



AEA Grievance Process HS Sixth Period and Supervision Schedule

Level 1: is generated at the building level and every effort is made to resolve the issue at that point

Level 2: is generated at the association level when a systematic violation of the contract is determined

Level 3: is generated when the arbitration process begins

1. AEA met with the district on Tuesday March 2nd to announce a grievance would be filed on the following issues. This is a level 2 grievance:
 - a. Addition of a 6th class at the high school level
 - b. The number of minutes being used to define a class at the middle school level
 - c. The district-wide scheduling of duties for teachers during non-contact time
2. The district has 10 working days to respond which means AEA will receive their decision the week of March 15th. The district can decide NOT to go forward with the above list, go forward with some of the items on the list, or continue to go forward with all of the items on the list.
3. If the district chooses to move forward on all or some of the items on the list AEA will ask to appeal to an arbitrator. This takes the grievance to a Level 3.
4. Together the district and the association will choose an arbitrator. This process can take approximately one month.
 - a. Both sides must agree on an arbitrator
 - b. A hearing must be scheduled
5. At the hearing both parties will file legal briefs and present their facts to the arbitrator. The arbitrator will study the documents, listen to evidence and then make a decision. It is likely that the hearing will be conducted in June and with the time needed for the arbitrator to research and write an opinion a final decision could be reached sometime in July.
6. The arbitrator will rule separately on each of the three issues. If the arbitrator rules against the association the district will have the right to continue implementing their changes. If the arbitrator rules in favor of the association the ruling is taken before the APS school board where they can uphold or reject the decision of the arbitrator.
7. Since we live in a state where arbitration is non-binding the school board can reject the arbitrator's ruling and instruct the district to continue implementing changes.
8. Should the school board reject an affirmative ruling on the association's behalf, the association may choose to file a lawsuit against the district.