

STATEMENT OF PURPOSE

RS22834

The language of the existing statute is confusing and overbroad, specifically the very subjective undefined term of "unfair treatment". This legislation provides definitions and direction on the appropriate subject matters for grievance. The bill provides the classified employee with a panel discussion at an earlier stage in an attempt to informally resolve issues and concerns between individuals to more quickly resolve disputes and includes some minor lengthening of deadline dates to provide additional time, including a weekend, to ponder next steps and prepare appropriate documentation. In order to provide equity in the due process of the grievance appeal procedure this legislation clarifies that "interested" individuals shall not participate in the appeal panel process. The bill also provides changes to the language with regard to personnel files in order to obtain consistency with personnel file language applicable to all public school employees and consistency with the provisions of Section 33-518, Idaho Code.

FISCAL NOTE

No fiscal impact to the State. Decreased costs and expenses to Idaho public schools

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