

GRIEVANCE HEARINGS AT THE SCHOOL COMMITTEE LEVEL

PURPOSE:

The purpose of this policy shall be to set forth the expectations of the North Kingstown School Committee in regard to the conduct of grievance hearings that are appealed to the School Committee level.

PHILOSOPHY:

The School Committee supports the concept of the maintenance of a grievance procedure that secures at the lowest jurisdictional level, equitable solutions to issues that may arise from time to time, with respect to grievances of employees as defined and stipulated within an aggrieved employee(s) union negotiated contract.

POLICY STATEMENT:

In the event that it becomes necessary for a grievance to be heard at the School Committee level, and to assure that all pertinent facts and aspects of a grievance are clearly stipulated and presented for preliminary review preceding a scheduled hearing, the School Committee sets forth the following expectation for submission of a grievance appeal to the School Committee level:

1. The written grievance statement is to include all factors germane to the grievance, including the identification of all the aggrieved parties, the identification of those to testify at the hearing, and the attachment of any and all support data relating to the specifics of the grievance. Evidence pertaining to individuals who are parties to the grievance, but who will not be present at the hearing, shall not be considered without evidence that said person(s) were notified of intent to be referenced.
2. It is the expectation of the School Committee that its members will be able to glean all pertinent information relating to the specifics of a grievance and the grounds for its filing upon receipt of notice of a grievance appeal to the School Committee level. To expedite the processing of the grievance, and to assure that the School Committee is not confronted with unknown evidence or information at the time of the hearing, all data and information pertaining to the grievance is to be submitted in accord with the filing timeline as set forth in the appropriate union contract.
3. The introduction of new information subsequent to the hearing at the Superintendent's level will not be accepted, except in extenuating circumstances and then only by approval of a majority of the School Committee.

4. Reasonable time constraints will be placed on the conduct of grievance hearings at School Committee meetings, and as such, a grievance hearing shall be conducted in the manner as stipulated herewith:
 - a. Union grievance presentation
 - b. Administration presentation
 - c. Committee member inquiry
 - d. Union responses
 - e. Administration responses
 - f. A rebuttal by desiring parties
 - g. Committee decision as provided for within the contract

5. This policy should not, in any way, be interpreted to alter the understandings and stipulations of the grievance procedure as set forth within the negotiated employee contracts, but rather to serve as a vehicle to expedite the grievance process at the School Committee level and bring resolution to unresolved grievances at the earliest possible time.

Adopted: 9/25/02

