

**PERSONNEL
GRIEVANCES AND COMPLAINTS**

Employee Grievances

Employees may appeal the application of policies and administrative decisions affecting them through established channels. The employees shall be assured freedom from restraint, interference, and coercion or reprisal in presenting an appeal.

An employee with a grievance may appeal to Human Resources. The final decision will be the Executive Director's. If an appeal is made to the Executive Committee, then the Executive Committee may review the Executive Director's decision but shall be limited to determining whether NJSBA policies on personnel have been followed. If the policies are found to have been correctly applied, the Executive Director's decision is final. If the policies are found to have been incorrectly applied, the matter will be returned to the Executive Director to be addressed as per Association policy.

The grievant may seek further review by the Board of Directors, which is also limited to determining whether the Executive Director's decision follows the Association policy. If the policies are found to have been incorrectly applied, the matter will be returned to the Executive Director to be addressed as per Association policy.

Authority: BD 5/78
BD 10/85
BD 5/97
BD 10/00
BD 11/03