

**APPENDIX C.4  
JOINT GRIEVANCE FORM BETWEEN  
SPRINGFIELD EDUCATION ASSOCIATION AND  
SPRINGFIELD SCHOOL DISTRICT 186**

**RESPONSE TO LEVEL IV GRIEVANCE  
By Superintendent/Designee**

Name of aggrieved Party \_\_\_\_\_

Date grievance received \_\_\_\_\_

Date of conference \_\_\_\_\_

Names of participants:

**FOR THE ASSOCIATION**

**FOR THE BOARD**

\_\_\_\_\_  
\_\_\_\_\_  
\_\_\_\_\_

\_\_\_\_\_  
\_\_\_\_\_  
\_\_\_\_\_

Decision and Answer to Grievance: (Use back of this form if necessary.)

\_\_\_\_\_  
\_\_\_\_\_  
\_\_\_\_\_  
\_\_\_\_\_

Date returned to aggrieved party \_\_\_\_\_

Superintendent's/Designee's Signature \_\_\_\_\_

- Copies:
- Grievant
  - Immediate Supervisor
  - Superintendent/Designee
  - SEA Association Representative
  - SEA President
  - SEA Grievance Chairperson