

**ACTIVE SEA GRIEVANCES
April 23, 2019 Report**

Preliminary Level:

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Level I - School Principal/Immediate Supervisor:

- SUHI - Evaluations Article 14.7.B and 14.7.C.3. Improvement timeline was violated.

Level II - Superintendent or His/Her Designee:

Level III - Settlement Conference:

Appeal to Arbitration:

SETTLEMENTS:

- CPH - Art. 14.1 5-yr evaluation denied for arbitrary reasons
- NCA - Art. 4.10 Evaluation timeline violation of all teachers being evaluated this year. No teacher will be evaluated this school year.

ON THE HORIZON:

- Violation of TOSA Curriculum & Instructions side agreement
- Violation of job posting requirements at Eastlake
- Violation of Fundamentals class cap at Castle Park
- Creation of Temporary postings to subvert SERP MOU/Article 34 & Article 35

MOVE TO BARGAINING:

IN ABEYANCE:

- ELH - Full-Time Athletic Director position not posted; partial position with Psych. posted, then switched to full time

DROPPED:

- SUHI - Just Cause Discipline Article 19.2. Summary of conference includes disciplinary language.
- Chula Vista - Pay reduction without cause.

Grievance Chair's Report

Grievance Committee Meeting Minutes
Monday, April 8th, 2019
SCTU office

1. Review grievances
 1. Discussed open and closed grievances in detail
 2. Lucy reminded us that yellow will be used to designate grievances in flux in the Google sheet.
 3. Discussed approaching grievance ie) Cavanaugh Letter

2. Grievance folder
 1. Found the folder and will be updating it.
 2. The folder will be kept in the president's office.

3. Flow chart for next rep council
 1. Calendar example of timelines
 2. Next meeting difference between grievance vs. gripe

4. Agendas and minutes
 1. Want to start keeping an agenda and minutes.

5. Send grievance sheet to board

Submitted by Shelly Poliska, SEA Grievance Chair
April 23, 2019