

# Central Linn School District 552-C

Code: **GBM**  
Adopted: 6/10/96  
Revised: 04/14/05 12/12/11  
3/13/2017

## Staff Complaints

The superintendent will develop a complaint procedure which will be available for all employees who believe there is evidence of, and wishes to report a violation, misinterpretation, or inappropriate application of district personnel policies and/or administrative regulations a mismanagement, gross waste of funds or abuse of authority, or believes there is evidence that the district created a substantial and specific danger to public health and safety by its actions. The complaint procedure will provide an orderly process for the consideration and resolution of problems in the application or interpretation of district personnel policies.

The complaint procedure will not be used to resolve disputes and disagreements related to provisions of any collective bargaining agreement, nor will it be used in any instance where a collective bargaining agreement provides a dispute resolution procedure. Disputes concerning an employee's dismissal, contract non-renewal or contract non-extension will not be processed under this procedure.

Reasonable efforts will be made to resolve complaints informally.

Administrative regulations will be developed to outline procedural timelines and steps under this policy, as necessary. The district will use the designated complaint process in <sup>1</sup>administrative regulation KL-AR - Public Complaints Procedure to address any alleged violations of this policy.

END OF POLICY

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### Legal Reference(s):

ORS 332.107  
ORS 659A.199 to 659A.224

OAR 581-022-1720

Anderson v. Central Point School District, 746 F. 2d 505 (9th Cir. 1984).

Connick v. Myers, 461 U.S. 138 (1983).

<sup>1</sup> The district has administrative rule GBM-AR, Resolution for Staff Complaints which may be used for resolution of staff complaints.