

BEEHIVE SCIENCE & TECHNOLOGY ACADEMY

Grievance Policy

Board Policy

Beehive Academy is committed to providing a positive, practical approach resolving matters. The parents and staff can resolve their concerns through open, respectful communication as outlined below:

Parents

A parent who has a complaint regarding a staff member should, in good faith, address his/her concern with the involved staff member in a reasonable and cooperative manner to resolve the concern. The open communication and effort to set a meeting to resolve the matters is expected from both parties. If the parent is unsuccessful in resolving their complaints with the involved staff member, they may address their concerns directly with the Assistant Principal, Principals or designated staff member and work in a timely, reasonable, and cooperative effort to resolve the concern.

Staff

An employee who has a complaint regarding another employee may first address his/her concern in good faith with the other employee and work in a professional, reasonable, and cooperative effort to resolve the concern. If the employee is unable to resolve complaints through these efforts, he/she may address concerns with the Assistant Principals or Principals in a similar manner. An employee who has an honest complaint involving a principal may address his/her concern in good faith with the principal and work in a timely, reasonable, and cooperative effort to resolve the concern.

Executive Director

If the parent and/or employee is unable to resolve complaints through efforts covered in subsection A or B, he/she may address concerns with the Executive Director in a similar manner.

Board Appeal

In the event that a parent and/or employee complaint has not been resolved by good faith efforts at the administrative level, the complaint may be directed to the School Board. The following points should be included in the request.

1. the individual(s) involved details of the events that led to the complaint,
2. dates and approximate times,
3. details of good faith efforts to resolve the problem, including dates and approximate times, and,
4. the requested solution.

The governing board will carefully and objectively consider the appeal. The board may, at its discretion, gather additional information from the complainant, other employees, administration, and/or from professional consultants. The board will take any action it deems appropriate and reserves the right to deny appeal consideration if the complainant has not initiated problem-solving efforts with the individual(s) involved in the complaint.

It should be noted that this policy is in no way intended to discourage or limit any individual's legal responsibility to report unlawful activities as mandated by state and federal

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law. Additionally, this policy does not alter in any way the school's status as an at-will employer and does not preclude the school from discontinuing employment even if the employee has submitted an appeal.

Revision History and Approval Date

Adopted: March 23, 2022