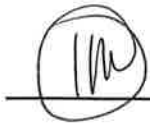
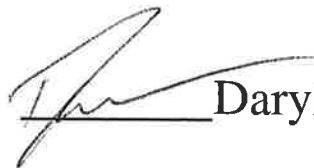


5.3 Appearance and Representation

- a. The District and the ESSA will cooperate in the investigation of any grievance.
- b. **Both the District and** ~~T~~ the ESSA shall be notified of, and may be represented at any meetings, ~~hearings,~~ appeals, or other proceedings relating to a grievance which has been formally presented.
- ~~e. If in the judgment of the ESSA a grievance affects a group of employees, or the ESSA, the ESSA may initiate and submit such grievance in writing, within ten (10) work days of the time the grievance arises, to the Superintendent at Step 2 of this procedure.~~
- ~~d.~~ ~~c.~~ Nothing contained herein shall be construed as limiting the right of any employee having a complaint to discuss the matter via administrative channels and to have the problem adjusted as long as the disposition of the problem is not inconsistent with the terms of the Agreement.
- ~~e.~~ **d. Each party** ~~A Grievant~~ may be represented at all steps of the grievance procedure by himself/herself or, at his/her option, by an ESSA **or District** representative.
- ~~f.~~ **e.** Nothing contained herein shall deny to any employee his/her rights under the state or federal constitutions and laws.
- ~~g.~~ **f.** No reprisal shall be taken against any employee for participating in a grievance procedure.



Ivory McDaniel



Daryl Walker