

**CAMBRIAN SCHOOL DISTRICT**  
**Board Policy**

**Policy 4144**

Adopted: March 26, 2002

Page 1 of 1

**PERSONNEL**

**Employee Complaints**

“Complaints” shall mean a claim by an employee of a violation, misapplication, or misinterpretation of Board policy or administrative procedure or other alleged claims.

- I. The term “complaint” shall not apply to any matters that are:
  - A. Disagreements with the subject matter, rather than the administration of a Board policy or administrative procedure.
  - B. Provisions of a contract between the District and the employee’s Exclusive Representative.
- II. Complaints shall be processed in a manner that does not interfere with the employee’s work, the normal operation of third schools, and shall be in accordance with the appropriate administrative procedure.

Employees are urged to attempt to find solution to problems at or close to the point of origin.