Policy 4460.4
School Board

HUMAN RESOURCES

Duties, Responsibilities, and Rights of Employees

Grievance Procedures

This policy supersedes Policy 4460.3.

I. PURPOSE

To establish grievance procedures for employees of the school division.

II. SUMMARY OF CHANGES SINCE LAST PUBLICATION

- A Philosophy section has been added.
- The Establishment of Grievance Procedures section was renamed Objectives.
- A legal reference has been added.
- Associated Regulations have been added.

III. PHILOSOPHY

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

IV. OBJECTIVES

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:

Regulation 4465, Grievance Procedures- Contracted, Licensed/Professional Personnel
Regulation 4464, Grievance Procedures- Operational Employees

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FAIRFAX COUNTY SCHOOL BOARD