

103.1L COMPLAINTS CONCERNING SCHOOL PERSONNEL/STUDENTS; PRIVATE DATA OF PERSONNEL & STUDENTS

I. COMMUNICATION WITH EMPLOYEE AND/OR IMMEDIATE SUPERVISOR:

Whenever a citizen is aggrieved at the action of any employee or student, such citizen may give information to the employee's immediate supervisor. In the event that the matter is not satisfactorily resolved at an informal level between the citizen, and supervisor, and/or employee of concern, the following appeal process will be followed through a three level process.

Complaints against any employee which arise within the membership of the Board, or which come to the attention of the Board, or from an employee against another employee shall be referred to the Superintendent of Schools where upon the same three levels of appeal will be followed if not resolved within Section I.

II. THREE LEVEL APPEAL PROCESS:

Level 1) Other supervisory or administrators next in the line of responsibility;
Level 2) The Superintendent of Schools;
Level 3) The Board of Education;

An appeal to be heard by the Board of Education, under request level 3, must be in writing, signed by the party bringing the same, and presented to the Board through the Superintendent of Schools. Said complaint must be investigated by staff and or legal counsel prior to appropriate School Board consideration.

III. EMPLOYEE DATA:

The Board of Education, acting in good faith, has the responsibility to act on governance issues that have been researched and presented. Comments and/or complaints about any School District employee are not appropriate topics for Board of Education Public Meetings. The Board will not hear such comments at a meeting and will, instead, provide all interested persons with a copy of this policy setting forth the appropriate procedures for bringing an employee performance issue to the District's attention.

IV. STUDENT DATA:

Also, the Board of Education will not, as per State and Federal laws, review, hear, or discuss private student data at any public meeting.

Cross References: MSBA Policy 103 (Complaints - Students, Employees, Parents, Other Persons)

MSBA Policy 206 (Public Participation in School Board Meetings
Complaints about Persons at School Board Meetings and Data Privacy
Considerations)