**Procedures: Grievances vs. Building Concerns**

***Statement***: WNEA is committed to fostering positive school transformation, environments where students and teachers can thrive, and as a group feel like we have a sense of community ownership and influence within our educational district.

***Grievances:***

Violation(s), misapplication or misinterpretation of state or federal law or regulation, school board policy, administrative regulation(s) that denies an individual (certified or noncertified) of rights or privileges without due process.

* Grievances may also include discrimination based on race, color, religion, sex, national origin,

ancestry, disability, age, genetic information or other characteristics protected by law in the workplace.

* Grievances may also be filed to stop or prevent harassment or retaliation.
* One may also file an EEOC complaint to the EOC (Employment Opportunity Center) in addition to

the district.

* Grievances will be handled by a WNEA representative in accordance with policy and procedures.

(i.e. Issue Management Form).

***Grievance Examples:***

* *Board policy said that you would get 300 minutes of uninterrupted plan time a week to do work that pertains to your own class. Principal requires you to attend an IEP meeting during your plan time only.*
* *Your board policy says that you will be paid $26.00 an hour to tutor kids after school. You get paid $20.00.*
* *You are not allowed a lunch because an extra duty has been assigned to you.*
* *You received poor marks on your evaluation that the principal prefers to use from his previous district.*

***Building Concerns:***

Concerns regarding the safety of environment, positive school transformations (ideas), positive influences on school environment, and/or overall positive influences towards district improvement are to be directed according to policy or administrative discretion.

* All issues, not concerning grievances, should be addressed according to the proper procedures.
	+ I.E. Chain of Command, policies, directives as scripted in memorandums, etc.
* Administrators have discretionary authority on the daily operations of the building and may make changes according to the best interest of the building, staff, and district.

***Building Concern Examples:***

* *Building assembly being held at the same time, 7th hour, all year causing one period to lose instructional time as compared to other hours.*
* *PE equipment is in the southwest hall in front of the fire escape is creating a potential hazard.*

***Non-building concerns:***

* Personal and individual [Issues between other employees] will not be handled by grievances.
* If you belong to an association, you may ask your association representative for mediation assistance if you have an issue with another employee/colleague.

Keep in mind that when you complain about somebody else to management without knowing the full details of what is going on with them, you are denying them of their chance to improve their situation before a higher level of potential threat gets involved. Would you want that to happen to you if you were going through a private situation that you were struggling with? This type of behavior undermines the strength of our union.