

SEASIDE SCHOOL DISTRICT 10
Special Meeting of the Board of Directors
Tuesday, November 19, 2019 – immediately following the Regular meeting of the Board
District Administration Office
1801 South Franklin Street, Seaside, Oregon

PRESENT:

Board Members: Chair, Mark Truax, Shannon Swedenborg, Michelle Wunderlich, Brian Taylor, Sondra Gomez, Dr. Hugh Stelson (via ZOOM meeting)

Administration: Superintendent Sheila Roley, Assistant Superintendent Susan Penrod, Business Managers Justine Hill

Others: David White, Chuck Albright, John Meyer, Katherine Lacaze

CALL TO ORDER

Chair Mark Truax called the November 19, 2019 Special meeting of the Board of Directors of Seaside School District 10 to order at approximately 7:00 pm.

ESTABLISH QUORUM

A quorum of the Board was present.

ACTION ITEM

SEA Grievance – Pay and Benefits Status

David White, Representative for the Seaside Education Association (SEA) began by reviewing the grievance. Two teachers were hired for the 2019-2020 school year to fill in for two teachers on leave. The temporary teacher are being paid less than the amount outlined in the contract. It is the SEA's belief that all licensed staff are covered under the contract and it is the request that these two teachers be made whole. White explained that the District understood that it needed full time educators for the full school year and that there is no contractual basis for breaking it up into parts (substitute/temporary teacher).

Superintendent Sheila Roley explained that both of the teachers who are on leave for the year qualified for Family and Medical Leave (FML) and that while an employee is on FML, they continue to receive full benefits and the position is still theirs. It has been the District's practice to use subs when an employee is on FML.

White said that he understands the rationale, but doesn't feel that it is within the terms of the contract. White indicated that statute describes a temporary teacher as someone who starts partway into the year. In this case the District knew it needed full year coverage.

Board Chair Mark Truax asked for clarification that both of the temporary teachers knew what they were getting into. It was confirmed that they did, as the job postings clearly outlined the terms.

SEA Chair Chuck Albright explained that although the Association did get the postings in the spring,

they didn't notice the details until this school year. Albright also wanted to make it clear that this is the Association bringing this grievance, not any individual teacher. Adding that the teachers in question are being treated as regular full time teachers with the same expectations as a regular teacher.

Roley commented that the Association and the District seem to be reading the same contract differently and that if we can't come to an agreement tonight, that going to arbitration is always an option.

There was discussion about what the Association is asking for when they request the teachers being "made whole". It was confirmed that they are asking for back pay and benefits, including any medical expenses, bereavement leave and pay differential. It was further clarified that in the case of one employee, who gave up her classified position in the spring, to accept the teaching position, the Association believes that her benefits should go back to the spring.

Board Vice-Chair Brian Taylor asked what the cost differential was. Hill indicated that it would be about \$15,000, but would be more if the District also had to pay for the summer benefits of the former classified staff member. Hill further clarified that it has always been the District's practice that when a staff member is out on FMLA, it is understood that they get benefits, "own" the FTE, and the District gets a substitute during that time. In response to a question about the staff members being given options, Hill confirmed that the staff member who resigned her classified position in the spring did have options outlined for her, including the option of continuing in her classified position until the temporary position started in November.

White indicated that this could certainly be looked at in pieces if that would help with resolution.

In response to a request that each case be broken down individually, Hill clarified that these two teachers are in the exact same situation. Board members expressed that the individuals should be left out of it and that the discussion should be about the big picture question.

A motion to deny the grievance request regarding pay and benefits status was made by Brian Taylor and seconded by Shannon Swedenborg. The motion carried unanimously.

There being no further business, the Special Board meeting was adjourned.

Leslie Garvin
Executive Assistant