

**Port Orford-Langlois
School District 2CJ**

Code: **KLD**
Adopted: 5/10/88
Revised/Readopted: 6/8/04
Orig. Code(s): KLD

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.

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

If it appears necessary, the administration, the person who made the complaint or the employee involved may request a meeting with the Board for the purposes of more complete study and a decision by the Board. Generally all parties involved, including the school administration, shall be asked to attend such a meeting for the purpose of presenting additional facts, make further explanations and clarifying 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 a fair and just manner. The Board reserves the right to request a third party moderator to help assist in reaching a mutually satisfactory solution.

END OF POLICY

Legal Reference(s):

[ORS 192.660](#)

[ORS 332.107](#)

[OAR 581-022-1940](#)