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.~~ The Establishment of Grievance Procedures section was renamed Objectives.
- 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.~~

~~RESPONSIBILITIES~~

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

~~III.~~IV. ~~ESTABLISHMENT OF GRIEVANCE PROCEDURES~~ OBJECTIVES

~~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 4465~~61~~, Grievance Procedures- Contracted, Licensed/Professional Personnel

Regulation 44~~64~~62, Grievance Procedures- Operational Employees

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FAIRFAX COUNTY SCHOOL BOARD