

2422 Public Complaints About School Personnel, Employees, Students or Administrators 2422

Any complaint presented to the Board about school personnel, employees, students or administrators will be referred back to the Superintendent. The Board may choose to not hear or review complaints until such complaints have first been brought forth through the appropriate and applicable administrative procedures and the Superintendent or his/her designee has a reasonable opportunity to resolve the complaint. The proper channel will usually be as follows:

1. Teacher
2. Principal
3. Superintendent of Schools
4. School Board

To remain impartial the Board may decline to hear any complaint as related to student or personnel matters. The complaint procedure shall not supersede or modify any right held by employees of the District under federal law, state law, contract or collective bargaining agreement.

To the extent it is deemed appropriate by the Superintendent and notwithstanding the rights afforded by federal law, state law, contract or collective bargaining agreement the individual who is the subject of the complaint may be advised of the nature of the complaint and may be given an opportunity for explanation, comment and presentation of the facts. The Superintendent shall seek to resolve the matter and report to the Board.

Complaints about the Superintendent may be made directly to the Board through the Board Chair but only after reasonable efforts have been made by the complaining party to resolve their complaint directly with the Superintendent. The Board may, to the extent it is appropriate, advise the Superintendent of the nature of the complaint and may give the Superintendent an opportunity for explanation, comment and presentation of facts. In the event a complaint is made directly to an individual Board member the procedure shall be as follows:

1. The person is referred to the Superintendent, who may delegate the investigation to a Principal or other administrator.
2. If the person will not personally present the complaint the Board member will then ask that the complaint be written and signed. The Board member will then give the written statement to the Superintendent who will forward it to the appropriate party as necessary.
3. If the person making the complaint believes that the reply from the Superintendent is not satisfactory the Board may hear and act upon the complaint only by a majority vote. The Board may decline to act on any complaint which, in its sole judgment, would interfere with the Superintendent's ability to

properly administer the district. If the Board does hear and act upon the complaint, all Board decisions shall be final.

4. If the Board decides, in accord with Paragraph Three (3) above to hear and act upon a complaint that pertains to personnel, employee, student or administrative matters, it shall determine whether the complaint is heard in public or nonpublic session in accordance with RSA 91-A:3 and laws pertaining to student and family privacy rights. The Board shall also determine if it is appropriate to inform the individual who is the subject of the complaint of the meeting and to provide said individual with further opportunity for explanation, comment and presentation of the facts to the Board.
5. If the Superintendent is the subject of the complaint, the Board shall determine whether the complaint should be heard in public or non-public session in accordance with RSA 91-A:3. The Board may, to the extent it is appropriate, advise the Superintendent of the nature of the complaint and may give the Superintendent an opportunity for explanation, comment, and presentation of the facts.

Adopted: 12/2015