

COMPLAINTS AGAINST EMPLOYEES

6.36*+

The Calhoun County School Board invites constructive criticism from the parents and citizens of the District.

- 1) Any sufficient complaint not covered by Policy 6.35 or 2.70 (Discrimination and Harassment), which alleges serious charges against a School Board employee, shall be referred directly to and investigated by the Superintendent.
- 2) Any formal complaint against an employee which involves serious charges shall be in writing and shall bear the signature of the person filing the complaint.
- 3) If the problem does not involve a serious charge as specified in Subsection (1) and (2), then the Principal shall inform the parent(s) or legal guardian(s) that student-teacher problems shall first be submitted to the teacher to seek resolution. Such problems may then be submitted successively to the following: Principal, Superintendent and School Board.
- 4) If the Superintendent's investigation or review confirms a cause to believe the employee may be guilty of serious misconduct which may result in suspension or dismissal, he/she shall notify the employee in writing. Where School Board action is required, the results of the Superintendent's investigation and recommendation shall be reported to the School Board for its consideration and action.
- 5) If a legally sufficient complaint is filed against a certified member of the instructional or administrative staff, the Superintendent shall, within (30) days after receiving such complaint, file a written copy of all known information relating to the complaint with the Department of Education for investigation.

Legally sufficient is defined as such when the complaint contains ultimate facts that show a violation occurred as provided in 1012.795, F.S., and as defined by *The Principles of Professional Conduct of the Education Profession in Florida* and Florida Statutes.

Failure of any investigating personnel to report to the Superintendent that a complaint is legally sufficient within forty-eight (48) hours of obtaining that knowledge may result in disciplinary action.

STATUTORY AUTHORITY:

1001.41, 1012.22, 1012.23, F.S.

LAW(S) IMPLEMENTED:

1001.43, 1012.22, 1012.796, F.S.

HISTORY:

ADOPTED: 6/12/2007

REVISION DATE(S): 4/14/09

FORMERLY: