

State of Arkansas  
94th General Assembly  
Regular Session, 2023

# A Bill

HOUSE BILL 1691

By: Representative Wing

## For An Act To Be Entitled

AN ACT TO ALLOW A SCHOOL DISTRICT BOARD OF DIRECTORS TO CONSOLIDATE GRIEVANCES INTO A GROUP GRIEVANCE IF MULTIPLE SCHOOL EMPLOYEES HAVE FILED INDIVIDUAL GRIEVANCES THAT ARE THE SAME GRIEVANCE FOR PURPOSES OF AN APPEAL; AND FOR OTHER PURPOSES.

## Subtitle

TO ALLOW A SCHOOL DISTRICT BOARD OF DIRECTORS TO CONSOLIDATE GRIEVANCES INTO A GROUP GRIEVANCE IF MULTIPLE SCHOOL EMPLOYEES HAVE FILED INDIVIDUAL GRIEVANCES THAT ARE THE SAME GRIEVANCE FOR PURPOSES OF AN APPEAL.

BE IT ENACTED BY THE GENERAL ASSEMBLY OF THE STATE OF ARKANSAS:

SECTION 1. Arkansas Code § 6-17-208(b)(2), concerning the appeal of an employee grievance to a school district board of directors, is amended to read as follows:

(2)(A)(i) The determination by the principal, superintendent, or their designees that the concern expressed by the employee is not a grievance may be appealed to the school district board of directors for a final decision.

(ii) If multiple employees have filed individual grievances that are of the same nature, then the school district board of directors may consolidate the individual grievances that are of the same nature into a group grievance.



(B)(i) At the hearing:

~~(i)(a)(1)~~ The employee shall have an adequate opportunity to present the grievance.

~~(b)(2)~~ The employee shall be provided no less than ninety (90) minutes to present the grievance, unless a shorter period is agreed to by the employee; and

~~(ii)(b)~~ Both parties shall have the opportunity to present and question witnesses.

(ii)(a) If a school district board of directors consolidates individual grievances that are of the same nature into a group grievance under subdivision (b)(2)(A)(ii) of this section, then the individuals whose grievances were consolidated shall select one (1) or more individuals from among those whose grievances were consolidated to represent the group grievance holders.

(b) The one (1) or more individuals selected to represent the group grievance holders under subdivision (b)(2)(B)(ii)(a) of this section shall be provided a total of no less than ninety (90) minutes to present the group grievance.

APPROVED: 4/12/23