

**GRIEVANCE POLICY: SUPERVISORY AND CONFIDENTIAL CLASSIFIED PERSONNEL**

The policy of the Fullerton Joint Union High School District is to develop and practice reasonable and effective means for resolving difficulties which may arise among staff members, for reducing potential areas of grievance, and for establishing and maintaining recognized two-way channels of communication for the staff.

The Rules and Regulations associated with this policy are to facilitate prompt and equitable adjustment of differences so as to benefit, ultimately, the students, staff members, and community comprising the Fullerton Joint Union High School District. Most effective utilization of these procedures occurs when differences are resolved as close as possible to the point of origin. To assist in this respect, a grievance procedure has been established based on the premise that an employee's progress and job security are best served through a mutual respect of each other's goals and objectives which are, in turn, dependent on good communications.

For the processing of grievances which may arise among confidential and supervisory employees in the performance of duties, the following channels shall be utilized:

1. Informal Channel
2. Formal Channel

The Board of Trustees recognizes these channels and authorizes their use to conduct studies of grievances in accordance with the Rules and Regulations of this policy. Consequently, each employee is assured of the opportunity for an orderly presentation and review of grievances. Furthermore, no employee shall be subjected to discrimination, reprisals or reduction in status as a result of having presented a grievance. Employees shall have the right to appeal a decision reached through use of these channels according to the Rules and Regulations of this policy.