

527 EMPLOYEE GRIEVANCES

The School Board shall provide for the orderly resolution of employee grievances that arise underneath the Employee Handbook regarding the interpretation, application or alleged violation of the Handbook, including complaints related to employee discipline, termination or workplace safety. Any school employee of the District has the right of access to the grievance procedure.

The procedure shall provide for grievances to be handled in a timely manner and shall contain an appeals process in which the highest level of appeal is the Board. The procedure shall also include an opportunity for employees with grievances related to discipline, termination and workplace safety to present their case before an impartial hearing officer. The Board shall approve impartial hearing officers, and may choose to pre-approve a list of one or more qualified hearing officers for assignment to future grievance hearings, in accordance with the following guidelines:

- The hearing officer shall be impartial.
- The hearing officer shall be (1) an attorney who is licensed to practice in the State of Wisconsin; or (2) a current or former School Administrator who is familiar with procedures for conducting a fair and impartial hearing.
- If the hearing officer is an attorney, that individual may be an attorney who (or whose firm) represents the District in some other capacity only if (1) there is no evidence of bias toward either party; and (2) he/she does not present the case for the administration.
- The hearing officer must be available to hear the case and render a decision in a timely manner.
- The hearing officer may not be an employee of the District.
- The hearing officer must agree to comply with all relevant laws covering personnel and student records.

A determined effort shall be made to resolve any grievance at the lowest possible level.

Legal References: Sections 19.81-19.88 & 66.0509(1m) of Wisconsin State Statutes

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