

STAFF COMPLAINTS

(Complaints involving Title VI, Title VII, Title IX, Section 504 or the Americans with Disabilities Act will be addressed in accordance with Policy 511.1. Complaints involving sexual harassment under Title IX will be addressed in Policy 511.12.)

The Evansville Community School District Board of Education recognizes the need to provide for the orderly resolution of concerns due to a purported violation, interpretation, or inappropriate application of school district policies or administrative rules and regulations. Any school employee shall have the right of access to the complaint procedure adopted by this district. A more formal grievance procedure is also available but limited to concerns related to employee discipline, termination or workplace safety issues that directly impact the employee.

Employee concerns that are not related to a collective bargaining agreement and are unresolved, should be handled in the following manner:

1. Employees should discuss the concern with their immediate supervisor as soon as the concern arises. If not resolved, then;
2. Employees should present the concern, in writing, to the District Administrator or designee. Suggestions as to how they believe the concern can be resolved are encouraged. A response will be given in writing, within ten (10) working days. If this is not satisfactory, then;
3. An employee has the right to request an appearance before the Board. A written request to be placed on the agenda must be submitted to the District Administrator twelve working days prior to the Board meeting.

Every reasonable effort should be made to assure that there shall be no reprisals against any employee, or other party, utilizing the complaint procedure.

Additional grievance procedures are written in the current Evansville Education Association (EEA) and Teamsters agreements and printed copies of the procedures are made available to all appropriate employees of the Evansville Community School District. Those procedures will remain in place for the duration of the contract. Should no successor agreement be in effect, this policy and our Employee Grievance policy will be used to resolve disputes.

Legal References: Title IX of the Education Amendment of 1972

Title IX regulations, 34 C.F.R. Part 106

Title VII of the Civil Rights Act of 1964

Wis. Stat. §§ 111.31-111.395

Local Ref.: Evansville Education Association (EEA) Master Agreement

Custodian Master Agreement

Food Service Master Agreement

Policy #528-Employee Grievances (Discipline, Terminations and Workplace Safety)

Policy #528.1-Employee Grievance Procedures (Discipline, Termination and Workplace Safety)

Policy #528.2-Impartial Hearing Officer Selection Procedures