

# Monument School District 8

Code: KLD-AR(1)  
Revised/Reviewed: 3/12  
Orig. Code: KLD-AR

## Public Complaints About School Personnel

Required Information:

The following information concerning a complaint is required:

1. The name(s) of the person(s) making the complaint.
2. Whether the person(s) making the complaint represents an individual or a group. If a group is represented, information shall be provided about the nature of the group and the manner in which the group has reviewed and taken a position on the matter.
3. Whether the person(s) making the complaint has discussed the problem with the employee in question.
4. A summary of the complaint(s) and of the above three (3) items.

### Processing of Complaint(s) Following Written Summation

The complaint shall be presented to the employee toward whom it is directed, together with a suggested solution, personally and in writing, by the person(s) filing the complaint. It is the responsibility of the employee's supervisor to keep the Superintendent informed as the matter is reviewed at the various administrative levels.

The employee will have a minimum of five (5) working days in which to reply to the complaint at each administrative level at which the matter is reviewed.

If the complaint is not resolved between the originator of the complaint and the employee, the complaint shall be reviewed by the employee's supervisor. Until the matter is resolved, it may be reviewed at each successive administrative level.

The Superintendent shall be the final administrative level.

Following the decision of the Superintendent, if any of the parties concerned deem it necessary, the matter may be referred to the Board within ten (10) working days following the Superintendent's decision.

The Board shall consider all facts and provide the employee with all elements of due process in reaching a decision. Any administrator, complainant, or employee party to the complaint may request an executive session of the Board for reviewing and deciding the complaint. The Board may request a third party to act as moderator to help solve the issue.