



Communication Pathways and Grievance Policy / Procedures

Children's Kiva Montessori Elementary/Middle School follows the Communication Pathways and takes all grievances seriously. The following information will help ensure that communication is followed properly and all grievances are resolved at the appropriate level.

Communication Pathways

The Communication Pathways can be accessed on our website at kivacharter.org or by clicking on the following link: [Communication Pathways](#). After reviewing the Communication Pathways, please reference the appropriate grievance procedure.

Grievance Policy / Procedure

Children's Kiva Montessori Elementary/Middle School follows RE-1 Grievance Policy / Procedures. Their documents are available on their website at cortez.k12.co.us and can also be accessed via the following links:

RE-1 Grievance Policy / Procedures

1. Employee
 - a. [Staff Concerns/Complaints/Grievances](#)
 - b. [Employee Grievance Procedure](#)
 - c. [Staff Complaints and Grievances Filing Form](#)
2. Student
 - a. [Student Concerns, Complaints and Grievance](#)
 - b. [Student Concerns, Complaints and Grievances](#)

Clarifications with RE-1 Grievance Policy / Procedures:

1. References to "Superintendent", "Principal", or "Administration" shall refer to E/M S Head of School.
2. References to "Board of Education" shall refer to E/M S Board of Directors.
3. Referenced "forms" available from Principals office - no actual form is needed, rather submit the grievance in writing with outlined, requested information.

If you have any questions regarding the Communication Pathways or the Grievance Policy / Procedures, please contact us via bod@kivacharter.org.