

ABCEA GRIEVANCE

GRIEVANCE NUMBER: 2020 - 05

LEVEL: Step I

SUBMITTED TO: Principal Smith

SUBMITTED ON: September 21, 2020

GRIEVANTS: Tom Jones

REPRESENTATIVE: Charles Holmes, ABCEA Grievance Committee or designee from ABCEA Grievance Committee

STATEMENT OF GRIEVANCE

On September 15, 2020, Principal Smith violated the collective bargaining agreement between the ABC School District and ABCEA when he arbitrarily and capriciously included a Performance Improvement Plan (PIP) requirement within a formal written reprimand notice to the Grievant.

ARTICLES VIOLATED

- I. Article 17, Part B, section 1(a), Discipline and Discharge
- II. Article 23, Part D, Section 2(c), Staffing
- III. Article 25, Employee Performance
- IV. Preamble

REMEDIES DEMANDED

- 1. Principal Smith will remove the PIP requirement from the September 15, 2020, written warning to the Grievant
- 2. Principal Smith will cease and desist the PIP process regarding the Grievant
- 3. Principal Smith will rescind and expunge the PIP regarding the Grievant