

CODE B22
(Recommended)

PUBLIC COMPLAINTS ABOUT PERSONNEL

Policy

It is the policy of the Caledonia Central Supervisory Union and its member districts to see that complaints about school personnel are considered in a timely manner that is fair to all parties. The district places trust in its employees and desires to support their actions in such a manner that employees are freed from unnecessary, spiteful, or unjustified criticism or complaints. Further, it is the obligation of the board to ensure that the rights of the employee under the collective bargaining agreement and Vermont law be protected through the administration of this policy.

In cases where the complaint is specifically addressed by another policy, the complainant should follow the procedures accompanying that policy. Examples include: Notice of Non-Discrimination; Prevention of Employee Harassment; Electronic Communications Between Employees and Students; Policy on the Prevention of Harassment, Hazing, and Bullying of Students; Prevention of Sexual Harassment as Prohibited by Title IX; and, the Policy on Section 504 and ADA Grievance Protocol for Students and Staff.

Resolving Complaints

It is the expectation of the District that concerns and conflicts be respectfully addressed and resolved directly between the complainant and the staff member. If the issue cannot be resolved directly with the individual, the complainant should communicate with the building principal/director by providing a summary of the concerns in writing, and including any examples or evidence supporting the complaint. The principal/director will afford the staff member with an opportunity for explanation, comment, and presentation of their perspective of the situation. The principal/director may use a variety of conflict resolution strategies to rectify the situation.

If the issue is not resolved to the satisfaction of the complainant, they may provide the written statement and evidence, including the principal's/director's actions, to the superintendent, for the superintendent's consideration and decision.

Appeal to the Board

If the complainant is not satisfied with the decision of the superintendent, the complainant may request the school board to review the superintendent's decision on the record with an abuse of discretion standard.

<i>VSBA Version:</i>	January 2, 2026
<i>Date Warned:</i>	January 9, 2026 - Caledonia Central Supervisory Union, January 23, 2026 - Peacham School District, January 23, 2026 - Danville School District, January 30, 2026 - Caledonia Cooperative School District , January 30, 2026 - Twinfield Union School District , February 13, 2026 - Cabot School District
<i>Date Adopted:</i>	January 19, 2026 - Caledonia Central Supervisory Union - recommended policy to be adopted at the district board levels, February 2, 2026 - Peacham School District, February 3, 2026 - Danville School District, February 9, 2026 - Caledonia Cooperative School District, February 23, 2026 - Cabot School District, March 10, 2026 - Twinfield Union School District
<i>Legal Reference(s):</i>	16 V.S.A. § 1752 (Suspension, dismissal) 1 V.S.A. §§ 310 et seq. (Open meetings)
<i>Cross Reference:</i>	

