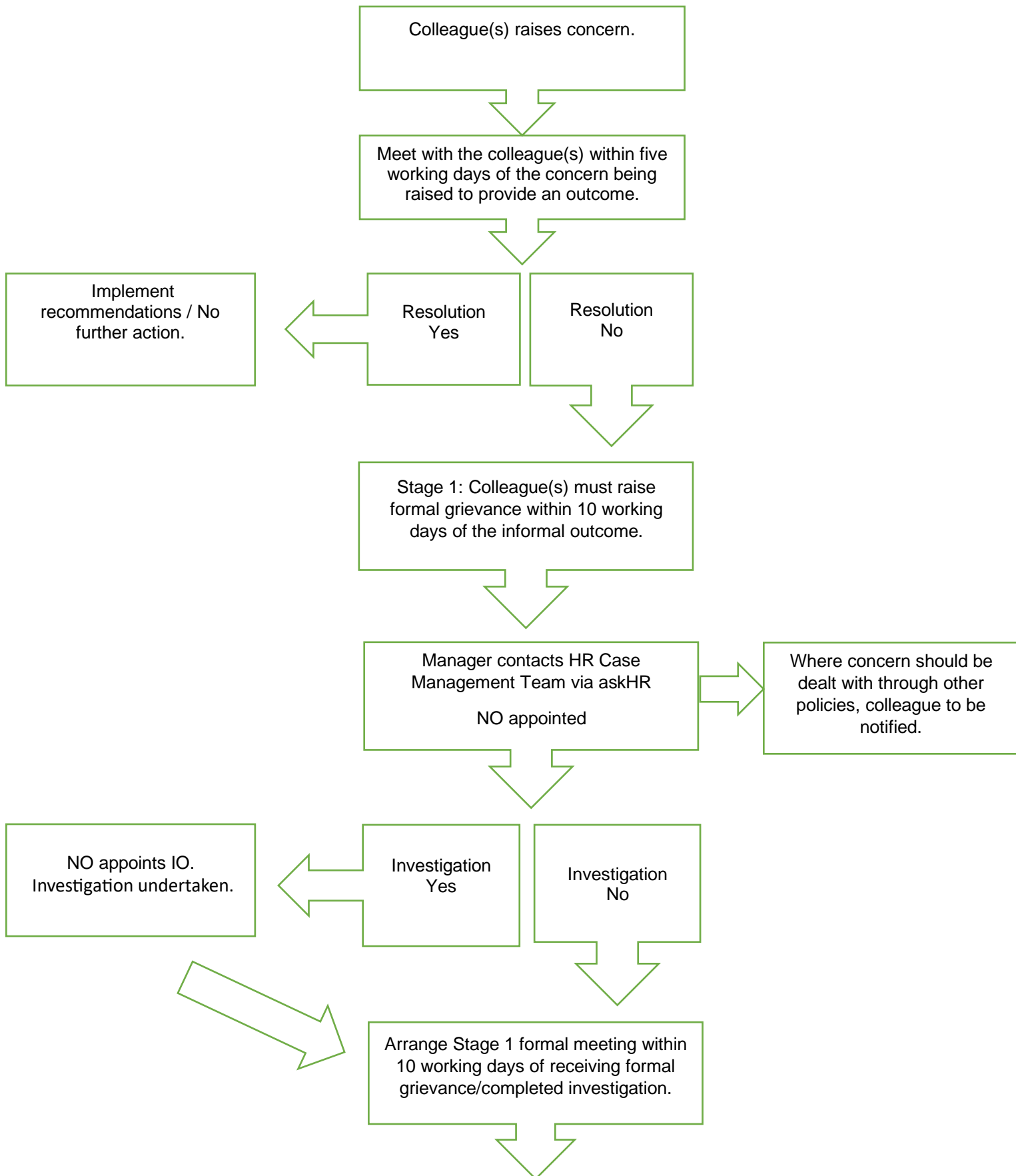


# Teachers – Grievance Process



Confirm outcome within 10 working days of formal meeting.

If dissatisfied with outcome of the Stage 1 formal meeting, colleague(s) must submit a Stage 2 appeal within 10 working days.

Stage 2 Appeal Hearing  
Service Director - Education

Stage 2 appeal outcome within 5 working days.

If dissatisfied, colleague(s) must submit Stage 3 appeal within 14 calendar days of receiving Stage 2 appeal outcome.

Stage 3 Appeal Hearing  
Personnel Appeals Committee

Stage 3 appeal outcome within 10 calendar days.

Stage 4 appeal if colleague(s) still dissatisfied with original grievance and if related to the national agreement, can appeal to SNCT.