

GGEA PROBLEM SOLVING

CONTRACT MAINTENANCE - GGEA and DISTRICT

Any teacher, nurse, or librarian can contact the GGEA President or Executive Director, who will put an issue on the agenda to be discussed with the Asst. Superintendent of Personnel, Joli Armitage, during the weekly Contract Maintenance meeting. It is contractual that these meetings be convened. The resolution will be communicated back to the member after the meeting. Any problem, whether a Grievance or not, can be addressed during Contract Maintenance. GGEA recommends that members first attempt to resolve any issues locally at the school site. This can be done alone, or with the help of the GGEA Site Representative. Both individual school site and district-wide concerns can be addressed through this avenue. Most issues are resolved at the site or through Contract Maintenance, but sometimes it is necessary to begin the formal grievance process if it is a contractual issue.

GRIEVANCE PROCESS - THINGS *IN* THE CONTRACT

INFORMAL LEVEL: Optional meeting with Member, Association Rep, and Principal

FIRST FORMAL LEVEL - Written grievance form is filed with the Principal. The Principal shall meet with the Grievant and GGEA Rep within ten days. The Principal shall issue a decision in writing.

SECOND FORMAL LEVEL – Written grievance form is filed with the Personnel Office. The Asst. Supt. of Personnel shall meet with the Grievant and GGEA Rep within five days and issue a decision in writing.

THIRD FORMAL LEVEL – Written grievance filed with Superintendent, who shall meet with the Grievant and GGEA Rep within five days and issue a decision in writing.

ARBITRATION – A mutually acceptable arbitrator is selected by the parties. If the School Board fails to implement the award, then the Grievant may appeal to a court of competent jurisdiction to confirm the arbitrator's award.

GRIEVANCE PROCESS – THINGS *NOT IN* THE CONTRACT

FIRST OPTION – A teacher or several teachers can meet with Principal to discuss the matter.

SECOND OPTION – Matter may be referred to the Faculty Advisory Committee (FAC), who will meet with the Principal, discuss the matter and report back to the teachers.

GGEA recommends that every school site have an FAC in place. We also provide FAC Training to help implement it at any new school sites.