



Grievance Rep Council Report

DATE: 5-7-19

COMMITTEE CHAIR: Trish Terrell

INFORMATIONAL ITEMS:

1. Please follow the guidelines and procedures when a member comes to you with an issue. See wearesrta.org for procedures, concern form, and grievance form.
2. Numbers for the school year:
 - a. WINS! Issues/Concerns/Level I grievances solved at the informal level by the grievance team (does not include informal issues that come up with Level Reps or Exec Board members): 56 and counting
 - b. Grievances: 11 total - 5 wins, 2 members chose to not go up to the next level at denial, 2 are currently at mediation, 2 still in progress
 - c. Grievances currently at Level IV mediation: 2
 - d. Grievances/current issues related to not following evaluation procedures: 6
 - e. Grievances related to member discipline: 4
 - f. Williams Act Complaints:
 - i. 3/6/5 for Quarters 1/2/3 for a total of 14 so far
 - ii. Instructional Materials 0/1/0
 - iii. Teacher vacancy/shortage 1/0/0
 - iv. Facilities 2/5/5
3. Current issues needing feedback from reps:

- a. Elementary End of Year testing teachers will not be given extra pay for scoring. Principals are supposed to provide time within the schedule/meeting time to do this work. Please contact us ASAP if this is not happening.
- b. We need a Middle School rep on the Grievance Committee- know anyone who would be interested? Let Trish know!
- c. Any issues with the voluntary transfer window or hiring/posting procedures
- d. Any issues with the evaluation procedures:
 - i. not giving members notice if there are concerns that might lead to anything less than “meets standards”
 - ii. using information not from classroom observations (complaints, peer judgement, department chair input)
 - iii. not endeavoring to help members improve and provide opportunities to get better and show progress
 - iv. Receiving an “unsatisfactory” on the final evaluation without evidence and/or process
 - v. Note: A NRE (non-reelect) member may choose to resign rather than have the NRE letter in their file. SRCS has advised admin to not file final evaluations for those members to keep negative evals out of their files

4. LEVEL GRIEVANCE REPS:

- a. High School: Marcy Martell mokronick@yahoo.com (707) 478-7856
- b. Elementary School: Bev Barron bevstuff16@hotmail.com (707)536-7377
- c. Middle School/Chair: Trish Terrell swildw@hotmail.com (415)412-0422

Grievance Levels:

Level I - must include an informal conference with immediate supervisor. We cannot file a formal grievance until the member has done this step.

Level II – when complaint has not been dealt with in a timely manner or unsatisfactory response

Level III – when the grievance is denied or not handled within the 10 days

Level IV – when the grievant is still not “made whole” we ask for a mediator

Level V – arbitration