The board recognizes the need for a procedure providing a prompt and effective need to provide an orderly means of resolving differences that may arise among employees and between employees and administrators.

for the expeditious resolution of disputes concerning the application of any of the provisions of the district's policies, rules or regulations as they affect the work activity of employees.

A grievance is a disagreement involving the work situation in which an individual or group of individuals believes an injustice has occurred due to one of the following reasons:

- lack of policy
- unfair policy
- deviation from a policy
- misapplication or misinterpretation of a policy or contract

Employees should secure an equitable solution of grievances at the most immediate administrative level. Employees are encouraged to seek resolution of disputes under the existing grievance regulations and will have the right to do so with complete freedom from reprisal.

It is important to settle grievances as quickly as possible. Therefore, there will be no extension of the prescribed time for moving through the grievance procedure except upon a compelling show of good cause. All appeals for such an extension of time will be to the superintendent, whose decision will be final.

Nothing in this policy limits the right of any employee to discuss a grievance with any appropriate member of the administration. Such grievance may be adjudicated without formal proceedings, provided the adjudication is consistent with board policy and existing administrative rules and regulations.
The procedures expressed in this policy are not applicable for actions related to teacher dismissal or reduction-in-force. Actions related to teacher dismissal are subject to the guidelines of the Teacher Employment and Dismissal Act. Actions related to reduction-in-force are subject to policy GCKA (Support Staff Reduction in Force).

The superintendent is responsible for maintaining administrative procedures that will facilitate this policy. The administrative procedures are specified in administrative rule GBK-R.

The grievance procedures set forth in the following regulation are to be used to process employee complaints on alleged violations of Titles VI and VII of the Civil Rights Act of 1964; Title IX of the Education Amendment Act of 1972; Section 504 of the Rehabilitation Act of 1973; and Titles I and II of the Americans with Disabilities Act of 1990.

Adopted 8/24/76; Revised 11/11/86, 2/23/93, 3/12/02, ^