

STAFF COMPLAINTS AND GRIEVANCES

Background

In addition to grievances specifically related to Collective Agreement applications, there may be other staff complaints or grievances from time to time.

Procedures

1. Professional Staff (ATA) shall be bound by the procedures accepted by the Alberta Teachers Association and particularly as defined in the "ATA Code of Ethics", "The Education Act" and the current "Collective Agreement". The foregoing does not preclude application on other matters to the Superintendent of Schools, whose decision is final.
2. Non-Professional Staff shall be required to follow the recognized lines of authority established by the Superintendent. Any complaints shall firstly be expressed to the immediate supervisor, who shall attempt to resolve the matter in line with Administrative Procedures. The employee shall have the right to appeal the decision to the Superintendent, after following the recognized lines of communication. All employees are expected to follow the "Code of Ethics" as defined in Administrative Procedure 401-1, in their relations with other personnel.

References: Education Act Section 52, 53, 196, 197, 222

Amended: April 2006