

GRIEVANCES

It is the policy of the Passaic Board of Education to practice reasonable and effective means of resolving difficulties which may arise among employees, to reduce potential areas of grievances, and to establish and maintain recognized channels of communication between staff and administration. With the ultimate goal of serving the educational welfare of children, the following informal grievance procedure provides for the prompt and equitable adjustment of differences. It is essential that all employees give their full cooperation 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 times which do 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: November 3, 2016
Second Reading: November 21, 2016
Adopted: November 21, 2016

Legal References: N.J.S.A. 18A: 11-1
N.J.S.A. 18A:27-4

General Powers
Power of the board to make rules governing the employment of teachers, etc.