

RESPONSIBILITY OF BOARD RELATIVE TO COMPLAINTS
AND CHARGES AGAINST DISTRICT EMPLOYEES

- I. A. When Board members receive complaints regarding the performance of any employee of the District, they should present the complaint to the Superintendent of Schools. The Superintendent should then investigate the complaints and should respond appropriately to the person making the complaint, taking care to respect and protect any confidential aspects of the matter.
- B. Since Board members may have to sit in judgment at hearings involving disciplinary actions against employees, they should refrain from acting as witnesses or advocates for any individual or group.
- II. When receiving recommendations for actions affecting the employment status of individuals, Board members should consider only materials from the pertinent official record (the charges filed against the employee and the employee's response to those charges) or other pertinent information that all parties have had a chance to review and respond to prior to a decision by the Board
- III. Unless a public hearing is ordered by the Board of Education, comments on the performance of personnel or the appropriate disposition of charges against personnel shall not be in order during the public section of the Board of Education meetings and the President shall rule any person attempting to make such comments out of order.

New York Mills Union Free School District

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