



12 13 2016 Grievance Hearing 11 30 AM

For ADA assistance, contact the Office of Equity and Compliance, 534-0781, at least 3 business days before the meeting.

Call to Meeting to Order

Acceptance of Agenda

1. [Accept the Agenda for the December 13, 2016 Grievance Hearing](#)

Motions:

Motion to accept the agenda. - PASS

Vote Results

Motion: Lori Cunningham

Second: Billy Townsend

Lori Cunningham - Aye

Kay Fields - Aye

Tim Harris - Aye

Sara Beth Reynolds - Aye

Hazel Sellers - Aye

Billy Townsend - Aye

Lynn Wilson - Aye

Grievance

2. [PEA Step III Grievance #391 Richard Arzillo, Teacher](#)

Attachment: [391 Richard Arzillo PEA Step III Grievance Hearing Packet 37p.pdf](#)

Attachment: [Article 28 Teacher Grievance Procedure.pdf](#)

Attachment: [12-13-16 Superintendent's Executive Summary - #391 PEA Step III Richard Arzillo, Teacher.pdf](#)

Minutes:

Information was presented by Angela Dawson, Representative for Polk Education Association (PEA), and Richard Arzillo, a teacher at Sleepy Hill Middle School. Ms. Dawson discussed information in the teacher contract pertaining to the steps of progressive discipline. Following a student related incident in the classroom, the principal stated she felt threatened by Mr. Arzillo. Ms. Dawson commented that Mr. Arzillo continued to work five days before he was notified of the Principal's intent to discipline him.

Attorney Donald Wilson, representing the Superintendent, stated this is a grievance of the Teacher Collective Bargaining Agreement (CBA). The employee behaved in a threatening and aggressive manner toward the Principal. The steps of progressive discipline were not followed because of the severity of the employee misconduct.

Mrs. Sellers stated the documentation that was provided indicates the Principal took action right away. Attorney Donald Wilson confirmed the Principal took appropriate action and contacted Human Resources Services and the Polk Education Association.

Mr. Townsend commented on the appropriateness of sending a teacher back to the classroom if they exhibited this sort of behavior.

Mrs. Fields commented her response to aggressive behavior in the presence of peers would be to send the staff member home immediately.

Motions:

Motion to uphold the Superintendent's recommendation to deny PEA Grievance #391. - PASS

Vote Results

Motion: Tim Harris

Second: Lori Cunningham

Lori Cunningham - Aye

Kay Fields - Aye

Tim Harris	- Aye
Sara Beth Reynolds	- Aye
Hazel Sellers	- Aye
Billy Townsend	- Aye
Lynn Wilson	- Aye

Adjournment

Meeting adjourned at 11:48 am. Minutes were approved and attested this 24th day of January, 2017.

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Kay Fields, Board Chair

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Jacqueline M. Byrd, Superintendent