



07 22 2010 Grievance Hearing

Call to Meeting to Order

Acceptance of Agenda

1. [Accept the Agenda of July 22, 2010 Grievance Hearing](#)

Motions:

Motion to accept the agenda of the Grievance Hearing for Dialne McCall. - PASS

Vote Results

Motion: Margaret Lofton

Second: Hazel Sellers

Lori Cunningham - Absent

Kay Fields - Aye

Tim Harris - Aye

Margaret Lofton - Aye

Dick Mullenax - Aye

Frank O'Reilly - Aye

Hazel Sellers - Aye

Grievance

2. [Speakers](#)

Minutes:

Dialne McCall, a teacher at Summerlin Academy, stated that according to the Collective Bargaining Agreement a hearing should have been held within 10 days of the filing of the grievance. It has been two months.

She stated that School Board staff removed her from her classroom for questioning on why she had been to the district office to obtain copies of the floor plans of the Human Resource Services building. There was no just cause to remove her from the classroom.

Several areas where the school district failed to meet the CBA:

- 24-hour notification of meetings
- Pulled from classroom where students were working in lab (creating a safety issue)
- Believes all of this harassment is because she is the spouse of David Hamilton McCall.

She requested a formal apology and assurances that both sides will follow the bargaining agreement.

Don Wilson, Attorney for the Superintendent, stated that several times during a school day, a principal or assistant principal will call a teacher to the office for a variety of reasons. Mrs. McCall claims school administrators have to provide a 24-hour notice; this is not a requirement of the bargaining agreement.

Mrs. McCall never requested representation or a 24-hour delay.

It is significant to know that Mrs. McCall requested the building plans to give to her husband. She admitted this to a reporter and it was published as so. Her husband had tried to get the same information earlier in the year; however this type of information is exempt from public release.

Mrs. Sellers asked if Mrs. McCall asked for PEA representation or a postponement? Mr. Wilson stated she did not.

Mrs. Lofton asked if Mrs. McCall, when questioned, say why she wanted the plans if her husband had already received them. Mr. Wilson replied that when Mrs. McCall asked for the plans she said they were for a school project. It was only after she was interviewed by the Ledger that she stated she was getting the plans for her husband. She never identified herself as Mrs. McCall.

Mr. Ciranna stated that her principal, Mike Butler, stated that there was no classroom project that required the plans. The time line of her husband's repeated requests was months before this instance.

Mrs. McCall replied that she signed in through the lobby and was wearing her name

badge when she requested the information.

3. [Grievance of Dialne McCall](#)

Attachment: [Step III Grievance Hearing Packet - McCall Dialne.pdf](#)

Motions:

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

Vote Results

Motion: Frank O'Reilly

Second: Tim Harris

Lori Cunningham - Absent

Kay Fields - Aye

Tim Harris - Aye

Margaret Lofton - Aye

Dick Mullenax - Aye

Frank O'Reilly - Aye

Hazel Sellers - Aye

Motion Minutes: Mr. Mullenax commented that he couldn't image why Mrs. McCall wanted this particular information but there would not be a grievance before the School Board if district staff had not released not-for public information. Mrs. Fields concurred and hope that this has been a lesson learned on public accessible information.

Adjournment

Meeting adjourned at 10:24 AM. Minutes were approved and attested this 7th day of September, 2010.

---

Kay Fields, Board Chair

---

Gail F. McKinzie, Ph. D., Superintendent