

Community Relations

COMPLAINTS CONCERNING DISTRICT EMPLOYEES

Any person or group having a legitimate interest in the schools of the District shall have the right to present a complaint concerning District personnel. It is the intent of this policy to provide the means for judging each public complaint in a fair and impartial manner and to seek a remedy where appropriate.

It is the desire of the Governing Board to rectify any misunderstanding between the public and the District by direct discussions of an informal type among the interested parties. Only when such informal meetings fail to resolve the differences, shall more formal procedures be employed.

It is the belief of the Board that complaints regarding District personnel should be handled in a confidential manner and are not appropriate for public communication to the Board. Any complaints reaching the Board, Board Members, and the administration shall be referred to the Superintendent/designee. Inmate calls regarding personnel are to be referred to the Superintendent/designee.

The Superintendent/designee shall develop regulations which will permit the public to lodge criticism against staff members, assure a complete hearing, and protect the rights of the staff members and the District.

The Board prohibits retaliation against complainants. The District will not investigate anonymous complaints unless it so desires.

When public complaints involve accusations of child abuse, the provisions of this policy and regulation shall be implemented only after the child abuse reporting requirements have been completed.

(cf. 5141.4 - Child Abuse and Neglect)

The Board shall annually review policies and regulations regarding complaints against school personnel.

(cf. CVE/CVCEO - Negotiated Agreements)

(cf. 1250 - Visits to the Schools)

Community Relations

COMPLAINTS CONCERNING DISTRICT EMPLOYEES (continued)

Legal Reference:

EDUCATION CODE

33308.1 Guidelines on procedure for filing child abuse complaints

35146 Closed sessions

35160.5(a)(3) Requirement of school district policies: parental complaints re employees

35204 Contract with attorney in private practice

44031 Personnel file contents and inspection

44811 Disruption of public school activities

44932-44949 Resignation, dismissal, and leaves of absence (rights of employee; procedures to follow)

48987 Child abuse guidelines

GOVERNMENT CODE

54957 Closed session; complaints re employees

54957.6 Closed session; salaries or fringe benefits

PENAL CODE

273 Cruelty or unjustifiable punishment of child

11164-11174.3 Child Abuse and Neglect Reporting Act

WELFARE AND INSTITUTIONS CODES

300 Minors subject to jurisdiction of juvenile court

Management Resources:

CDE LEGAL ADVISORIES

0910.93 Guidelines for parents to report suspected child abuse by school district employees or other persons against a pupil at schools site (LO:4-93) (6/92 6/93) 6/94 Arrata changes 10/96

Policy

Adopted: 11/13/90

Revised: 09/11/13

CHULA VISTA ELEMENTARY SCHOOL DISTRICT
Chula Vista, California