

EDUCATION INTERIM COMMITTEE

DAVIS SCHOOL DISTRICT

TEACHER COMPLAINT PROCESS

- Complaints against teachers are typically investigated at the school first.
 - An Admin team will gather evidence including statements from the parties
- If the complaint involves a student's civil rights, it is forwarded to the Office of Equal Opportunity (OEO) for a determination of whether the student's civil rights were impacted
- A school with a complaint that is founded will forward their issue to the District's "Administrative Consultation Team" (ACT)
 - ACT consists of: HR director and two deputy directors, legal counsel, OEO director, and Special Education director.
- ACT meets with school team and recommends discipline for review by Superintendency
- Superintendency reviews ACT recommendation weekly and approves, denies, or sends it back to ACT for more investigation

SUBSTITUTE TEACHER COMPLAINT PROCESS

- Complaints typically investigated first at the school level, where evidence like statements from the parties are gathered
- If the complaint involves a student's civil rights, it is also investigated by our Office of Equal Opportunity (OEO) where OEO determines the validity of the claim and passes it to HR for potential discipline
- HR subcommittee consisting of deputy HR directors and an HR staffer review the complaint and make a determination as to potential discipline
- HR can either:
 - Terminate (remove sub from list of eligible substitutes)
 - Issue cautionary letter

JANUARY INCIDENT

- DSD hires a maintenance worker on April 3, 2023
- DSD fingerprints him the same day and sends background check request to BCI
- April 7, 2023 BCI reports clean background check to DSD
- January 15, 2025 DSD learns of allegations against him and cooperates with police to facilitate his arrest. He is immediately put on leave during investigation
- January 17, 2025, Police charge him with felony counts of exploitation of a minor online
- January 21, 2025, DSD terminates his employment