

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

# A Bill

**SENATE BILL**

4 **By: Senators Moore, Hardin, Walters, Wilson, Lewellen, Hopkins,**  
5 **Todd, Pagan, and Jewell**

## For An Act To Be Entitled

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

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

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

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18 SECTION 2. The grievance policy shall be adopted in accordance with  
19 Arkansas Code 6-17-201 through 6-17-207 and other applicable policies of the  
20 district. Such policies shall be adopted no later than December 1, 1991.

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

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

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

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

33 (d) the right of all parties to be represented by a person of their own  
34 choosing at all levels of the procedure.

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1           SECTION 4. All provisions of this act of a general and permanent nature  
2 are amendatory to the Arkansas Code of 1987 Annotated and the Arkansas Code  
3 Revision Commission shall incorporate the same in the Code.

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

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

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14           SECTION 7. EMERGENCY. It is hereby found and determined by the General  
15 Assembly that each school district in the State should have written grievance  
16 procedures which will provide for an orderly method of resolving employee  
17 concerns at the lowest possible administrative level; that this act is  
18 designed to require the adoption for such procedure no later than December 1,  
19 1991, and that it is necessary that this act be given effect immediately to  
20 enable school districts to begin developing such grievance procedures as soon  
21 as possible. Therefore, an emergency is hereby declared to exist and this act  
22 being necessary for the preservation of the public peace, health and safety  
23 shall be in full force and effect from and after its passage and approval.

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