



# OXNARD SCHOOL DISTRICT

1051 South "A" Street • Oxnard, California 93030 • 805/385-1501

## COMPLAINT CONCERNING DISTRICT EMPLOYEE

**TO:** \_\_\_\_\_  
(Print the full name of Employee against whom this Complaint is filed)

**FROM:** Name(s): \_\_\_\_\_

Street Address: \_\_\_\_\_

City & Zip Code: \_\_\_\_\_

Telephone Number(s): \_\_\_\_\_

**Nature of Complaint:**

(Include the full name of each employee involved including work site/department, a brief but specific summary of the complaint and the facts surrounding it, and a specific description of any prior attempt to discuss the complaint with the employee and the failure to resolve the matter.)

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(You may attach additional pages of your own paper to describe your complaint more fully, if you so desire.)  
To promote prompt and fair resolution of the complaint, the following procedures shall govern the resolution of complaints against district employees:

- Every effort should be made to resolve a complaint at the earliest possible stage. Whenever possible, the complainant should communicate directly to the employee in order to resolve concerns.
- If a complainant is unable or unwilling to resolve the complaint directly with the employee, he/she may submit an oral or written complaint to the employee's immediate supervisor or the principal.
- All complaints related to district personnel shall be submitted in writing to the Human Resource Department. If the complainant is unable to prepare the complaint in writing, administrative staff shall help him/her to do so.
- When a written complaint is received, the employee shall be notified within five days or in accordance with collective bargaining agreements.
- A written complaint shall include:
  - The full name of each employee involved
  - A brief but specific summary of the complaint and the facts surrounding it
  - A specific description of any prior attempt to discuss the complaint with the employee and the failure to resolve the matter
- Staff responsible for investigating complaints shall attempt to resolve the complaint to the satisfaction of the parties involved within 30 days.
- Both the complainant and the employee against whom the complaint was made may appeal a decision by the immediate supervisor to the Superintendent or designee, who shall attempt to resolve the complaint to the satisfaction of the person involved within 30 days. Appeal forms shall be submitted to the Human Resources office. However, the complainant, the employee, or the Superintendent or designee may ask to address the Board of Trustees regarding the complaint.
- Before any Board consideration of a complaint, the Superintendent or designee shall submit to the Board a written report concerning the complaint, including but not limited to:
  - The full name of each employee involved
  - A brief but specific summary of the complaint and the facts surrounding it, sufficient to inform the Board and the parties as to the precise nature of the complaint and to allow the parties to prepare a response
  - A copy of the signed original complaint
  - A summary of the action taken by the Superintendent or designee, together with his/her specific finding that the problem has not been resolved and the reasons
- The Board may uphold the Superintendent's decision without hearing the complaint.
- All parties to a complaint may be asked to attend a Board meeting in order to clarify the issue and present all available evidence.
- A closed session may be held to hear the complaint in accordance with law.
- The decision of the Board shall be final.

Any complaint of child abuse or neglect alleged against a district employee shall be reported to the appropriate local agencies in accordance with law, Board policy and administrative regulation.

**I (we) certify under penalty of perjury that the information provided regarding this complaint is true and correct.**

Executed this \_\_\_\_\_ day of \_\_\_\_\_, 20\_\_\_\_\_.

at \_\_\_\_\_, California.

Signature(s) \_\_\_\_\_

\_\_\_\_\_

***For purposes of the Complaint Procedures "Days" will be defined as those days when the employee against whom the complaint has been lodged is on duty.***