

North Santiam School District

Code: **KLD**
Adopted: 9/21/00

Public Complaints about District Personnel

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

*Whenever a complaint is made directly to the Board as a whole or to an individual Board member, it shall be referred to the Superintendent who shall direct the supervisor of the employee to conduct an investigation. The employee involved shall be advised of the complaint's nature and shall be given every opportunity to explain, comment and present the facts as he/she sees them.

If the complainant is not satisfied with the resolution recommended by the supervisor, they may request further study by the superintendent. If either the complainant or the employee is not satisfied with the resolution at the superintendent level, he/she may request a meeting of the Board. All parties involved, including the school administration, shall be asked to attend such a meeting to present additional facts, make further explanations and to clarify the issues. All meetings will be in executive session unless otherwise requested by the employee.

The Board shall conduct such meetings in as fair and just a manner as possible. The Board may request a disinterested third party act as moderator to help solve the issue. The decision of the Board is final.

END OF POLICY

Legal Reference(s):

[ORS 192.660](#)

[ORS 332.107](#)

[OAR 581-022-1940](#)