

FOSTER-GLOCESTER REGIONAL SCHOOL DISTRICT

Glocester, RI

CHAIN OF COMMAND

Purpose:

This policy is established to set forth the expectations of the School Committee in dealing with concern(s) of an employee which fall outside the employee's contractual agreements.

PHILOSOPHY:

The Foster-Glocester School Committee believes that problems and concerns of employees are most appropriately dealt with at the lowest level possible, and that every attempt should be made to resolve such issues by and between the two people most directly involved. To this end, the Committee sets forth this policy as the expected process for resolution of employee-raised complaints, concerns and/or problems.

1. Teachers will first discuss any school matters with their Principal and the Principal, in turn, will transact business with the School Superintendent. The Superintendent will, where necessary, refer matters to the School Committee.
2. If, after giving the Principal adequate time to solve a problem, a teacher still feels aggrieved by the Principal's decision, the matter may be referred to the Superintendent – after the Principal has first been notified of the teacher's intent.
3. If, after giving the Superintendent sufficient time to solve a problem, there is still dissatisfaction, a teacher may ultimately refer a matter to the School Committee, providing the Superintendent has been notified of the teacher's intent in writing.
4. The Principal may refer a matter to the School Committee only after he/she has presented the problem to the Superintendent. If after giving the Superintendent sufficient time to arrive at a decision, the Principal still feels dissatisfaction, he/she must inform the Superintendent of his/her decision to appeal the matter to the School Committee.
5. In cases which may be appealed from the decision of the Superintendent, the School Committee will act as a Court of Final Appeal.

Adopted: October 8, 1963

Revised: June 1, 1999