

# Paisley School District 11

Code: **KLD**  
Adopted: 2/16/05  
Orig. Code(s): KLD

## Public Complaints about District Personnel

Constructive criticism of the district's school is welcome when motivated by a sincere desire to improve the quality of the educational program and to equip the district's school to do its 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 for study and possible solution. 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 necessary, the superintendent, the person who made the complaint, or the employee involved may request a meeting with the Board for further study and decision. All parties involved, including the superintendent, shall be asked to attend such a meeting to present additional facts, make further explanations and to clarify the issues. Such meeting will be held in executive session, unless, as provided by law, the employee requests an open session.

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.

END OF POLICY

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### 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