



Duval County Public Schools

July 21, 2008, Grievance Committee

Ms. Betty Burney, Chairman
Mr. Tommy Hazouri, Vice-Chairman
Ms. Kris Barnes
Ms. Martha Barrett
Ms. Nancy Broner
Ms. Vicki Drake
Ms. Brenda Priestly Jackson
Mr. Ed Pratt-Dannals, Superintendent

ATTENDANCE AT THIS GRIEVANCE COMMITTEE MEETING: Ms. Brenda Priestly Jackson, Chairman; Ms. Martha Barrett, Member, and Ms. Kris Barnes, Member, were all present.

CALL MEETING TO ORDER

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Minutes: The Chairman of the Grievance Committee called the meeting to order at 1:13 p.m.

GRIEVANCES TO BE DISCUSSED

[1. STEP 2 COMPLAINT - JAMES MOSER, TEACHER](#)

Minutes:

Mr. Moser's Complaint has been broken down into two issues. The first issue relates to his Unsatisfactory Evaluation and will be heard first. The second issue relates to a reprimand and will be heard second.

Unsatisfactory Evaluation:

Mr. James Moser presented on his own behalf. Mr. Moser, while a teacher at Robert E. Lee High School, received an unsatisfactory evaluation. Mr. Moser is grieving this evaluation, stating that it was given by the Principal as retaliation for his complaints regarding the lack of fire drills at the school. He also states that he was put on two Success Plans for the same reason.

Ms. Vicki Reynolds, Chief Human Resource Services Officer, presented on behalf of the administration, indicating that all procedures were followed by staff regarding his evaluation and the Success Plans, all proper meetings and notifications were given to Mr. Moser. In addition, she indicated that there was no proof that any documents regarding the fire drill issue had been falsified by staff.

Both parties were allowed rebuttal time on the issues previously presented.

All pertinent information relating to the Step 2 Complaint is attached to the Minutes.

Committee members asked questions and deliberated. After deliberations, a motion was made and voted on by the Committee.

Speakers:

Ms. Brenda Priestly Jackson, Chairman, Grievance Committee
Mr. James Moser, Grievant
Ms. Vicki Reynolds, Chief Human Resource Services Officer
Ms. Kris Barnes, Member, Grievance Committee
Ms. Martha Barrett, Member, Grievance Committee
Mr. Scott Snyder, Lee High School
Ms. Cathy Barnes, Vice-Principal, Lee High School

Reprimand:

Mr. Moser presented on his own behalf. He alleges that the issues contained in a reprimand dated May 5, 2006, are incorrect and should be removed from his file.

Ms. Reynolds presented on behalf of the administration. She indicated that the reprimand was given after a two-week period of escalating controversies.

After discussion by the committee, a motion was made, seconded, and voted on.

Speakers:

Ms. Brenda Priestly Jackson, Chairman, Grievance Committee
Mr. James Moser, Grievant
Ms. Vicki Reynolds, Chief Human Resource Services Officer
Ms. Kris Barnes, Member, Grievance Committee
Ms. Martha Barrett, Member, Grievance Committee

Motions:

Motion on Unsatisfactory Evaluation - That the Grievance Committee uphold the Unsatisfactory Evaluation and deny the relief requested by the Grievant. - PASS

Vote Results

Motion: Kristanna Barnes

Second: Martha Barrett

Kristanna Barnes	- Aye
Martha Barrett	- Aye
Nancy Broner	- Not Present
Betty Burney	- Not Present
Victoria Drake	- Not Present
Thomas Hazouri	- Not Present
Brenda Priestly Jackson	- Aye

Motions:

Motion on Reprimand - That the action requested by the Grievant to remove the reprimand from his file be denied. However, the Grievant will be allowed to respond to the reprimand with a letter which will be placed in his file. He has 30 days from the date of this Grievance Hearing to file the written response. In addition, Ms, Vicki Reynolds, Chief Human Resource Services Officer, will place a letter in the Grievant's file indicating that the reprimand was the subject of a grievance and that he is disputing the facts of the reprimand. - PASS

Vote Results

Motion: Kristanna Barnes

Second: Martha Barrett

Kristanna Barnes	- Aye
Martha Barrett	- Aye

Nancy Broner	- Not Present
Betty Burney	- Not Present
Victoria Drake	- Not Present
Thomas Hazouri	- Not Present
Brenda Priestly jackson	- Aye

[2. DTU STEP III GRIEVANCE - MASTER CONTRACT, ARTICLE IV, PARAGRAPH 7 - PAPERWORK](#)

Minutes: This grievance was settled prior to the meeting.

ADJOURNMENT

[ADJOURNMENT](#)

Minutes:

The Chairman of the Grievance Committee adjourned the meeting at 2:26 p.m.

BSC

Superintendent

Chairman