

*As Engrossed: 2/25/91 2/27/91*

1 **State of Arkansas**  
2 **78th General Assembly**  
3 **Regular Session, 1991**

**A BILL ACT 558 OF 1991**  
**HOUSE BILL 1783**

4 **By: Representatives Baker, Turner, Townsend, Cunningham, Arnold,**  
5 **Tullis, and Blair**

6 **For An Act To Be Entitled**

7 "AN ACT TO REQUIRE EACH SCHOOL DISTRICT TO ADOPT WRITTEN  
8 GRIEVANCE PROCEDURES; AND FOR OTHER PURPOSES."

9  
10 BE IT ENACTED BY THE GENERAL ASSEMBLY OF THE STATE OF ARKANSAS:

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12 SECTION 1. It is the public policy of the State of Arkansas that each  
13 school district shall have a written grievance procedure which provides for an  
14 orderly method of resolving concerns raised by an employee at the lowest  
15 possible administrative level.

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17 SECTION 2. The grievance policy shall be adopted in accordance with  
18 Arkansas Code 6-17-201 through 6-17-207 and other applicable policies of the  
19 district.

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21 SECTION 3. The grievance policy shall at least include the following  
22 provisions:

23 (a) a procedure for resolving the matter informally with the employee's  
24 immediate supervisor,

25 (b) a procedure to appeal, in writing, an unsatisfactorily resolved  
26 grievance from the immediate supervisor to the superintendent of schools or  
27 his designee,

28 (c) a procedure to appeal in writing an unsatisfactorily resolved  
29 grievance from the superintendent or his designee to the school board at a  
30 hearing. The hearing shall be open to the public unless either the  
31 superintendent or the employee requests a private hearing,

32 (d) the right of all parties to be represented by a person of their own  
33 choosing at *least at the school board level* of the procedure.

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35 SECTION 4. All provisions of this act of a general and permanent nature  
36 are amendatory to the Arkansas Code of 1987 Annotated and the Arkansas Code

1 Revision Commission shall incorporate the same in the Code.

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3 SECTION 5. If any provision of this act or the application thereof to  
4 any person or circumstance is held invalid, such invalidity shall not affect  
5 other provisions or applications of the act which can be given effect without  
6 the invalid provision or application, and to this end the provisions of this  
7 act are declared to be severable.

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9 SECTION 6. All laws and parts of laws in conflict with this act are  
10 hereby repealed.

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12 SECTION 7. EMERGENCY. It is hereby found and determined by the General  
13 Assembly that each school district in the State should have written grievance  
14 procedures which will provide for an orderly method of resolving employee  
15 concerns at the lowest possible administrative level; and that it is necessary  
16 that this act be given effect immediately to enable school districts to begin  
17 developing such grievance procedures as soon as possible. Therefore, an  
18 emergency is hereby declared to exist and this act being necessary for the  
19 preservation of the public peace, health and safety shall be in full force and  
20 effect from and after its passage and approval.

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22 /s/Tom Baker, et al

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24 APPROVED: 3-14-91

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