

## PUBLIC COMPLAINTS ABOUT SCHOOL PERSONNEL

The Board places trust in its employees and desires to support their actions in such a manner that employees are freed from unnecessary, spiteful, or negative criticism and complaints.

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 superintendent for study and possible solutions. The individual employee involved will be advised of the nature of the complaint and will be given every opportunity for explanation, comment, and presentation of the facts as he/she sees them.

If necessary, the administration, the person who made the complaint, or the employee involved may request an executive session of the Board for the purposes of more complete study and a decision by this body. Generally, all parties involved, including the school administrator, will be asked to attend such a meeting for the purpose of presenting additional facts, making further explanations, and clarifying the issues. Hearsay and rumor will be discounted, as well as emotional feelings except those directly related to the facts of the situation.

The 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 it reach a mutually satisfactory solution.

Any parent, guardian, or other person who insults or abuses any teacher or other employee on school property or in the presence of students will be prosecuted by the Board under the provisions of law. School employees who are sued as a consequence of performing their assigned duties will be provided reasonable legal services.

(ADOPTION DATE: March 14, 1983)

(REVISION DATE: April 13, 2004)

(REVIEWED DATE: May 27, 2008)

CROSS REFS.:       BDC, Executive Sessions  
                      GCPD, Suspension and Dismissal of Professional Staff members  
                      JFA, Student Due Process Rights  
                      KL Public Complaints

CONTRACT REF.:    Brandon Valley Negotiated Agreement, Article VI.