

Policy

GRIEVANCES

Negotiated grievance procedures are contained in the contracts of the Mendham Borough School District with the Mendham Borough Education Association and with the Mendham Borough Administrators and Supervisors Association. With the ultimate goal of serving the educational welfare of children and in order to practice reasonable and effective means of resolving difficulties which may arise among employees, the superintendent shall oversee implementation of procedures in a manner 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.

It is essential that full cooperation be given by all employees to achieve these goals. The grievance procedures established in the Mendham Borough Education Association contract shall be available to all noncertified staff. The grievance procedures established in the Mendham Borough Administrators and Supervisors Association contract shall be available to all supervisory staff members, without consideration of membership in that bargaining unit.

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.

First Reading:	October 27, 2009
Adopted:	November 17, 2009
NJSBA review:	May 2015
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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.

STAFF GRIEVANCE (continued)**Possible**

<u>Cross References:</u>	*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
	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.