

## **Personnel -- Certified/Non-Certified**

### **Staff Complaints and Concerns**

It is the desire of the Waterford Board of Education that procedures for the settling of differences provide for prompt and equitable resolution of disagreements at the lowest possible administrative level. If unresolved, each employee will be assured the opportunity for an orderly presentation at the next highest level and review of complaints and concerns without fear of reprisal. If requested, the Board of Education may choose to hear the complaint.

The procedures for the resolution of grievances in contracts negotiated with recognized employee units shall apply only to violations, misinterpretations, or misapplications of the terms of the agreement.