

Rutland Southwest Supervisory Union
Middletown Springs Town School District
Tinmouth Town School District

Ira Town School District
Poultney Town School District
Wells Town School District

Public Complaints About Personnel

Code # D-10

Policy

It is the policy of the Rutland Southwest Supervisory Union to see that complaints about school personnel are considered in a timely manner that is fair to all parties. 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.

Resolving Complaints

The complainant shall be encouraged first to 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 Principal for his or her review and decision. In the event the Principal's review does not lead to a satisfactory resolution, the complainant may submit the issue to the Superintendent for review and decision.

In cases of alleged discrimination, the complainant should follow the procedures accompanying anti-discrimination policy (C6).

Appeal to the Board

If the above steps do not resolve the concern of the complainant, he/she may request a session of the Board for the purpose of reviewing the Superintendent's decision. If the School Board decides to hear the request of the complainant, it shall invite all parties involved including the appropriate school and supervisory union administrators to attend 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 and shall 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.

Legal Reference(s): 16 V.S.A. §1752 (Suspension, dismissal)
 1 V.S.A. §§310 et seq. (Open meetings)

Cross Reference: Board Commitment to Non-discrimination (C6)

	Date Adopted	Replaces Policy
Rutland Southwest Supervisory Union	2/26/07	None
Ira Town School District	N/A	
Middletown Springs Town School District	11/20/2008	
Poultney Town School District	1/20/2009	
Tinmouth Town School District	4/9/2007	
Wells Town School District	10/8/06	