

COMPLAINTS ABOUT SCHOOL PERSONNEL

The intent of this policy is to maintain dialogue among residents, the Board of Education, and the District Administrators regarding the performance of District personnel. At the same time, this policy safeguards personnel from unfair criticism and provides a fair process for the resolution of complaints.

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

Teachers

1. Teacher or Teaching Assistant,
2. Instructional Supervisor,
3. Building Principal,
4. Assistant Superintendent,
5. Superintendent of Schools, and
6. Board of Education.

Other Personnel

1. Personnel involved in complaint,
2. Supervisor,
3. Superintendent of Schools, and
4. Board of Education.

Exceptions will be made only when complaints concern Board action or Board operations. In addition, the Board will not act on complaints that have not been explored through the appropriate channels.

Individual Board members will refer persons making complaints to the Superintendent, who shall investigate the complaint or refer the complaint to the appropriate level. Board members will refrain from expressing any judgment until such complaint is submitted to the entire Board.

When a complaint concerns any employee of the District, the Board will follow the Executive Sessions provisions of the Open Meetings Law.

When a complaint concerns a teacher, provisions of the teacher contract will be followed pursuant to the Civil Service Law.

Cross-Reference: 2310, Executive Sessions
9000, Personnel Policies

Reference: Education Law §§ 3012, 3012-a; 3020, 3020-a
8 NYCRR Part 84
Public Officers Law § 100 et seq.
Civil Service Law § 65 et seq.

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