COMPLAINTS BY THE PUBLIC

Constructive criticism of the school or its employees including federal programs is welcome when it is motivated by a sincere desire to improve the quality of the educational program to equip the schools more effectively for the tasks they are designed to perform.

Owing to the public nature of the teaching profession, school personnel are not exempt from criticism. The Board of Education places trust in its employees and desires to support their actions as far as it is possible so that they are free from unnecessary or negative criticism and complaints.

Complaints and communications shall be initiated in the following manner:

1. If a parent has a complaint, the parent should first discuss the matter with the teacher, trying to eliminate the dissatisfaction at the first level in an effort to solve the problem informally.

2. If the problem is not resolved at this level, an appeal may be extended to the Principal. This should be a discussion of the dissatisfaction, and might well include the teacher in a three-way conference.

3. If the initiating party is not satisfied with the response of the conference at the Principal level, it can be carried on to the Superintendent. The Superintendent may require that the problem be detailed in a written statement.

4. The next level is appeal to the Board of Education. The appeal must be in writing and should be submitted to the President of the Board. No anonymous correspondence may be considered officially by the Board of Education.

5. The President of the Board shall call for a hearing before the board of Education to consider said appeal, said hearing to be at the next regularly scheduled meeting of the Board of Education which is at least five days after notice of hearing is received by the initiating party. The President of the Board of Education shall cause a notice of said hearing to be served upon the initiating party by either personal delivery or by certified U.S. mail, postage prepaid, mailed to the address of the parent as reflected by the records of the Fremont Public Schools. At said hearing the Board of Education shall hear evidence from the initiating party and all other parties who have relevant information concerning the complaint, and the Board of Education shall make a decision within thirty days of said meeting and promptly notify the initiating party of its decision and response to the complaint.

6. It shall be understood by all parties involved in the complaint procedure that no reprisals of any kind, implied or intended, shall be brought against the person or persons involved in the resolving of the complaint.

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