

# Monument School District 8

Code: KLD  
Adopted: 3/12  
Orig. Code: KLD

## Public Complaints About School Personnel

Trust in staff members and support for their actions should be such that employees are freed from unnecessary, spiteful, or negative criticisms and complaints.

In spite of this, criticisms and complaints may be forthcoming from the community. These complaints are best handled starting at the school level and, when necessary, should proceed through the various administrative levels.

All complaints shall be referred to the Superintendent for investigation. The employee involved shall be given an opportunity, at each administrative level at which the matter is reviewed, for explanation, comment, and presentation of facts, either formally or informally. The employee will be afforded elements of due process as provided in Oregon law.

The Board of Directors directs the Superintendent to develop administrative regulations to implement the policy.

END OF POLICY

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### Legal Reference(s):

[ORS 192.610- 192.690](#)

[ORS 332.107](#)

[OAR 581-022-1940](#)

Anderson v. Central Point School District No. 6, 554 F. Supp. 600 (D. Oregon 1982); aff'd in part, 746 F.2d 505 (9th Cir. 1984).

Connick v. Myers, 461 U.S. 138 (1983).

### Cross Reference(s):

BDDH - Public Participation in Board Meetings

KL - Public Complaints