



Book	Policy Manual
Section	ALL EMPLOYEES
Title	Employee Dispute Resolution
Code	E3
Status	Active
Adopted	March 22, 2001
Last Revised	February 12, 2024
Last Reviewed	January 10, 2014
Prior Revised Dates	4/1/2009

Purpose

It is the policy of the Board of School Directors ("Board") of Springfield School District ("District") to establish reasonable and effective means of resolving difficulties which may arise among employees, to reduce potential areas of concern, and to establish and maintain recognized two-way channels of communication between supervisory personnel and employees.

Authority

The Board intends that differences of opinion are resolved using a fair and timely process for all concerned parties. The policy, therefore, has as its goals the following:

1. The policy is intended to be used after an attempt has been made to resolve a difficulty on an informal basis between the parties concerned.
2. The policy is intended to secure proper and appropriate solutions to concerns and issues at the lowest possible level and to facilitate an orderly procedure within which solutions may be pursued.
3. There shall be no reprisals of any kind against any employees or their representatives when attempting to resolve a difference of opinion or in supporting such an effort.

In accordance with guidelines, the Board directs the administration to facilitate a timely, orderly succession of review of the concern, from the initiator of the concern to the Director of Human Resources. If the Director of Human Resources cannot resolve the concern, the Superintendent shall address the concern. If the Superintendent cannot resolve the concern, the Board may, at its discretion, address the concern.

SUPERSEDES: Policy No. 4115.3, Complaint Procedure-Certificated Personnel

This online posting is an electronic copy from Springfield School District's manual of currently adopted policies. The policies on this site are for informational purposes only and do not reflect updating activities in progress. It may be used for information and reference purposes only regarding issues of concern. Certified date-stamped copies are available from the District Open Records Officer and are valid for issues of concern within two (2) weeks of the stamped date.

