

BOARD POLICY

Complaints Against School Employees

Any citizen who feels there is a basis for registering a complaint or a serious negative criticism regarding the performance or behavior of any teacher or other school district employee will follow the procedures established for the processing of such complaints or criticism. This policy may not be construed to preclude the responsibility of the teacher for communicating fully with parents regarding student progress. In no case will a teacher or any other school district employee endure insulting or abusive treatment from any person, relating to district performance as a district employee, either on or off school premises, without recourse to those California statutes which identify such behavior as a misdemeanor punishable by a fine of not less than one hundred dollars nor exceeding one thousand dollars.

Procedures described in administrative regulations will focus on constructive efforts to resolve the complaint in such manner as to enhance the learning opportunity for those students concerned or affected.

Typically, the complainant will express the concern by holding a conference with the principal or immediate supervisor. Among the purposes of this conference will be an effort to resolve or at least mitigate the concern. If the desire to register a complaint or a negative criticism persists, the complainant will be invited to present it, in writing, in the manner prescribed in administrative regulations. The Board of Education will act as a final appeal only after full implementation of administrative procedures has failed to solve the concern.

Ref: EC Sections 35160-35161, 44811

Adopted: October 11, 1968

Revised: August 27, 1979

Revised: October 2, 1984

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