clerk and the State Civil Service Commission within 30 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 Nondiscrimination 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.

Cross-ref: 0100, Equal Opportunity and Nondiscrimination  
0110, Sexual Harassment

Ref: General Municipal Law, Article 15c  
Civil Service Law, Article 14

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