

GRIEVANCE PROCEDURE FOR PERSONS WITH DISABILITIES

Beals School Department has adopted this grievance procedure to provide a local avenue for persons with disabilities to raise concerns about whether Beals School Department is fully meeting its obligations under state and federal laws to protect persons with disabilities. This procedure is intended to meet the requirements of the federal Rehabilitation Act (34 CFR 104.7(b)) and the federal Americans with Disabilities Act (28 CFR 35.107(b)).

Questions about this grievance procedure should be directed to the ADA/504 compliance coordinator, the Principal of Beals Elementary School or his/her designee at BES, 24 Mill Pond, Beals, ME 04611; (207) 497-5449.

Step One

A person with an identifiable disability, or someone acting on that person's behalf, may file a written grievance regarding compliance with state or federal disabilities laws with the Building Principal where the grievance arose, or with the ADA/504 compliance coordinator. If filed with the ADA/504 compliance coordinator, that person shall forward it to the appropriate Building Principal. No grievance will be heard if it involves actions that occurred more than 60 days prior to the filing of the grievance.

The Building Principal, after consultation with the ADA/504 compliance coordinator, shall respond in writing to the grievance within fifteen (15) working days of its receipt.

Extensions of fifteen (15) working days may be allowed if necessary to address fully the issues in the grievance. The Principal's written response shall be forwarded to the grievant and to the ADA/504 compliance coordinator.

Step Two

If dissatisfied with the response, the grievant may obtain a review by the Superintendent of the Principal's decision.

The grievant must request that review within fifteen (15) working days of the decision by the Principal. The Superintendent, after consultation with the ADA/504 compliance coordinator, shall respond in writing to the grievance with fifteen (15) working days. Extensions of fifteen (15) working days may be allowed when necessary to address fully the issues in the grievance. The Superintendent's written response shall be forwarded to the grievant, the ADA/504 compliance coordinator, and to the Building Principal.

NOTE:

Except for grievances regarding physical alterations to school buildings or grounds, the decision of the Superintendent shall be final. In the case of grievance regarding physical alteration to school buildings or grounds, a dissatisfied grievant may obtain a review by the Board of the Superintendent's decision.

The grievant must request that review within fifteen (15) working days of the decision by the Superintendent. The Board shall have a reasonable time to schedule a meeting on the grievance and to issue its decision.

Nothing in this grievance procedure in any way forecloses a person with a disability from seeking redress for his/her concerns at any time through other legal avenues, such as through the Office for Civil Rights, the Department of Justice, the Maine Human Rights Commission or the Maine Department of Education.

Questions about other legal avenues available for persons with disabilities to pursue compliance concerns under various disabilities laws should be directed to the Principal of Beals Elementary School , 24 Mill Pond, Beals, ME 04611; (207) 497-5449.

DATE ADOPTED: July 1, 2003