

POLICY TITLE: COMPLAINTS CONCERNING SCHOOL PERSONNEL

Background

The Board is interested in receiving valid complaints and suggestions. Public complaints and suggestions shall be submitted according to the Uniform Grievance Procedure to the appropriate-level staff member or District administrator. Each complaint or suggestion shall be considered on its merits.

Unless otherwise indicated in these policies or otherwise provided for by law, no appeal may be taken from any decision of the Board.

Public Complaints

It is the practice of the Canyon-Owyhee School Service Agency (COSSA) to have initial complaints regarding personnel directed to the immediate supervisor of that employee.

If a satisfactory solution to the complaint is not reached by the parties concerned, the complaint may be referred by either or both parties to the Director for a settlement.

When a complaint or criticism against an Agency employee is not resolved by the immediate supervisor of the employee or the Director, 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 facts as he/she understands them.

3. If it appears necessary, the administration, the person who made the complaint, or the employee, may request an executive session of the Board of Trustees for the purpose of more complete study and discussion.

LEGAL REFERENCE:

None

POLICY HISTORY:

Adopted: 1992, Revised and adopted 7/16/2012

Originally issued as Policy 106. Revised and reissued as Policy 4110 on January 19, 2022.