Board Policy GAE: Complaints and Grievances **Status:** ADOPTED

Original Adopted Date: 12/04/2014 **| Last Revised Date:** 09/15/2022 **| Last Reviewed Date:** 09/15/2022

Purpose

It is the policy of the Board of Public Education for Bibb County ("Board") that certificated personnel will be able to present and resolve complaints relating to certain matters at the lowest organizational level possible. The Board encourages all employees to resolve their complaints informally in a spirit of collegiality where possible. The Superintendent or their designee will formulate an appropriate regulation to implement this policy. This Ppolicy and Regulation GAE-R(1) implements the provisions of O.C.G.A. § 20-2-989.5 et seq. and will be so interpreted. It is not intended to create any rights or responsibilities beyond those set out in applicable law.

Matters involving allegations of discrimination or sexual harassment shall be addressed through Policy GAAA, Equal Employment Opportunity and its Regulation GAAA-R(1).

Scope of Policy

This complaint and grievance policy is applicable to any claim by any professional employee certificated by the Professional Standards Commission who is affected in their employment relationship by an alleged violation, misinterpretation, or misapplication of statutes, policies, rules, regulations, or written agreements applicable to the Bibb County School District ("District"). However, this policy will not apply to:

1. Performance ratings contained in personnel evaluations pursuant to O.C.G.A. § 20-2-210; however, such exclusion shall not apply to procedural deficiencies on the part of the District or the school in conducting an evaluation pursuant to O.C.G.A. § 20-2-210;

2. Professional development plans;

3. Job performance;

4. Termination, non-renewal, demotion, suspension, or reprimand of any employee, as set forth in O.C.G.A. § 20-2-940; or

5. The revocation, suspension, or denial of certificates of any employee, as set forth in O.C.G.A. § 20-2-984.5.

A certified employee who chooses to exercise the right to appeal any matter of local controversy regarding the construction or administration of a school law pursuant to O.C.G.A. § 20-2-1160, will be barred from pursuing the same complaint under this policy.