

## ARTICLE 22: PUBLIC COMPLAINTS

- 22.1 A complaint shall be defined as an alleged misapplication of the district's or school site's policies, regulations, rules or procedures.
- 22.1.1 Before material from public complaints is entered into a unit member's file, the unit member shall be afforded an opportunity for a hearing.
- 22.2 The unit member shall have a written explanation of the public complaint and all accompanying material within ten (10) days of receipt by the District.
- 22.3 If the complainant is available, and the unit member requests a joint meeting, one shall be arranged.
- 22.3.1 The unit member is entitled to representation at the meeting.
- 22.3.2 If the complainant is not available, he/she must have made a written complaint under penalty of perjury.
- 22.4 If discipline is not to result within ten (10) days from the hearing officer's report or within forty (40) days of the hearing, the personnel file shall contain no reference to the matter.
- 22.5 The disciplinary procedural language shall be followed if it is determined that discipline is necessary after a parental or public complaint is processed.
- 22.6 No reprisals of any kind shall be taken against or by the District, or any member or representative of the District, the Association, or any member of the Association, or the Complainant or any person associated with the Complainant.

ARTICLE 23: ASSOCIATION RIGHTS

- 23.1 A bargaining unit member may be represented by the Association in the member's employment relationship with the District. Such representation may include, but not be limited to, such matters that affect his/her continued employment relationship with the District, at times when disciplinary action is contemplated, when the teacher is reviewing his/her personnel file, and at all steps of the grievance process.
- 23.2 The Association shall be given copies of staff directories for each school site annually. The District will notify the Association of mid-year transfers, retirements or resignations.
- 23.3 The District shall provide new teachers at the time of employment a current copy of this Agreement and a WTA membership packet.