

*As Engrossed: March 18, 1993 4/7/93*

1 **State of Arkansas**  
2 **79th General Assembly**  
3 **Regular Session, 1993**  
4 **By: Senator Lewellen**

# A Bill

**ACT 1149 OF 1993**  
**SENATE BILL 509**

## For An Act To Be Entitled

8 "AN ACT TO AMEND ARKANSAS CODE ANNOTATED § 6-17-208 TO  
9 LIST AN ADDITIONAL PROVISION TO BE INCLUDED IN SCHOOL  
10 DISTRICT GRIEVANCE POLICIES; AND TO DEFINE THE WORDS  
11 'GRIEVANCE' AND 'EMPLOYEE'; AND FOR OTHER PURPOSES."

### Subtitle

14 "TO LIST AN ADDITIONAL PROVISION TO BE INCLUDED IN SCHOOL  
15 DISTRICT GRIEVANCE POLICIES."

17 BE IT ENACTED BY THE GENERAL ASSEMBLY OF THE STATE OF ARKANSAS:

19 SECTION 1. Arkansas Code § 6-17-208(b) is hereby amended to read as  
20 follows:

21 "(b) The grievance policy shall at least include the following  
22 provisions:

23 (1) A procedure for resolving the matter informally with the  
24 employee's immediate supervisor;

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

28 (3) 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; and

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

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35 SECTION 2. Arkansas Code §6-17-208(a) is hereby amended to read as  
36 follows:

1           "(a) It is the public policy of the State of Arkansas that each school  
2 district shall have a written grievance procedure which provides for an  
3 orderly method of resolving concerns raised by an employee at the lowest  
4 possible administrative level.

5                   (1) 'Grievance' shall mean any concern related to personnel  
6 policies or salary raised by an employee.

7                   (2) 'Employee' shall mean a person employed by a school district  
8 under a written contract."

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10           SECTION 3. All provisions of this act of a general and permanent nature  
11 are amendatory to the Arkansas Code of 1987 Annotated and the Arkansas Code  
12 Revision Commission shall incorporate the same in the Code.

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

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20           SECTION 5. All laws and parts of laws in conflict with this act are  
21 hereby repealed.

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*/s/Senator Lewellen*

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APPROVED: 4/14/93

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