

AGENDA
Princeton Joint Unified School District
Special Board Meeting

Location: Princeton Junior Senior High School Library

Location: December 14, 2015

Time: 5:00 PM

The District Board Packet is available for public viewing @ The Princeton Joint Unified School District's Administrative Building located at 473 State Street, Princeton, California on the date and at the time the agenda is posted. (SB 343 -Chapter 298/2007 effective July 1, 2009).

I. CALL TO ORDER

II. ROLL CALL

- Cathy Withrow**
- Troy Hansen**
- Cindy Campbell**
- Victoria Reamer**
- Lance Glassgow**

SPECIAL BOARD MEETING

We welcome you to this meeting. Members of the public may be heard on any business item on the Board's Agenda. A person addressing the Board will be limited to five (5) minutes unless the Chairperson of the Board grants a longer period of time. Comments by members of the public on an item that appears on the Agenda will only be allowed during consideration of the item by the Board. While not required, we would appreciate it if you would identify yourself with your name and address when addressing the Board. If visitors have a complaint about a specific employee of the District, they will be advised to fill out a complaint form in accordance with Board Policy.

III. PLEDGE OF ALLEGIANCE

IV. PUBLIC COMMENT: An opportunity for any member of the public to address the Governing Board on any matter not on the Agenda but which is within the jurisdiction of the Board.

V. EMPLOYEE GRIEVANCE HEARING

VI. CLOSED SESSION

1. CONFERENCE WITH LEGAL COUNSEL - ANTICIPATED LITIGATION: Pursuant to paragraph (2) of subdivision (d) of Government Code section 54956.9. (one potential case).

VII. CLOSED SESSION REPORT

VIII. ADJOURNMENT

In compliance with the Americans with Disabilities Act, if you need special assistance to access the Board meeting room or to otherwise participate at this meeting, including auxiliary aids or services, please contact the Princeton Joint Unified School District at 530-439-2261 and ask for Yecenia Polanco. Notification at least 48 hours prior to the meeting will enable the office to make reasonable arrangements to ensure accessibility to the Board meeting. (Government Code § 54954.2)

Posted December 11, 2015 @ 4:00 pm Posted at: Princeton High School, Princeton Elementary, Princeton Market and Princeton Post Office

**PRINCETON JOINT UNIFIED SCHOOL
DISTRICT
GRIEVANCE FORM - LEVEL I**

NOTE: Before filing a formal written grievance, the grievant shall attempt to resolve the grievance in an informal conference with his/her immediate supervisor within ten (10) days after the grievant knew or should reasonably have known of the alleged violation of the Collective Bargaining Agreement.

Date of Informal Conference: 11/10/15 Supervisor Present at Informal: Lance Swift

1. List the specific Contract provision(s) alleged to have been violated:

ARTICLE <u>25</u> PARAGRAPH <u>1</u>	ARTICLE ____ PARAGRAPH ____
ARTICLE ____ PARAGRAPH ____	ARTICLE ____ PARAGRAPH ____
ARTICLE ____ PARAGRAPH ____	ARTICLE ____ PARAGRAPH ____

2. The date, or date(s), on which the violation allegedly occurred:
Ongoing

3. Describe specifically how the contract articles/paragraphs listed in #1 above were violated.
Mr. Lance Swift, Director of Maintenance and Transportation, is performing all job duties relevant to maintenance work which is CSEA Bargaining Unit work.
(Attach additional sheets if necessary)

4. Explain why the supervisor's proposed solution at the informal level was not acceptable.
Mr. Swift refused to move maintenance work to CSEA Unit.
(Attach additional sheets if necessary)

5. Specifically, what remedy do you want Post as Maintenance - Buses, Buildings and Grounds and for a Senior Maintenance Worker position and hire.

6. Conference Requested: Yes No

Date Submitted: <u>11/10/15</u>	Date Received:
Grievant's Signature: <u>[Signature]</u>	Received By:

7. Supervisor's Level I Response: _____

(Attach additional sheets if necessary)

PRINCETON JOINT UNIFIED SCHOOL DISTRICT

473 STATE ST, PRINCETON CA 95970

LANCE SWIFT, DIRECTOR OF MAINTENANCE AND
TRANSPORTATION

PH. 530-439-2261 OFFICE.....530-520-1311 CELL

10 November 2015

I (Lance Swift) am performing job duties included in my job description as Director of Maintenance, Operations and Transportation. I am a district employee; the performance of my duties is not contracting out work.

Maintenance work is also included in the job description for the Custodian/Bus Driver position, and employees working in the Custodian/Bus Driver position have the opportunity to perform maintenance work as specified. No additional job positions are needed.

Lance Swift (DMOT)

A handwritten signature in cursive script that reads "Lance Swift".

**PRINCETON JOINT UNIFIED SCHOOL DISTRICT
GRIEVANCE APPEAL FORM - LEVEL II**

A copy of the Level I written grievance, and the Level I response, must be attached to this Appeal.


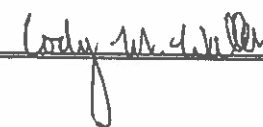
Date Level I filed: 11/10/15	Date decision rendered: 11/10/15
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Reason(s) for Appeal:

CSEA does not agree with Mr. Swift's decision. Mr. Swift is a Director and should not be performing bargaining unit work. The maintenance work described in the Custodian / Bus Driver job description is not skilled or semi-skilled maintenance work. This work is in the Maintenance - Buses, Building, Grounds and Senior Maintenance Worker job descriptions which is in the CSEA unit.

Specific Remedy Sought:

Post a Maintenance - Buses, Buildings and Grounds and/or a Senior Maintenance Worker position and hire.

Date Submitted: 11/13/15	Date Received: 11/13/15
Grievant's Signature: 	Received By: 

Board Decision:



**Princeton
Joint Unified
School District**

Cody Walker

SUPERINTENDENT/
PRINCIPAL

Beth Penner

CHIEF BUSINESS
OFFICIAL

Raylene Robinson

COUNSELOR

Lance Swift

DIRECTOR MOT

BOARD OF TRUSTEES

Cathy Withrow

PRESIDENT

Cindy Campbell

Lance Glasgow

Troy Hansen

Victoria Reamer

November 13, 2015

RE: CSEA Grievance Appeal – Level II

Dear CSEA:

Lance Swift, Princeton Joint Unified School District's Director of Maintenance and Transportation, is performing duties appropriate to his job description; his doing so does not constitute contracting out work. The District's custodian-bus drivers are also performing maintenance duties appropriate to their job descriptions. The District will not provide the remedy sought, posting and hiring additional positions.

Sincerely,

Cody M. Walker
Superintendent / Principal

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