



**Public Complaints About Personnel**

**POLICY: D10**

Two Rivers Supervisory Union Districts

Rev. A VSBA: B22

It is the policy of the Two Rivers Supervisory Union School Districts 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. Anonymous complaints will not be considered.

**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. Every effort should be made to obtain the complaint 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 the employee sees them.

If the issue is not resolved by involvement of the immediate supervisor, the complainant may refer the issue to the Principal for 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 Notice of Non-Discrimination policy (C6).

**Appeal to the Board**

If the above steps do not resolve the concern, the complainant 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.

<b>District/Board:</b>	<b>Replaces Policy</b>	<b>Review Only</b>	<b>First Read</b>	<b>Date Warned</b>	<b>Date Adopted</b>
Two Rivers Supervisory Union			12/07/2023	12/22/2023	<b>01/04/2024</b>
Green Mountain Unified School District			12/21/2023	01/08/2024	<b>01/18/2024</b>
Ludlow-Mount Holly Unified Union School District			12/13/2023	12/29/2023	<b>01/10/2024</b>