

E-3g(2) PROCEDURE Grievance Procedure

- C. Party in interest shall mean the person or persons making the complaint and any person who might be required to take action or against whom action might be taken in order to resolve the complaint.
- D. Days shall be defined to mean calendar days excluding Saturdays, Sundays or the actual day of a holiday.
- E. Board shall be defined to mean the Board of Governors of Southeast Community College.

Section 2 - Limitations on Certain Grievances

Except as otherwise provided herein, a grievant shall be entitled to process his or her grievance through all steps of the grievance procedures; that is through and including Section 6, Step 7 of this policy. The following types of grievances may only be processed through Section 6, Step 4 of this policy:

- A. Performance evaluations
- B. Transfers
- C. Oral warnings or reprimands regarding unsatisfactory conduct or performance
- D. Written warnings or reprimands regarding unsatisfactory conduct or performance
- E. Suspensions from work with pay
- F. Suspensions from work without pay
- G. Intensive assistance assignments

The decision of the President shall be final with respect to any grievance concerning the matters referred to above.

Any faculty employee who has completed the two-year probationary period and receives notice of possible contract termination has a statutory right to a hearing before the Board of Governors under NEB. REV. Stat 85-1528. Such faculty employees shall be required to proceed under the provisions of 85-1528 and shall not have a right to grieve the notice of possible termination nor the actual termination of their employment by the Board of Governors.

Adopted Date: 07/01/2001