Personnel problems come in two types: complaints from personnel and complaints about personnel.

Complaints from personnel often come in the form of a grievance. The district must follow its own grievance procedure so it is important that close attention be given to the procedure and the definition of a grievance (see Section 06-12).

Complaints about personnel should be directed to the administration if the complainant can’t resolve the problem with the individual concerned. NDSBA recommends that boards refuse to hear complaints about personnel because of the potential for libel and slander and the danger of a flawed due process in the event of a later nonrenewal or discharge.