

From: [Sebren, Liz](#)
To: [Kris Cappel](#)
Subject: Fw: Concern over Board Members actions.
Date: Sunday, May 30, 2021 3:54:39 PM
Attachments: [image001.png](#)

From: Daily, Jeff
Sent: Thursday, February 11, 2021 9:28 PM
To: Grubb, Troy
Cc: Gattenby, Eric; Sebren, Liz; Diehl, Rebecca; Berg, John; Winter, Tim; Farmer, Jennifer; Linda Wright; Tricia Schroeder
Subject: Re: Concern over Board Members actions.

Mr Grubb-

I am not sure who you are and why you think you own me or tell me what to do but don't do it. So, let's start there.

Your people approached me. I did not contact them. So, get that fact straight first. As an elected official, any person has a right to contact their elected representative. So, check that fact before you start talking. I don't do politics and I don't do unions. I do people and cater to their needs. Apparently you haven't done your job or they wouldn't have contacted me in the first place. If they felt the district was not doing what they should, then the next step is me. Not my issue if you and the district got your feelings hurt because you weren't taking care of your people.

Whether they follow the process is also not my issue. I asked if they had exhausted their chain of command and they said yes. I don't fact check their answer as it is not my place to control people as it appears it is yours. The fact that you wrote this as a wounded person demonstrates you have not done your job in properly representing them. Most wanted to vent on a number of issues and discuss their dissatisfaction over a number of things. Part of my job is to hear what people think and feel about the district. It doesn't matter if they are parents, employees, etc. That is their right and they exercised it.

Second, they requested to see me and meet with me. Apparently you feel that people do not have a right to talk to their elected official as private citizens. Are you in command of them and tell them what to do and how to feel? Do you as the union leader rule them and control their actions? Perhaps we should move this to the civil liberties folks and the district's attorneys for clarification. I believe you will find that first amendment rights outweigh any

demand you or anyone may think you have.

Thank you for telling me my job and how to do it. I won't tell you how to do your job. I believe I was elected by 9000 people so I answer to them. If you are unhappy with how I do my job, please join the various recall efforts within the other unions and the community and have me recalled and removed from my job using the proper process. It is your right as a citizen. Until then, I do my job as I see fit and as needed.

Please don't blame me for people's conduct. I took notes and relayed those concerns to the superintendent the next day. If they chose to do something else on their own, that is their choice and their right. I believe they are all adults and I don't tell any adults how to run their life. Since I said little at the meeting but wrote mainly notes that they were aware of that were going to the superintendent, I see no issue with listening to them. As a matter of fact, they typed up a list of items they wanted to discuss for me and I asked them if they wanted it delivered to the superintendent. They said they did want me to do that. So, I did. What is wrong with that? I do not know what you heard but you seem to be doing the same thing to me. Telling me things and telling me what I supposedly did and I have no idea what you are talking about. If they took some action after meeting with me, it is because it was already happening and in progress; not something I did as I was only there to listen to their concerns. If I gave people hope; great- someone needs to do that. If you can't see the morale of your union is low, then perhaps you should step down. It is everyone's job to take care of our people as well as our students, parents, and community. I meet with students, parents, business owners, etc. They are all part of the community, they all have a story to tell, they all have a stake in our district, and they all deserve to be heard. Apparently, you disagree with that.

I realize that you and the other unions don't want anyone to know about the cozy relationship between you folks and the district. Keeping people in the dark just furthers the union goals and hides transparency from everyone, most especially the community. I don't play that game. If you have nothing to hide, then you should have no problem bargaining in public and making all of your demands publicly.

You don't demand anything unless you want to end up in court on the end of a lawsuit. As I told you, your people contacted me. I did not contact them but I will listen to anyone who voices a concern or wants to talk to me at any time. I have many parents who contact me just to talk. I have teacher friends who I talk with as they want to vent and express frustration. If I feel it needs attention, I tell the superintendent. I see nothing wrong with that nor will I ever not listen to someone who wants to talk to their elected representative. Some folks do not want to talk to the superintendent, or to you for that matter, and that is not my issue. You need to point that finger at yourself and find out why; don't blame me for your or the district issues.

As a matter of fact, they do want to come address the board. I told the superintendent about the meeting as I felt he should have the opportunity to talk with them before they come to the board.

As for the rest of your note, it appears you have now transitioned to personal comments which have no place here. Again, if you wish to go to court, I would be happy to oblige you. You, are the one now, who is trying to disparage my reputation to the district and the board. What my personal goals and interests are of no interest to you and others. As I said, man up and join the at least the three recall efforts out there and follow our legal process. Don't cower behind your union title or your hurt feelings.

I do not sit on the board and pontificate. I have watched the board for many years and can see why we are in the position we are in. I go out, meet people, and see what is happening in the district. I don't take anyone's word for it that everything is "fine". If it was, we would be doing much better both academically and in terms of morale and facilities. I have heard all the union leaders say the things you spout. Well, the world is changing and being on the board is not a spectator sport, regardless whether you folks like it or not.

I am interested in education and how to make our students the best that they can be. You should be too instead of slamming people who are trying to make a difference in this district. It is all of our jobs and I don't divide things up into little boxes like you do for your own ego.

The bus drivers asked me to ride with them and I will be doing that. It is important that someone hears their voice and sees what they do and go through on a daily basis. If you want me to follow you around some day to see what your job is and your life is like, I would be happy to do so- just ask. I go into schools, I talk to parents, talk to teachers, custodians, lunch room folks, and kids and I will continue to do so as it is the right thing to do for them and our community. It is the right thing for board members to be seen out in the district and community doing what they were elected to do. Not sitting in the board room acting like they know everything about the district and education. Knowing about the district is my job so I can make better decisions for our district. Nothing worse that a bunch of people who have no clue about what is going on in the district and community but making uninformed decisions affecting many people and millions of dollars of taxpayer money. I am not a god. I am a public servant and I am approachable and that is part of my job. I care for our community and I want to fix things that have been neglected since I got here in 2003. You and others have had your chance and I see little progress. Perhaps a new way is needed since your way doesn't seem to be working.

Cordially,

J Daily

From: Grubb, Troy

Sent: Thursday, February 11, 2021 6:21:31 PM

To: Daily, Jeff

Cc: Gattenby, Eric; Sebren, Liz; Diehl, Rebecca; Berg, John; Winter, Tim; Farmer, Jennifer; Linda Wright; Tricia Schroeder

Subject: Concern over Board Members actions.

Mr. Daily

It has come to my attention that you may have encouraged a group of transportation drivers to communicate concerns they have about the district with you. If true, This action of your is counterproductive to the collective bargaining process that is so important. It is also my understanding that this is not the first time you have gone behind the curtain.

Just so you know, the info you received was not accurate. If you want accurate information you should go to the source that has accurate information.

From my understanding your job as a board member is;

Vision – Structure - Accountability – Advocacy –

You Help Set the vision and goals for the district

Adopt policies that give the district direction to set priorities and achieve its goals

Hire and evaluate the superintendent

Adopt and oversee the annual budget.

It is my understanding that you are not involved in the daily operations of all of the independent departments. You do not manage the drivers or have authority to effect change in their timecards. Your actions have not only given our drivers a false sense of hope but has damaged our relationship with the district. We have members opting-out of the union because of you, giving them false hope. I always preach starting at the lowest level. And moving up the chain if needed. You are nowhere on that chain. If we were to come to the board, it would be to the whole board. Going just to you seems underhanded, like backdoor bargaining. Your actions have caused damage to SEIU.

At this time I am demanding that you refrain from privately communicating with my members about their work concerns. If my members want to approach the Board as a whole, at a board meeting then that is fine. Instead please encourage them to talk with the union for help and work up the chain. If you wanted to speak to my members please make an appointment through the superintendence office.

When you were first elected I thought to myself, it is always good to have people with different views in leadership. That is how you get diversity. I thought you were a man who would take accountability seriously, and I approved of that.

What it seems we have gotten, is a Trojan Horse? Your actions are constantly counterproductive to the district, You actively spoke against the levy, and you seem to have a desire to undermine the union. Your actions are very similar to those of someone who is fishing for information. In your case I am concerned that you may be fishing for information to use against the District. I am concerned that you are actively working to undermine the district from the inside. If this is true then the honorable thing to do is step down and openly and transparently work to advocate against the district. Doing this action from the inside is very disreputable. I acknowledge you and every citizen has the right to either support or oppose South Kitsap School District. But people who do the opposite of what they promise are called traitors.

If I am wrong about any of this? Please enlighten me. Otherwise I will expect a response from you either confirming or denying these allegations.

Our trust in your intentions is very weak right now so please answer the following questions, so we know how you stand and have a record of it.

Are you in support of the levy?
Are you in support of the collective bargaining process?
Do you support our right to organize?
Do you support the districts philosophical direction?
Are you really in this position to undermine the district?

Thank you

Troy Grubb

South Kitsap School District #402

Head Custodian

Discovery/Explorer Alternative High Schools

DO/IT/ Transportation/SSEM/Armory/WH/FNS/F&O

SEIU 925 SKSD Chapter President.

SEIU 925 Executive Board Member

360-443-3699

grubb@skschools.org

““The single biggest problem in communication is the illusion that it has taken place.”” GBS

