



Dear Faculty,

The Faculty Association filed a grievance against the administration for violating the Collective Bargaining Agreement when they fired Dan Jones without just cause. Principal Stephanie Weber started an investigation of Dan in October over concerns stemming from the previous school year. The investigation concluded over winter break.

On January 7, the Faculty Association met with Charlie Abelman and Barb Lindner, a representative from Employee/Labor Relations. They identified the primary reason for his firing. In Dan's classes, students complete a paper for spring quarter. Students submit drafts at different points in the quarter and the final paper is due by the last instructional day of spring quarter. Dan did not receive a paper from one of his students by the deadline. He contacted the student on the last day, informed the student that the paper was missing, and asked the student to email it to him as a PDF. So that Dan could complete the spring quarter and year-end grades, he assigned a point value for the paper although he hadn't received the final version. Dan received the final paper during the summer and evaluated it upon returning to school in the fall. Using the rubric created by the Biology teachers, Dan determined that the paper earned fewer points than the points he assigned at the end of the spring quarter. He chose not to change (lower) the student's final grade.

They claim that Dan falsified a grade by assigning a grade to a paper he had not read and also by not lowering the final grade after having evaluated it. This was identified as the primary reason for Dan losing his job. In the findings of the investigation that Stephanie provided to Dan, she indicates that only a letter grade of I (incomplete) was appropriate for incomplete course work.

The FA disagrees. Faculty members have used a variety of options when dealing with incomplete work. Dan had seen versions of the paper various times in spring quarter. His decision to assign an estimated or provisional grade while giving the student additional time to submit the work is not unreasonable. Dan communicated to the student that the paper needed to be submitted. He accepted the paper, evaluated it, and made the decision to let the student's grade stand.

The FA believes the administration's response is an overreaction and that his firing is without just cause. If they disagreed with his method of addressing incomplete work, the administration should have had a conversation with Dan rather than terminating his employment. Dan has served the school for 14 years and has had a tremendous impact on the community. I will keep you informed of the progress and outcome of this grievance.

Sincerely,

Jim Catlett