

CODE D9

PUBLIC COMPLAINTS ABOUT PERSONNEL

Policy

It is the policy of the boards of the Chittenden South Supervisory Union and its member school districts (Charlotte, Hinesburg, Shelburne, Williston, and Champlain Valley Union) to see that complaints about school personnel are considered in a timely manner that is fair to all parties. Resolution of complaints about school personnel shall first be referred to the school administration for study and solution.

The district places trust in its employees and desires to support their actions in such a manner that employees are freed from unnecessary, spiteful, or unjustified criticism or complaints. The complainant shall be encouraged to first bring a complaint to the individual concerned. If the problem cannot be resolved with the individual concerned, it should be brought to the attention of the immediate supervisor or administrator. The complaint should be in writing stating the issues and supporting facts. The individual employee involved shall be given every opportunity for explanation, comment, and presentation of the facts as he/she sees them.

If the issue is not resolved by involvement of the immediate supervisor, the complainant may refer the issue to the superintendent for his or her review and decision.

If the above steps do not resolve the concern of the complainant, s/he may request a session of the board for the purpose of reviewing the superintendent's decision. All parties involved, including the school administration, shall be asked to attend such a meeting for purposes of presenting facts, making further explanations, and clarifying the issue. The board shall conduct such meetings in a fair and just manner. The board shall then render a decision.

It is the intent of the board that the rights of employees under collective bargaining agreements and Vermont law be protected through the administration of this policy.

	Date Warned	Date Adopted
Chittenden South Supervisory Union	9/1/2005	10/17/2005
Champlain Valley Union High School	10/27/2005	11/9/2005
Charlotte School District	11/16/2005	12/6/2005
Hinesburg School District	10/27/2005	11/9/2005
Shelburne School District	11/3/2005	11/16/2005
Williston School District	10/27/2005	11/9/2005

Legal Reference(s): 16 V.S.A. §1752
1 V.S.A. §312 et seq.

Cross Reference(s): Public Participation (C3)