

GENERAL

Criticism of school personnel is to be expected from time to time because of the inherent nature of public, tax-supported schools.

It is the general practice of the Board of Trustees of the Parma School District to have initial complaints regarding personnel directed first to the staff member involved and against whom the criticism is lodged. If a satisfactory solution to the complaint is not arrived at by both parties concerned, the complaint may be referred by either or both parties to the immediate supervisor, then, if necessary, to the Superintendent, and ultimately, if necessary to the board. This is done in an effort to take immediate action at the source of the complaint.

The Board of Trustees does not encourage complaints to come to Board Members as individuals.

BOARD OF TRUSTEES

When a complaint or criticism against a school district employee is not resolved at the source or by the immediate supervisor of the employee or the Superintendent, the complaint or criticism may be brought before the Board of Trustees under the following conditions:

1. The complaint or criticism shall be in writing and signed by the individual or individuals registering the grievance.
2. The individual employee involved shall be advised of the nature of the complaint and shall be given every opportunity for explanation, comment, and presentation of the facts as he/she understands them.
3. If it appears necessary, the administration, the person who made the complaint or the employee may request a personal session of the Board of Trustees for the purpose of more complete study and discussion.
4. During the personal session to study a complaint, the Board of Trustees shall observe the following:
 - a. All individuals concerned, including the school administration, shall be present for the purpose of presenting additional facts, making explanations, and clarifying issues.
 - b. Hearsay and rumor shall be discounted as well as emotional feelings.
 - c. The Board of Trustees shall conduct the meeting in a fair and just manner.



LEGAL REFERENCE:

Idaho Code Sections
33-506
33-511
33-512

ADOPTED: September 8, 2003

AMENDED: