

Title: Public Complaints about School Employees

An individual wishing to make a complaint about an employee is encouraged to first discuss the matter with the employee in the effort to resolve the issue at this level, if the individual is comfortable doing so. Complaints not satisfied at the initial level may be taken to the employee's immediate supervisor or building administrator. If not resolved, complaints may be submitted in writing to the Superintendent. Upon completion of an investigation about the complaint, the Superintendent will provide a written response to the complainant. The Board of Directors shall receive complaints not satisfied by the Superintendent. The Board may refuse in its sole discretion to take action on the complaint, or the Board may decide the matter as soon as feasible, and the Board Secretary shall communicate the Board's decision to the complainant. If the Board declines to decide the matter, the disposition of the Superintendent shall be final.

Complaints regarding the performance or behavior of an employee shall be handled as confidentially as reasonably practical.

If there is another, more specific complaint procedure relating to a matter, such as those for complaints of discrimination or abuse, the complaint shall be brought under such procedure rather than pursuant to this policy.

Cross References:

102, 406, 412, 909, 909.1

Approved: Nov. 18, 1980

Legal References:

Iowa Code Section 279.8

Reviewed: Feb. 27, 2007

Revised: July 22, 2003

Feb. 28, 2012

Feb. 28, 2017

Apr. 26, 2022