

Public Complaints About School Personnel

The Board believes that constructive criticism, when it is motivated by a sincere desire to improve the quality of our educational programs, assists school personnel to perform their responsibilities more effectively.

The Board endeavors to have complaints resolved at the lowest possible level. Generally, the first step in the complaint procedure should be for the complainant to discuss the matter directly with the employee against whom the complaint is registered.

The Board recognizes that there are a variety of circumstances in which addressing the complaint directly with the employee against whom the complaint is registered is not appropriate due to the nature or severity of the complaint. In those circumstances, the complainant should request a conference with the principal or immediate supervisor of the employee against whom the complaint is registered. The complainant may be asked to reduce their complaint to writing. If the complaint cannot be resolved at this level, it may be presented to the Superintendent.

If the complaint cannot be resolved at the Superintendent's level, the complainant may make a written request that the Board Chair hear and review the complaint. Such requests will be made through the Superintendent. The Board Chair will determine, at the Chair's sole discretion, whether the complaint will be placed on a Board agenda.

In the event the Board Chair places the complaint on the Board's agenda, the complaint will be heard in executive session in accordance with Maine law. The complainant and the employee against whom the complaint is registered will be invited to attend the meeting. The Board will determine the procedural rules for any meeting held to hear a complaint.

This complaint policy and procedure is limited to complaints from the public about school personnel, and may not be utilized by employees for any matters related to employment, and may not form the basis for an employee grievance. Such matters will be addressed through the appropriate grievance procedure, if any.

Adopted: March 1, 1993

Revised: December 6, 2013

Reviewed: June 16, 2015

Revised: November 7, 2019