

Date: November 10, 2014

To: Dr. Denise Hermann, Gunn High School Principal

From: PAEA Executive Board

Re: Grievance Level 1 – Formal Level

Unit members contend violation of Appendix C, Section 1 and all other applicable sections that may apply.

Dr. Denise Hermann, school site principal of Gunn High School, has violated the collective bargaining agreement between Palo Alto Unified School District (PAUSD) and the Palo Alto Educators Association (PAEA). On October 29, 2014, unit members at Gunn High School were informed at a school site meeting that all teachers at the school site should use Schoology in order to post grades and assignments. Per Appendix C, Section 1, it states that "secondary teachers are expected to electronically post homework assignments, instructional materials, and test and quiz dates in a timely manner."

This directive was issued after an informal meeting occurred between site representatives and the Association's President Teri Baldwin on September 17th regarding the use of Schoology by unit members at Gunn High School. Teri Baldwin, PAEA president, Nicole Menache, Site Representative and Marc Iglar, PAEA Executive Board Member at large then had a meeting with Dr. Hermann on October 17th to remind her that this was in violation of the contract. Dr. Hermann also sent an e-mail to the parent community on October 22nd in which she conveyed to parents her expectation that all teachers use Schoology. On October 29th minutes from the Instructional Council meeting went out to all teachers where it was stated that "Schoology, Gunn's software for conveying classroom information to students and parents, should be used by all teachers to post assignments and grades."

Remedy Sought:

Dr. Hermann will issue in writing a retraction to the parent community and unit members, which shall be previewed prior to sending by Scott Bowers, Assistant Superintendent of Human Resources and Teri Baldwin, President of PAEA. Additionally, she will follow the current collective bargaining agreement, Appendix C, Section 1, as it pertains to the posting of grades and assignments by unit members at Gunn High School.

Signed:



PAEA President

11/10/14

Date

Site Administrator

Date