

North Santiam School District

Code: KL-AR(1)
Adopted: Unknown
Readopted: 10/19/17; 10/19/23

Public Complaint Procedure

A parent or guardian of a student attending a school in the district, a person who resides in the district, a staff member, or a student who wishes to express a concern should use the following process in an effort to resolve the concern/complaint with the school employee involved.

Step One: The School Employee

The Board advises that the channel of communication for resolving a concern/complaint is to contact:

1. Teacher/Employee involved; then if necessary the
2. Administrator/Supervisor; then if necessary the
3. Superintendent/Designee; then if necessary the
4. Board.

Step Two: The Administrator or Supervisor¹

If the individual is unable to resolve a problem or concern with the employee, the individual may file a written, signed complaint with the administrator or supervisor. The administrator or supervisor shall evaluate the complaint and render a decision within ten (10) working days after receiving the complaint. A form is available at the end of this Administrative Regulation on page 4, but is not required.

Step Three: The Superintendent

If Step One does not resolve the complaint, within ten (10) working days of the written response from the administrator or supervisor, the complainant may file a written, signed complaint with the superintendent or designee clearly stating the nature of the complaint and a suggested remedy.

The superintendent or designee shall investigate the complaint, confer with the complainant and the parties involved, prepare a report of their findings and conclusion, and provide the report in writing or in an electronic form to the complainant within ten (10) working days after receiving the written complaint.

¹ The district's timeline established by each step of the district's complaint procedure for alleging a violation found in OAR 581-002-0003 must be within 30 days of the submission of the complaint at any step, unless the district and complainant have agreed in writing to a longer time period for that step. However, the district's complaint procedure should not exceed a total of 90 days from the initial filing of the complaint, regardless of the number of steps involved, unless the district and the complainant have agreed in writing to a longer time period. (OAR 581-002-0005)

Step Four: The Board

If the complainant is dissatisfied with the superintendent's or designee's findings and conclusion, the complainant may appeal the decision to the Board within ten (10) working days of receiving the superintendent's decision. The form is available in KL-AR (2). The Board will review the findings and conclusion of the superintendent in a public meeting to determine what action is appropriate. The Board may use executive session if the subject matter qualifies under Oregon law. Appropriate action may include, but is not limited to, holding a hearing, requesting additional information, and adopting the superintendent's decision as the district's final decision. All parties involved, including the school administration, may be asked to attend such hearing for the purposes of making further explanations and clarifying the issues. If the Board chooses not to hear the complaint, the superintendent's decision in Step Three is final².

The complainant shall be informed in writing or in electronic form of the Board's decision within thirty (30)³ days from the receipt of the appeal by the Board. The Board's decision will address each allegation in the complaint and contain reasons for the district's decision. The Board's decision will be final.

The timelines may be extended upon written agreement between the district and the complainant.

The district's final decision for a complaint processed under this administrative regulation that alleges a violation of Oregon Administrative rule (OAR) Chapter 581, Division 22 (Division 22 Standards), ORS 339.285 - 339.303 or OAR 581-021-0550 - 581-021-0570 (Restraint and Seclusion), or ORS 659.852 (Retaliation), will be issued in writing or electronic form. The final decision will address each allegation in the complaint and contain reasons for the district's decision. If the complainant, who is a student, parent or guardian of a student attending school in the district or a person that resides in the district, and this complaint is not resolved through the complaint process, the complainant may appeal⁴ the district's final decision to the Deputy Superintendent of Public Instruction under Oregon OARs 581-002-0001 – 581-002-0023.

Complaints against the principal should be filed with the superintendent. The superintendent will attempt to resolve the complaint. If the complaint remains unresolved within ten (10) working days of receipt by the superintendent, the complainant may request to place the complaint on the Board agenda at the next regularly scheduled or Special Board meeting. The Board may use executive session if the subject matter qualifies under Oregon law. The Board shall decide in open session what action, if any, is warranted. A final written decision regarding the complaint shall be issued by the Board within thirty (30) days of receipt of the request to place the complaint on the Board agenda. The written decision of the Board will address each allegation in the complaint and the reasons for the district's decision.

² If the Board chooses to accept the superintendent's decision as the district's final decision on the complaint, the superintendent's written decision must meet the requirements of OAR 581-022-2370(4)(b).

³ In a complaint process with more than one step, a written decision should be issued within 30 days of the submission of the complaint at any step, unless the district and complainant have agreed in writing to a longer time period for that step.

⁴ An appeal must meet the criteria found in OAR 581-002-0005(1)(a).

Complaints against the superintendent should be referred to the Board Chair on behalf of the Board. The Board Chair shall present the complaint to the Board in a Board meeting. If the Board decides an investigation is warranted, the Board may refer the investigation to a third party. When the investigation is complete, the results will be presented to the Board. The Board shall decide in open session what action, if any, is warranted. The Board may use executive session if the subject matter qualifies under Oregon law. A final written decision regarding the complaint shall be issued by the Board within thirty (30) days of receipt of the complaint. The written decision of the Board will address each allegation in the complaint and the reasons for the district's decision.

Complaints against the Board as a whole or against an individual Board member should be referred to the Board Chair on behalf of the Board. The Board Chair shall present the complaint to the Board in a Board meeting. If the Board decides an investigation is warranted, the Board may refer the investigation to a third party. When the investigation is complete, the results will be presented to the Board. The Board shall decide, in open session, what action, if any, is warranted. A final written decision regarding the complaint shall be issued by the Board within thirty (30) days of receipt of the complaint. The written decision of the Board will address each allegation in the complaint and the reasons for the district's decision.

Complaints against the Board chair may be referred directly to the district counsel and Board Vice-Chair on behalf of the Board. The district counsel and Board Vice-Chair shall present the complaint to the Board in a Board meeting. If the Board decides an investigation is warranted, the Board may refer the investigation to a third party. When the investigation is complete, the results will be presented to the Board. The Board shall decide, in open session, what action, if any, is warranted. A final written decision regarding the complaint shall be issued by the Board within thirty (30) days of receipt of the complaint. The written decision of the Board will address each allegation in the complaint and the reasons for the district's decision.

**NORTH SANTIAM SCHOOL DISTRICT 29J
PUBLIC COMPLAINT FORM**

To: Administrator/Supervisor Superintendent Board chair Board Vice-Chair

Person Making Complaint _____

Phone #: _____ Date Form Received: _____

Nature of Complaint: _____

Who should we talk to and what evidence should we consider? _____

Your desired solution: _____

Other pertinent information: _____

Signature of Complainant Date: _____

Printed Name of Complainant

Office Use

Disposition of Complaint: _____

Signature: _____ Date: _____