

## **GRIEVANCE PROCESSING**

A teacher's first protection is his/her contract which defines the terms and conditions of his/her employment. VTA negotiates your contract and diligently seeks to improve and enforce that contract. The main enforcement tool is the grievance procedure (**Article 28.2.1.1**).

A grievance is a complaint based on the misinterpretation, misapplication or violation of the contract (intended or unintended). A grievance is not meant to harass, nor is it a means to "get" anyone. Conversely, because the grievance procedure is part of our contractual agreement with the District, it is legally a protected activity which shields the grievants from any reprisals because a grievance was filed.

VTA offers Association representation in the processing of grievances for all unit members. Any teacher who feels that he/she might have a grievance, should talk to his/her site representative immediately or the VTA office for assistance.

A teacher's second protection is the Education Code, which is the state law and provides the parameters under which the District must work.

VTA/CTA/NEA offers advice, consultation and representation when needed to its members for enforcement of Education Code provisions.

## **COMPLAINT PROCESS**

**See Article 28** Grievance Procedures.