

1 State of Arkansas  
2 94th General Assembly  
3 Regular Session, 2023  
4

# A Bill

HOUSE BILL 1691

5 By: Representative Wing  
6

## For An Act To Be Entitled

8 AN ACT TO ALLOW A SCHOOL DISTRICT BOARD OF DIRECTORS  
9 TO CONSOLIDATE GRIEVANCES INTO A GROUP GRIEVANCE IF  
10 MULTIPLE SCHOOL EMPLOYEES HAVE FILED INDIVIDUAL  
11 GRIEVANCES THAT ARE THE SAME GRIEVANCE FOR PURPOSES  
12 OF AN APPEAL; AND FOR OTHER PURPOSES.  
13  
14

## Subtitle

15 TO ALLOW A SCHOOL DISTRICT BOARD OF  
16 DIRECTORS TO CONSOLIDATE GRIEVANCES INTO  
17 A GROUP GRIEVANCE IF MULTIPLE SCHOOL  
18 EMPLOYEES HAVE FILED INDIVIDUAL  
19 GRIEVANCES THAT ARE THE SAME GRIEVANCE  
20 FOR PURPOSES OF AN APPEAL.  
21  
22  
23

24 BE IT ENACTED BY THE GENERAL ASSEMBLY OF THE STATE OF ARKANSAS:  
25

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

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

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



1 (B)(i) At the hearing:

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

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

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

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

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

19  
 20  
 21  
 22  
 23  
 24  
 25  
 26  
 27  
 28  
 29  
 30  
 31  
 32  
 33  
 34  
 35  
 36