

**RESOLUTION 25-016 Approval for First Reading of Board Policy
GBM-Staff Complaints**

Background: The updates made to this board policy align with MESD’s practice.

WHEREAS, the Multnomah Education Service District Board of Directors Policy Committee reviewed and discussed Board Policy GBM-Staff Complaints; and

WHEREAS, the Multnomah Education Service District Board of Directors Policy Committee recommends that the Board adopt Policy GBM-Staff Complaints; and

NOW THEREFORE BE IT RESOLVED, that Board Policy GBM-Staff Complaints is approved for first reading as written or as further modified.

BE IT FURTHER RESOLVED, that if no further discussion is required, Board Policy GBM-Staff Complaints, is approved as proposed and does not require a second reading.

Multnomah Education
Service District

Code: **GBM**
Adopted: 11/18/80
Amended/Readopted: 9/20/94; 11/15/05; 2/19/13;
6/16/15; 9/20/16; 2/18/25
Orig. Code(s): 3820

Staff Complaints

The superintendent or designee ~~will~~ shall develop a complaint procedure, which ~~will~~ shall be available for all employees who ~~believe there is evidence of, and wishes to report~~ contend they have been subject to a violation, misinterpretation or inappropriate application of district personnel policies and/or administrative regulations. ~~; a mismanagement, gross waste of funds or abuse of authority; or believe there is evidence that the MESD created a substantial and specific danger to public health and safety by its actions. Staff are encouraged to resolve concerns informally. However, the Board recognizes the need to~~ The complaint procedure shall provide for the an orderly process for the consideration and resolution of ~~any complaint arising out of an alleged violation; of problems in the application or~~ interpretation or inappropriate application of MESD personnel policies, ~~administrative regulations or procedures.~~

~~Any employee who is subject to collective bargaining, and has access to complaint procedures in the collective bargaining agreement, shall utilize the complaint procedures.~~

The complaint procedure shall not be used to resolve disputes and disagreements related to the provisions of any collective bargaining agreement, nor shall it be used in any instance where a collective bargaining agreement provides a dispute resolution procedure. Disputes concerning an employee's dismissal, contract non-renewal, or contract non-extension shall not be processed under this procedure.

~~Any employee who is not subject to collective bargaining may file a complaint through the administrative regulations developed by the Superintendent and Cabinet.~~

Reasonable efforts shall be made to resolve complaints informally.

Administrative regulations ~~will~~ shall be developed to outline procedural timelines and steps under this policy, as necessary. ~~The MESD will use the designated complaint process in administrative regulation GBM-AR-Public Complaints Procedure to address any alleged violations of this policy.~~

END OF POLICY

Legal Reference(s):

[OAR 581-024-0245](#) [ORS 334.125](#)
[ORS 659A.199](#)

Anderson v. Central Point Sch. Dist., 746 F.2d 505 (9th Cir. 1984).
Connick v. Myers, 461 U.S. 138 (1983).

MESD Policy Cross Reference(s):

AA - MESD Purpose and Goals

AB - Mission, Vision, Values

AC - Non-Discrimination

GB - Personnel Policies

JFH - Student Complaints

KLD - Public Complaints about MESD Personnel