

**Policy**

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GRIEVANCES

The Oradell School District shall develop and practice reasonable and effective means of resolving difficulties which may arise among employees. The chief school administrator shall oversee the implementation of a grievance procedure that:

- A. Ensures prompt response to staff grievances;
- B. Is fair and in compliance with law and board policy 4111.1/4211.1 Affirmative Action/Nondiscrimination;
- C. Establishes and maintains recognized channels of communication between staff and administration; and
- D. Reduces potential areas of grievances.

With the ultimate goal of serving the educational welfare of children, the informal grievance procedure following provides for the prompt and equitable adjustment of differences. It is essential that full cooperation be given by all employees to achieve these goals.

Each employee shall be assured the opportunity for an orderly presentation and review of concerns and grievances.

No employee shall suffer reprisals or reduction in status as a result of having presented a grievance or having represented an employee in a grievance.

It shall be the general practice to process grievance procedures during time which does not interfere with assigned duties.

An individual employee or his/her representative during the course of the processing of a grievance shall continue to follow administrative directives and board policy.

The board shall comply with grievance procedures set forth in any applicable collectively negotiated bargaining agreements.

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Key Words

Grievance, Staff Grievance, Grievance Procedure, Negotiated, Bargaining Agreement

**Legal References:** N.J.S.A. 18A: 11-1 General Powers  
N.J.S.A. 18A:27-4 Power of the board to make rules governing the employment of teachers, etc.

**Possible Cross References:** \*1120 Board of education meetings  
\*1312 Community complaints  
\*3570 District records and reports  
\*4112.6/4212.6 Personnel records  
\*4116 Evaluation  
4148 Employee protection  
\*4116 Evaluation

STAFF GRIEVANCE (continued)

4248	Employee protection
*5145.6	Student grievance procedure
*6144	Controversial issues
*6161.1	Guidelines for evaluation and selection of instructional materials
*6161.2	Complaints regarding instructional materials
*6163.1	Media center/library
*9010	Role of the member
*9020	Public statements
9123	Appointment of board secretary

\*Indicates policy is included in the Critical Policy Reference Manual.