

APPEALS
(Section 11 of the *School Act*)

Employee decisions relating to individual students should be carried out in accordance with principles of fairness. The appeal process should encourage all parties to disputes to understand the concerns of the other parties and make good faith efforts to resolve disputes to mutual satisfaction.

The School District generally encourages complaints and disputes to be dealt with at the point closest to where the dispute first arises.

If an employee's decision is disputed or a complaint is made about an employee's decision, the dispute or complaint is not resolved to the satisfaction of the student or the parent of the student affected, and the decision significantly affects the education, health or safety of the student, the School District recognizes the right of a student and/or his or her parents (including guardians and persons acting in place of parents) to appeal to the Board.

The School District also recognizes that employee decisions that do not significantly affect the education, health or safety of a student are within the final authority of the Superintendent/Secretary-Treasurer (or designate) as the School District's Chief Educational Officer.