

PUBLIC COMPLAINTS ABOUT SCHOOL PERSONNEL

The school board puts trust in its employees and will protect them as much as possible from unnecessary, spiteful or unwarranted criticism. Complaints will be investigated fully and fairly, and the employee's rights to due process will be protected at all times.

Whenever a complaint is made directly to the board as a whole or to a board member as an individual, it will be referred to the school administration for study and possible solution. The employee involved will be informed and will be given every opportunity for explanation, comment, and presentation of the facts as he sees them. He will also be given the opportunity to meet with the person(s) making the complaint if he so desires.

If it appears necessary, the administration, the person who made the complaint or the employee involved may request an executive session of the board for a full study and decision by this body. Statutory restrictions on executive sessions will be observed.

Generally, all parties involved, including the school administration, will be asked to attend such a meeting to present additional facts and clarify the issues. Hearsay and rumor will be discounted as well as emotional feelings except those directly related to the facts of the situation.

The school board will conduct such meetings in as fair and just a manner as possible. The board may request a disinterested third party to act as moderator to help the board reach a mutually satisfactory solution.

Adopted: 2/17/81

Revised: 3/12/98