

Missoula County Public Schools

Personnel 5240

Resolution of Staff Complaints/Problem-Solving

The District will endeavor to promote fair and honest treatment of all employees.

Administrators and employees are all expected to treat each other with mutual respect.

Each employee has the right to express his or her views concerning policies or practices to the administration in a businesslike manner, without fear of retaliation.

Employees are encouraged to offer positive and constructive criticism.

Each employee is expected to follow established rules of conduct, policies, and

practices. Should an employee disagree with a policy or practice, the employee can

express his or her disagreement through the District's grievance procedure. No

employee shall be penalized, formally or informally, for voicing a disagreement with the

District in a reasonable, businesslike manner, or for using the grievance procedure. An

employee filing a grievance under a collective bargaining agreement is required to

follow the grievance procedure for that particular agreement.

Cross Reference:

1700 Uniform Grievance Procedure

Policy History:

Adopted on: August 13, 2002

Revised at PN&P Committee meeting on: March 24, 2010 and posted for public comment.

Approved on: May 11, 2010

Revised at Regular Meeting on September 8, 2015 and posted for public comment.

Approved on: October 13, 2015