

Condon School District 25J

Code: **KLD**
Adopted: 2/16/99
Readopted: 11/09/05; 11/12/08; 4/13/16
Orig. Code(s): KLD

Public Complaints about District Personnel

Constructive criticism of the schools is a vital part of growth throughout any district and community. Especially, if the criticism is motivated by a sincere desire to improve both the community and school system. Constructive criticism is extremely important when that criticism is focused on improving the quality of educational programs and to equip the district's schools to do their task more effectively.

The Board places trust in its employees and desires to support their actions to protect them from unnecessary and spiteful complaints or criticisms.

Whenever a complaint is made directly to the Board as a whole or to an individual Board member, it shall be referred to the school administration for study and possible solutions. The employee involved shall be advised of the complaint's nature and shall be given an opportunity to explain, comment and present facts as he/she sees them to each of the proper channels contained in Board policy KL - Public Complaints.

If necessary, the administration, the person who made the complaint and the employee involved may request an executive session of the Board for further study and decision. All parties involved, including the school administration, shall be asked to attend such a meeting/hearing to present additional materials, make further explanations and to clarify the issues that form the basis of the hearing.

The Board shall conduct such meetings/hearings in as fair and just manner as possible. The Board may request a disinterested third party to act as moderator or the Board may request its legal council to help solve the issues that form the basis of the hearing.

END OF POLICY

Legal Reference(s):

[ORS 192.660](#)

[ORS 332.107](#)

[OAR 581-022-1940](#)

Cross Reference(s):

BDDH - Public Participation in Board Meetings

KL - Public Complaints