

LEVEL FOUR DECISION OF THE BOARD OF TRUSTEES

Evergreen Teachers Association (ETA) Grieving Actions of Principal of Cedar Grove School

The Evergreen Teachers Association (ETA), filed this grievance on April 20, 2020 alleging that the Principal of Cedar Grove School sent an email to parents with a 38-slide presentation.” They alleged that the email and slide presentation amounted to an increased workload which constitutes a change in working conditions for bargaining unit members in violation of the collective bargaining agreement and an MOU that was reached regarding the closing of schools.

ETA alleged that:

1. Slide #2 – 60 minutes of daily office hours was in direct conflict with the concept of teacher flexibility.
2. Slide #3 – the 2nd and 3rd bullets reference synchronous teaching that was not required.
3. Slide #4 – while not contractual, the learning space depicted was insensitive and intimidating.
4. Slide #5 – “our distance learning process is easy. This is what you do every single morning.” Was again in violation of a teacher’s ability to be flexible.
5. Slide #6 – “email your child’s teacher.” There was no reference to the district tech support.

ETA alleged the communication to parents constituted a violation of the collective bargaining agreement Article 1 Sections 1.2 and 1.3, Article 2, Article 3 Section 3.6, Article 4 Section 4.1, Article 5 Section 5.1, Article 7 Section 7.1, and the COVID-19 MOU paragraphs # 2, 14, and 16.

The Board found that the principal’s communications to parents is not covered by any provision of the collective bargaining agreement between the District and the Evergreen Teachers Association nor by any provision of the COVID-19 MOU. The principal collaborated with her staff in developing the terms of her communications with parents and the slide presentation is consistent with the procedures that were developed by her and her staff.

Moreover, the schedule observed by the Cedar Grove School and certificated staff was not an increase in the workload for bargaining unit members in violation of any provision of the collective bargaining agreement. No provision of the collective bargaining agreement or the COVID-19 MOU was violated.


The Board recognizes the need for greater understanding and communication between ETA and the Administrative team so that future disputes can be handled in a more collaborative and constructive way. Moving forward, the Board has asked the Administrative team to increase discussion time with ETA to proactively address areas of concern. The Board, however, must rule on this issue as per the collective bargaining agreement.

Therefore, the Evergreen Teachers Association grievance is denied.

Board of Trustees
Evergreen Elementary School District

7/17/2020

Dated: July 16, 2020

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Leila Welch
President