

POLICY

2003

Community Relations

COMPLAINTS ABOUT SCHOOL PERSONNEL

The intent of this policy is to maintain dialogue among residents, the Board of Education and the administration while, at the same time, safeguarding employees from unfair criticism.

The Board believes that complaints and grievances are best handled and resolved as close to their origin as possible and that the staff should be given every opportunity to consider issues and attempt to resolve problems prior to Board involvement. Therefore, the proper channeling of complaints will be as follows:

1. Teacher or staff member,
2. Principal,
3. Superintendent of Schools, and
4. Board of Education.

Exceptions will be made only when complaints concern Board action or Board operations, and in this event the complaint will be referred to the Superintendent for study and solution. In addition, the Board will not act on complaints that have not been explored at the appropriate level.

Individual Board members will refrain from expressing any judgment until such complaint is submitted to the entire Board by the Superintendent. The Superintendent shall refer complaints to other staff members when appropriate.

If it appears necessary, after the Superintendent has conducted an investigation, the Superintendent or the person who made the complaint, or the employee involved, may request an executive session of the Board to discuss the matter.

Cross-ref: 1400, Public Complaints

Ref: Education Law §§3012; 3020-a
Civil Service Law §75
8 NYCRR Part 84

Adoption date: July 2003