

River Valley School District

2019-20

All Staff Employee Handbook

Approved by Board July 11, 2019

- g. The hearing officer's decision shall be in writing and shall be served by first class mail upon the grievant and the District Administrator or Board President and representatives for the grievant and District, if any.

The grievant or, on behalf of the District, the District Administrator or Board President, may appeal the hearing officer's decision to the School Board. Any appeal of the hearing officer's decision shall be made in writing on a form or forms provided by the District within 15 days of the date of the hearing officer's written decision.

The Board shall review the record of the hearing within 30 days of the receipt of the appeal and issue a written decision within 10 days thereafter. The Board shall have the right to affirm, modify or overrule the hearing officer's decision in whole or in part or it may remand the grievance to the hearing officer with directives as determined to be appropriate by the Board.

The Board shall not hold any hearing or accept any additional information or evidence on the grievance but shall base its decision exclusively on the record of the hearing. The Board may, in its exclusive discretion, permit written arguments to be filed by or on behalf of the grievant or District Administrator or President. If written arguments are permitted, the appeal timeline for review of the record shall be extended from 30 to 90 days.

The decision shall be served by first class mail upon the employee, the District Administrator or Board President, and their representatives, if any.

LIQUIDATED DAMAGES

Teaching Staff

If an employee breaches said contract by failing to appear, unless excused from the District Administrator or resigns before the end of the term hereunder, no further salary installments will be due. After a contract is executed by both parties no resignation will be accepted without the approval of the School Board.

The Board may refuse to accept a resignation or may condition acceptance of a resignation on the payment of liquidated damages to help cover the District costs for seeking a replacement according to the following schedule:

\$750 on or after June 16
\$1,500 on or after July 1
\$3,000 on or after August 1

The Board reserves the right to waive the aforementioned damages in the event of extenuating circumstances (e.g., health reasons, incapacity, negotiated resignation, etc.).

VACANCIES AND TRANSFERS - NON-EXEMPT HOURLY EMPLOYEES

Job Posting

When a position becomes vacant or a new position is created, notice of such available position shall be posted for up to fourteen (14) calendar days on all designated building bulletin boards and emailed to all Non-Exempt Hourly Employees.