

**SCHOOL/COMMUNITY RELATIONS****PUBLIC COMPLAINTS ABOUT SCHOOL PERSONNEL**

The Marion School District welcomes constructive criticism of the school's personnel when it is motivated by a sincere desire to improve the quality of the education program and to help the school's personnel in performing their tasks more effectively.

The School Board places trust in its employees and desires to support their actions in such a manner that employees are freed from unnecessary, spiteful, or negative criticism and complaints. A complaint is defined as a written concern or issue of a parent of a student or patron of the District based upon an alleged violation, misinterpretation, or inequitable application of the provisions of school policy, state or federal law or state or federal regulation. An alleged violation, misinterpretation or inequitable application of a non-existing school policy, state or federal law or state or federal regulation shall not constitute a "complaint" for purposes of Policy KLD or Policy KLD-E.

Whenever a complaint is made directly to the School Board as a whole or to a Board member as an individual, it shall be referred to the school administration for implementation of Policy KLD-E. The Complaint Resolution Procedure set forth in Policy KLD-E shall be followed when addressing complaints. The individual employee involved shall be advised of the nature of the complaint and will be given every opportunity for explanation, comment, and presentation of the facts as he/she sees them.

REVISED: February 15, 2011

UPDATED: July 8, 2019