

## STAFF COMPLAINTS AND GRIEVANCES

**Section G: Personnel Policies**

**File: GBK**

The School Committee will encourage the administration to develop effective means of resolving differences that may arise among employees and between employees and administrators; reduce potential areas of grievances; and establish and maintain recognized channels of communication between the staff, administration, and School Committee.

It is the School Committee's desire that grievance procedures provide for prompt and equitable adjustment of differences at the lowest possible administrative level, and that each employee be assured opportunity for an orderly presentation and review of complaints and concerns.

In accordance with parameters established through negotiated agreements, channels established will provide for the following:

1. That teachers and other school employees may appeal a ruling of a Principal or other administrator to the Superintendent.
2. That all school employees may appeal a ruling of the Superintendent to the School Committee, except in those areas where the law has specifically assigned authority to the Principal and/or the Superintendent and School Committee action would be in conflict with that law.

The process established for the resolution of grievances in contracts negotiated with recognized employee bargaining units will apply only to "grievances" as defined in the particular contract.

**SOURCE:** MASC September 2016

**LEGAL REFS.:** M.G.L. [150E:5](#) and [8](#)

**CONTRACT REFS.:** All Contract Agreements

### Version Control

Action	Date
First Reading	12/4/2017
Second Reading	12/18/2017
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