

STAFF COMPLAINTS

The Board 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, persistent and serious in nature 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.

A determined effort shall be made to settle any grievance at the lowest possible level in the grievance procedure.

Additional grievance procedures are written in the current EEA, EEAA and Teamsters agreements and printed copies of the procedures are made available to all appropriate employees of the Evansville 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.

Local Ref.: Evansville Education Association (EEA) Master Agreement
Evansville Education Association Auxiliary (EEAA) Master Agreement
Custodian Master Agreement
Food Service Master Agreement

Policy #528-Employee Grievances (Discipline, Terminations and Workplace Safety)
#528.1-Employee Grievance Procedures (Discipline, Termination and Workplace Safety)
#528.2-Impartial Hearing Officer Selection Procedures