



Management and Confidential Personnel

Grievances/Complaints

Any formal written complaint concerning the performance of a management team member, which could reasonably affect the evaluation, or retention of the management team member should be reported, as soon as practicable, to the employee so affected.

The affected manager has the right to be in attendance at the initial conference between the person making the complaint and the affected administrator's supervisor regarding the complaint.

Any management employee who feels that he/she has been subjected to arbitrary or capricious action by the district may appeal the manner as follows:

The manager will discuss the alleged action with the manager's immediate supervisor. If the manager is not satisfied, the manager may thereafter appeal the matter, in writing, to the superintendent, who shall personally discuss the matter within fifteen working days of the receipt of the written appeal. Thereafter, the superintendent must respond, in writing, within ten working days if the manager so requests a written response. If the manager is not satisfied with the written response of the superintendent, the matter may be appealed, in writing, to the governing board. Upon request, the manager will be accorded the right to discuss the matter with the board.

This appeal procedure is not intended to add any right to a position or property other than that which is already provided by law.