File: GBK

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. 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 district 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.

Adoption: December 8, 1977
Revision: Date of Manual Adoption
Revision: September 19, 2017
Revision: March 25, 2025

CONTRACT REF.: _____ Agreement, Article _____, Grievance Procedure

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

NOTE: Procedures for filing and resolving grievances (if these have not been established through negotiations) would follow under code GBK-R. A negotiated grievance procedure might (1) simply be referred to, as above, or (2) be extracted and presented as policy, supplementing the policy above. Any policy established through negotiations should be so noted.