

Stricken language would be deleted from and underlined language would be added to law as it existed prior to the 82nd General Assembly.

State of Arkansas

*As Engrossed: H3/15/99 H3/31/99*

82nd General Assembly

# A Bill

Regular Session, 1999

HOUSE BILL 2075

By: Representative J. Jeffress

## For An Act To Be Entitled

"AN ACT TO AMEND ARKANSAS CODE 6-17-208 PERTAINING TO GRIEVANCE PROCEDURES OF SCHOOL DISTRICTS; AND FOR OTHER PURPOSES. "

## Subtitle

"AN ACT TO AMEND ARKANSAS CODE 6-17-208 PERTAINING TO GRIEVANCE PROCEDURES OF SCHOOL DISTRICTS. "

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

SECTION 1. Arkansas Code 6-17-208 is amended to read as follows:

"6-17-208. Grievance procedure.

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

(2)(A) "Grievance" shall mean any concern related to personnel policies or *salary* raised by an employee.

(B) "Employee" shall mean a person employed by a school district under a written contract.

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

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

(2) A procedure to appeal, in writing, an unsatisfactorily resolved grievance from the immediate supervisor to the superintendent of

1 schools, or his designee;

2 (3) A procedure to appeal in writing an unsatisfactorily resolved  
3 grievance from the superintendent, or his designee, to the school board at a  
4 hearing the next regularly scheduled school board meeting unless both parties  
5 have agreed to a different date. The hearing shall be open to the public  
6 unless either the superintendent or the employee requests a private hearing;  
7 ~~and~~

8 (4) The right of all parties to be represented by a person of  
9 their own choosing, at least at the school board level of the procedure-;

10 (5) The determination by the principal, superintendent, or their  
11 designees that the concern expressed by the employee is not a grievance, may  
12 be appealed to the board for a final decision; and

13 (6) At the hearing, the employee shall have an adequate opportunity to  
14 present the grievance and both parties shall have the opportunity to present  
15 and question witnesses.

16 (c) The grievance policy shall be adopted in accordance with §§ 6-17-  
17 201 - 6-17-207 and other applicable policies of the district."

18  
19 SECTION 2. All provisions of this act of a general and permanent nature  
20 are amendatory to the Arkansas Code of 1987 Annotated and the Arkansas Code  
21 Revision Commission shall incorporate the same in the Code.

22  
23 SECTION 3. If any provision of this act or the application thereof to  
24 any person or circumstance is held invalid, such invalidity shall not affect  
25 other provisions or applications of the act which can be given effect without  
26 the invalid provision or application, and to this end the provisions of this  
27 act are declared to be severable.

28  
29 SECTION 4. All laws and parts of laws in conflict with this act are  
30 hereby repealed.

31 /s/ J. Jeffress