

MANHEIM CENTRAL SCHOOL DISTRICT

SECTION: COMMUNITY

TITLE: PUBLIC COMPLAINTS

ADOPTED: May 23, 1995

REVISED:

	<p style="text-align: center;">906. PUBLIC COMPLAINTS</p> <p>1. Purpose Any resident or community group shall have the right to present a request, suggestion or complaint concerning district personnel, the program, or the operations of the district. At the same time, the Board has a duty to protect its staff from unnecessary harassment. It is the intent of this policy to provide a fair and impartial manner for seeking appropriate remedies.</p> <p>2. Authority Any misunderstandings between the public and the School District shall be resolved by direct discussions of an informal type among the interested parties. It is only when such informal meetings fail to resolve the differences that more formal procedures will be employed.</p> <p>3. Delegation of Responsibility Any requests, suggestions or complaints reaching Board members and the Board shall be referred to the Superintendent for consideration and action. In the event that further action is warranted, based on the initial investigation, such action shall be in accordance with the following guidelines.</p> <p>4. Guidelines <u>Matters Regarding A Teaching Staff Member</u></p> <p><u>First Level</u> - a matter specifically directed toward a teaching staff member shall be addressed, initially, to the concerned staff member who shall discuss it with the complainant and make every effort to provide a reasoned explanation or take appropriate action within his/her authority.</p> <p>As appropriate, the staff member shall report the matter, and whatever action may have been taken, to the building principal.</p> <p><u>Second Level</u> - If the matter cannot be satisfactorily resolved at the first level, it shall be discussed by the complainant with the building principal.</p>
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Third Level - If a satisfactory solution is not achieved by discussion with the building principal, the principal shall attempt to schedule a conference with the Superintendent. The principal will furnish to the Superintendent a report which will include the specific nature of the complaint and a brief statement of the facts giving rise to it.

Fourth Level - Should the matter still not be resolved by the Superintendent, or if it is beyond the Superintendent's authority and requires Board action, the Superintendent shall furnish the Board with a complete report.

The Board, after reviewing all material relating to the case, shall provide the complainant with its written decision or grant a hearing before the Board or a committee of the Board.

The complainant shall be advised, in writing, of the Board's decision, no more than ten (10) days following the hearing.

Matters Regarding An Administrative Staff Member

In the case of a complaint directed toward an administrative staff member, the general procedure specified above shall be followed. The complaint shall be discussed, initially, with the person toward whom it is directed; and if a satisfactory resolution is not achieved at this level, the matter shall be brought, as required, to higher levels in accordance with the organization of the School District, terminating with the School Board.

Matters Regarding A Noninstructional Staff Member

In the case of a complaint directed toward a noninstructional staff member, the complaint is to be directed, initially, toward the person's superior; and the matter then brought, as required, to higher levels in accordance with the organization of the School District in the manner prescribed above.

Matters Regarding a Program, Operation or Instructional Materials

A request, suggestion, or complaint relating to a matter of district or school policy, procedure, program, operation or instructional materials should be addressed, initially, to the building principal or the head of the nonprofessional department who is most directly concerned; and then brought, in turn, to higher levels of authority in the manner prescribed above.

<p>Pol. 113</p>	<p><u>Matters Regarding Pupil Progress and Well-Being</u></p> <p>In the case of a complaint directed toward this area, the general procedures specified in this policy shall be followed.</p>
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