

GRIEVANCE PROCEDURE

A “grievant” shall mean a teacher, or a group of teachers, employed by the Tioga School District, filing a grievance.

A “grievance” shall mean a claim by a grievant that a dispute or disagreement of any kind exists which jeopardizes employee health, safety, working conditions, or interpretation and application of the negotiated agreement.

The grievance shall be in writing and a copy of the document shall be given to the building administrator, board president, and the grievant.

Interpretation or application of specific terms of this grievance procedure shall be handled according to the following steps:

- A. The grievance shall first be discussed by the grievant(s) with the grievant’s building principal.
- B. If the grievance cannot be solved after five days, grievant shall re-submit the grievance in writing to the principal, at which time the principal will have five additional school days to respond.
- C. If the grievance cannot be resolved with the principal, the grievant shall file the grievance in writing with the superintendent. The superintendent will have ten school days to act upon the written grievance.
- D. If the grievance cannot be resolved with the superintendent, it will be forwarded to the school board who will act upon it at their next regular scheduled meeting. If not settled, the matter may be submitted to arbitration if the grieving party so desires.

End of Tioga PSD #15 Policy DGAA.....Reviewed/Revised: 09/25/2017