

**BETHEL SCHOOL DISTRICT #52
BOARD OF EDUCATION POLICY STATEMENT**

Subject: **Staff Complaints**

Policy Number: **GBM** Effective Date: **10/2023**

Date of Original Policy and Revisions: **2/17**

Cancels Policy No.: **NA** Dated: **NA**

Date of Next Review: **10/2026**

POLICY

The superintendent or designee will develop a complaint procedure which will be available for all employees who believe there is evidence of, and wish to report a violation, misinterpretation or inappropriate application of district personnel policies and/or administrative regulations; a mismanagement, gross waste of funds or abuse of authority, or believe there is evidence that the district created a substantial and specific danger to public health and safety by its actions. The complaint procedure will provide an orderly process for the consideration and resolution of problems in the application or interpretation of district personnel policies.

The complaint procedure will not be used to resolve disputes and disagreements related to the provisions of any collective bargaining agreement, nor will it be used in any instance where a collective bargaining agreement provides a dispute resolution procedure. Disputes concerning an employee's dismissal, contract nonrenewal or contract non-extension will not be processed under this procedure.

Reasonable efforts will be made to resolve complaints informally.

The District will use the complaint process procedural timelines and steps found in the administrative rule KL-AR - Complaints Procedure to address any alleged violations of this policy.

REPORTS

None.

ATTACHMENTS

None.

END OF POLICY

REFERENCES/COMMENTS

Legal Reference(s):

[ORS 332.107](#)

[ORS 659A.199](#)

[OAR 581-022-1720](#)

Anderson v. Central Point Sch. Dist., 746 F.2d 505 (9th Cir. 1984).

Connick v. Myers, 461 U.S. 138 (1983).