

4340 GRIEVANCE

It is the policy of the Board to develop and 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 two-way channels of communication between supervisory personnel and non-instructional staff members not otherwise covered by the terms of a negotiated agreement.

It is the intention of the Board to expedite the process for all parties involved, and the intent of this policy to:

1. Be used after an attempt has been made to resolve the difficulty on a face-to face basis between the parties concerned;
2. Secure proper and equitable solutions to grievances at the lowest appropriate level;
3. Facilitate an orderly succession of procedures within which solutions may be pursued.

There shall be no reprisals of any kind taken against any employees or their representatives because of participation in a grievance or support thereof, and nor shall the grievant or his or her representative conduct reprisals against the Board.

The Superintendent shall develop procedures to implement this policy.

N.J.S.A. 34:13A-5.3

Adopted: 26 May 2009

