Policy 4460.~~43~~
School Board

HUMAN RESOURCES

Duties, Responsibilities, and Rights of Employees

Grievance Procedures

This policy supersedes Policy 4460.3.~~2~~

I. PURPOSE

To establish that there are grievance procedures for employees of the school division.

II. SUMMARY OF CHANGES SINCE LAST PUBLICATION

~~This policy has been reviewed, and there is no change at this time.~~

- A Philosophy section has been added.
- A Responsibilities section has been added.
- Additional legal references have been added.
- Cross references have been added.

III. PHILOSOPHY

The School Board will ensure that grievance procedures shall provide a means for the School Board and its employees to seek solutions to employment problems.

IV. RESPONSIBILITIES

The School Board supports an employee's right to discuss a complaint with the school system administration or to file a grievance.

~~III.~~V. ESTABLISHMENT OF GRIEVANCE PROCEDURES

~~There shall be grievance procedures to provide a means for the School Board and its employees to seek solutions to employment problems. The~~Grievance procedures shall be designed to provide a simple, straightforward, and easily understood method for addressing problems at every administrative level as fairly and as expeditiously as possible.

Legal reference: Code of Virginia, sections 22.1-79.1, 22.1-306, 22.1-308

~~See Current Versions~~
Cross References: Regulation 4461, Grievance Procedures- Contracted, Licensed/Professional Personnel

Regulation 4462, Grievance Procedures- Operational Employees

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FAIRFAX COUNTY SCHOOL BOARD