

1312 POLICY ON COMPLAINTS CONCERNING SCHOOL PERSONNEL

(see also: Policy 1121, Public Participation in Board Meetings)

PUBLIC COMPLAINTS

The Board of Education recognizes responsibilities both to protect its employees from unwarranted charges and to provide a channel whereby citizens may register considered complaints and be assured of a courteous reply.

The Board strongly recommends that a complaint concerning a classroom matter or the professional performance of a school staff member be discussed first with the staff member. If the matter is not resolved, the complaint should then be referred to the Principal.

If the problem is not resolved at the Principal's level, either party may refer it to the Superintendent of Schools. Following preliminary consideration and investigation, all such complaints will be reported to the Board of Education as matters of information. In no case will complaints be registered in the presence of the pupils.

In the event that an individual board member receives a complaint (in writing and signed by the complainant), the member will refer this to the Principal for investigation and report prior to the Board meeting. Following such report, the member may decide whether the situation can be amicably resolved, or whether steps should be taken toward formal Board consideration.

The Board of Education, as a whole, will give formal consideration in executive session to complaints against personnel, only after these have been submitted in writing, signed by the complainant, and investigated by the school principal. Written complaints received by the Superintendent or the Board will be assured of a written reply.

CHALLENGED MATERIALS

A procedure for processing and responding to criticism of approved materials shall be established and followed. This procedure shall include a formal, signed complaint of standard form and an appointed committee to re-evaluate the material in question.

In all cases, the decision to retain or reject shall be made on the basis of whether the material represents life in its true proportions, whether circumstances are realistically dealt with, and whether the material has literary or social value. Factual material shall be included in all instructional material collections.

(cf. 1220 - Citizens' Advisory Committees)
(cf. 5145.2 - Freedom of Speech/Expression)
(cf. 6144 - Controversial Issues)
(cf. 6161 - Equipment, Books, Materials: Provision/Selection)

Legal References:

Keyishian v. Board of Regents 385 U.S. 589, 603 (1967)
President's Council, District 25 v. Community School Board No. 25 457 F.2d 289 (1972), cert.
Denied 409 U.S. 998 (1976)
Minarcini v. Strongsville City School District, 541 F. 2d 577 (6th Cir. 1976).
Board of Education, Island Trees Union Free School District No. 26 v. Pico, 457 U.S. 853
(1982).
Academic Freedom Policy (adopted by Connecticut State Board of Education, 9/9/81).

Connecticut General Statutes: 10-238 Petition for hearing by board of education.

Approved by the Salisbury Board of Education: May 20, 2019