

GBM Staff Complaints

LINCOLN COUNTY SCHOOL
DISTRICT

Code: **GBM**
Adopted: 10/11/77
Revised/Readopted: 7/9/02
Orig. Code(s): 4195

Staff Complaints

The superintendent or designee will develop a complaint procedure which will be available for all employees who contend they have been subject to a violation, misinterpretation or inappropriate application of district policies and/or administrative regulations. The complaint procedure will provide an orderly process for the consideration and resolution of problems in the application or interpretation of district personnel policies.

The complaint procedure will not be used to resolve disputes and disagreements related to the provisions of any collective bargaining agreement, nor will it be used in any instance where a collective bargaining agreement provides a dispute resolution procedure. Disputes concerning an employee's dismissal, contract non-renewal or contract non-extension will not be processed under this procedure.

Reasonable efforts will be made to resolve complaints informally. If a complaint is processed through Level III, the Board's decision will be final.

Regulations will be developed to outline procedural timelines and steps under this policy.

END OF POLICY

Legal Reference(s):

OAR 581-022-1720

Anderson v. Central Point School District No. 6, 554 F. Supp. 600 (D. Oregon 1982); aff'd in part, 746 F. 2d 505 (9th Cir. 1984).
Connick v. Myers, 461 U.S. 138 (19