

## **Staff Concerns/Complaints/Grievances**

It is the Charter Board's desire that procedures for settling differences provide for prompt and equitable resolution at the lowest possible administrative level and that each employee be assured an opportunity for orderly presentation and review of complaints without fear of reprisal.

A "grievance" is defined as an alleged violation of Charter Board policies or administrative regulations that apply to all employees.

The process designated for the resolution of "grievances" in agreements between the Charter Board and employees shall apply only to grievances as defined in the particular agreement.

Nothing in this policy shall be construed to imply in any manner the establishment of personal rights not explicitly established by statute or Charter Board policy. Neither shall anything in this policy be construed to establish any condition prerequisite relative to non-renewal of contracts, transfer, assignment, dismissal or any other employment decision relating to school personnel.

All employment decisions remain within the sole and continuing discretion of the administration and/or Charter Board, as appropriate, subject only to the conditions and limitations prescribed by Colorado law.

Further information regarding Staff Concerns/Complaints/Grievances may be found in the staff handbook.

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Lake George Charter School

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