

Fern Ridge School District 28J

Code: **KLD**
Adopted: 8/23/99
Readopted: 5/23/05
Orig. Code(s): 8622

Public Complaints about District Personnel *

Constructive criticism of the schools is welcome when it is motivated by a sincere desire to improve the quality of the educational program.

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 about personnel is made directly to the Board as a whole or to a Board member as an individual, it will be referred to administration for study and possible solutions. The individual employee involved will be advised of the nature of the complaint and given every opportunity for explanation, comment and presentation of the facts as he/she sees them.

If it appears necessary, administration, the person who made the complaint, or the employee involved may request a meeting with the Board for the purpose of study and a decision by this body. Generally all parties involved, including the school administration, will be asked to attend such a meeting for the purposes of presenting additional facts, making further explanations, and clarifying the issues.

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 mediator to help reach a mutually satisfactory solution.

END OF POLICY

Legal Reference(s):

[ORS 192.660](#)

[ORS 332.107](#)

[OAR 581-022-1940](#)